Digging for Diamonds

• Obviously, they have to be smart but in science we’re dealing with a lot of smart people so it’s a matter of how they differentiate themselves from another smart person.

• It is essential to be inquisitive and creative. Inherently interested in how things work and being excited to figure out answers.

• Science is a very competitive field. So drive, determination, persistence and confidence are very important features that lead to continued success if paired with soft skills.

• They take ownership of a project and become the world’s expert in that area.
"Everyone can rise above their circumstances and achieve success if they are dedicated to and passionate about what they do."

- Nelson Mandela
The Low-Input Recruiting Process

• Advertise Position Following Grant Award Notification
• Screen Applicants CV’s
• Request Reference Letters for Finalists
• Make Final Decision after On-line or In Person Interview
Continuous Scouting for Talent

- Consider volunteering to judge student presentation competitions and other student centered activities at national and international meetings
- Keep track of students who present their work at national meetings
- Give guest lectures in large enrollment undergraduate classes in your discipline
- Personally contact potential candidates with a targeted invitation to apply
- Improve your online presence (e.g. research program website, social networking sites for scientists) to attract students
- Join Research Centers in your field and get involved in their recruiting events
- Build a network (e.g. in professional societies, online social network) and check with colleagues you trust to see who they highly recommend
Developing a Pool of Special Candidates to Build Momentum

- Give guest lectures in large enrollment undergraduate classes in your discipline and recruit research volunteers
- Participate in IFAS undergraduate research internship [https://researchtools.ifas.ufl.edu/researchInternship2018/](https://researchtools.ifas.ufl.edu/researchInternship2018/) and UF research scholar programs [https://scholars.ufl.edu/](https://scholars.ufl.edu/) and use some of your research funding for attracting interns
- Encourage top applicants who were not selected to search for outside funding and if interested work with them on proposal development
- Actively recruit visiting scientists and help them with development of proposals for fellowships
And You Though Getting the Research Funding is the Hardest Part!
“Never lose sight of the fact that the most important yardstick of your success will be how you treat other people.”

- Barbara Bush