How you will be evaluated
When will you be evaluated?

Thesis + Thesis Defense

- Search for Postdoc job: 2 - 4 yrs
- Search for Researcher / Lecturer / Assist. position: 2 - 4 yrs

- Confirmation: 2 - 4 yrs
- Habilitation: 2 - 7 yrs

Application for Professorship
PhD Thesis Evaluation

AUSTRIA  2 evaluators:
          your supervisor +
          1 other academic

UK, USA:  2 evaluators who are both
different from your advisor.
          But the advisor must express
          an opinion which will be shown to
          the evaluators.
How can I make my advisor read the thesis?

• give him/her a table of contents
• keep him up to date on your work
• give her chapters way before you finish
• show how your papers will be transformed into thesis chapters
• give regular seminar talks
• schedule appointments to discuss parts of the thesis
• make revised versions incorporating his comments (and mark them as such)
The Thesis Defense

AUSTRIA: Dean (or Dean substitute)
The two thesis referees + public
You give a 40 min presentation
and answer questions.
The thesis is generally approved.

UK, USA: Often a meticulous 3-5 hour discussion
in which the chapters and main results
of the thesis are examined in much detail
Recommendations for changes
(minor or major).
Industry Evaluation   What counts?

• Your thesis subject and project
• Letters of Recommendation
• Your university and advisor
• The impression you make at the interview
• The programming languages/systems you know
• Your additional skills & qualifications
  (languages, MBA, social skills)
• Your previous work experience (internships)
• A well-organized CV
• Your shown interest in the company
• Your publications
Applications for Postdoc Positions

Postdoc positions are usually advertised. For example at www.jobs.ac.uk

Where should I apply?

- Interesting Project
- Good PI (his postdoctoral advisees got good jobs)
- Good team
- Good university

It is advantageous if your postdoc topic is slightly Different from your thesis topic. Not always possible.
Two Types of Postdoc Positions

• Project oriented position in existing funded project. PI is usually a professor.
  You need to adhere to the project plan!

• Funding you have obtained by yourself (e.g. Junior Research Fellowship)
  Advertised by research councils, etc.
  You will be hosted by some professor, but will mostly work on your own.
Postdoctoral Research Associate

CONTRACT European project
Department of Computer Science

Applications are invited for a postdoctoral Research Associate position in the area of contract-based software at the Department of Computer Science, School of Physical Sciences and Engineering, King's College London. The post is part of the CONTRACT European project, led at King's by Prof Michael Luck, in collaboration with Universitat Politecnica de Catalunya, Imperial College London, Czech Technical University and Fujitsu EST. The project aims to develop frameworks, components and tools to enable the modelling, development, verification and monitoring of distributed e-business systems through dynamically generated contracts. Work at King's draws on agent-oriented and service-oriented models to provide a framework for the project as a whole.

Applicants should possess a PhD in Computer Science and preferably have experience of system development. Expertise in one or more of the following areas will be an advantage: agent-based computing (including, norms, institutions, contracts, argumentation), virtual organisations, contract-based software, service-oriented architecture (including Grid, web services, etc).

The appointment is expected to be made on the RA1A salary scale, currently £23,800 to £34,470 per annum, inclusive of London Allowance, depending on qualifications and experience. The term of appointment is for 12 months.

Further details and application packs are available on the College's website at www.kcl.ac.uk/jobs, by emailing strand-recruitment@kcl.ac.uk or faxing 020 7848 1352. Please quote reference W1/CCS/178/07 on all correspondence.

Applicants are also welcome to contact Professor Luck for an informal discussion of their application: michael.luck@kcl.ac.uk.

The closing date for applications is 21 November 2007.
2007/2008 Call for Postdoctoral Fellowships in Theoretical Physics, Theoretical Computer Science, Mathematical Sciences and Overseas Postdoctoral Fellowships at the Life Sciences Interface

Closing Date: 4pm, Tuesday 2 October 2007

Introduction

The Physics, Information and Communications Technologies (ICT), Mathematical Sciences and Life Sciences Interface (LSI) Programmes are offering Postdoctoral Fellowships to enable the most talented new researchers to establish an independent research career, shortly or immediately after completing a PhD. The awards are for a period of up to three years and cover the salary costs of the Fellow, travel and subsistence and equipment. Overseas Postdoctoral Fellowships at the Life Sciences Interface require the fellow to spend between 6 and 18 months working at one or more leading laboratories outside the UK.
Postdoctoral Fellowships in Theoretical Computer Science

Funding of £1.3 million will be invested by the ICT programme in the 2007/2008 call for Fellowships. Applications are welcomed from talented researchers working in the broad area of Theoretical Computer Science. For further information or questions relating to eligibility, please contact Dr Claire Hinchliffe (Claire.Hinchliffe@epsrc.ac.uk); Tel: 01793 444 541
The application process

→ Submit Cover letter, CV and publications
  3-6 publications
  of which 2-3 should be high quality

→ Letters of reference

→ Interview
What counts:

good publications,
good letters of reference,
good impression at interview
good communication skills

And in case of an existing funded project:

Your previous skills in the project area,
Application for Lecturer Position or Assistant Professor

Similar process as for postdoc

BUT:

* Publications are yet more important

* Teaching experience counts

* How often is your work cited?

* Will you attract funding?
Confirmation

UK after 3 years;
USA after 6 years: tenure as Assoc Prof.
Austria ? Habilitation after 6 years

You will get a permanent job.

Based on evaluation of

- More recent publications
- Projects attracted
- Teaching & supervised doctoral students
- Citations
- Factores of esteem (PC, invited talks,..)
Habilitation

In Austria, France, Germany, Switzerland,...

Enabling exam for academic teaching and for professorial positions. Title: Privatdozent

Not strictly necessary in some countries.

* Submit a published habilitation thesis nowadays usually a set of papers
* Teach at least one course
* Give a Habilitation defense (Habil-Kolloquium)

Committee decides, based on reports of 2 internal and 2 external referees.
Professorship

Highly competitive

Selection based on

- Publications
- Talk and interview
- International prestige
- Future plans
- Teaching experience
- Management qualifications
How many publications?

- **Postdoc**
  \[ \geq 3 \text{ conference publications of which at least } \]
  \[ 2 \text{ in good conferences. Possibly } \]
  \[ 1 \text{ journal publication. Some Workshops.} \]

- **Lecturer**
  \[ \geq 12 \text{ publications of which at least 5 in good conferences and 3 in journals (others submitted). Some citations.} \]
• **Confirmation**
  \[ \geq 10 \text{ new publications of which 3 in good journals conferences and 3 in very good conferences} \]

• **Habilitation**
  \[ \geq 15 \text{ publications of which 1-2 alone, 3 in good journals, 7 at good conferences.} \]

• **Professorship**
  \[ \geq 35 \text{ publications of which some alone, 10 in good journals, 15 at good conferences.} \]
What happens to your publication list during evaluation?
<table>
<thead>
<tr>
<th>Year</th>
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<th>Title</th>
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<td>Leopoldo E. Bertossi, Loreto Bravo, Enrico Franconi, Andrei Lopatenko</td>
<td>Fixing Inconsistent Databases by Updating Numerical Attributes</td>
<td>DEXA Workshops 2005</td>
<td>854-858</td>
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<td>2005</td>
<td>Leopoldo E. Bertossi, Loreto Bravo</td>
<td>Consistent Query Answers in Virtual Data Integration Systems</td>
<td>Inconsistency Tolerance 2005</td>
<td>42-83</td>
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<td>2004</td>
<td>Loreto Bravo, Leopoldo E. Bertossi</td>
<td>Consistent query answering under inclusion dependencies</td>
<td>CASCON 2004</td>
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<td>Query Answering in Peer-to-Peer Data Exchange Systems</td>
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Important Note

Your evaluators will most often not belong to your narrow research area.

They will not be able to identify very specific conferences or workshops that are prestigious in your narrow area.

⇒ You should publish sufficiently in broadly recognized journals or conferences
Homework

a) Briefly describe the best 3 research groups worldwide in the area

b) Describe how you plan to contact them and how you may co-operate with them.

c) Briefly describe best 3 intl. Conferences, journals, and workshops for the area

d) Find a publication venue in your area that is not well-known in the general field of Computer Science

e) Formulate a plan of how and what you want to publish in the venues described under c) in the next years.

f) Describe an international role model: a young successful researcher in that area (not at TU Wien)