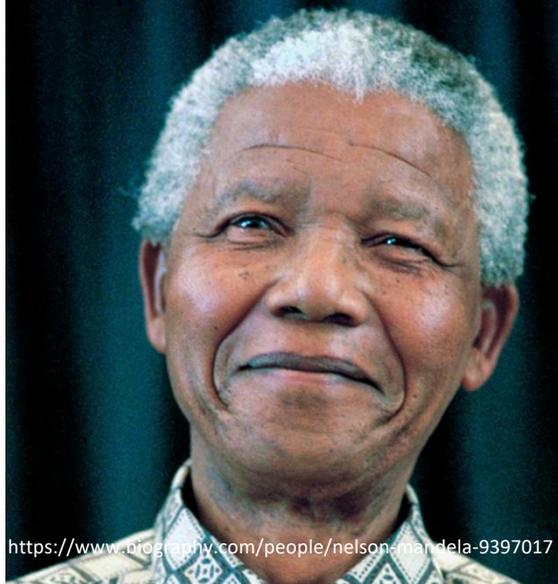


Digging for Diamonds

- 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.



<http://steven-universe.wikia.com/wiki/File:20160305000536-diamond-1-.jpeg>



"Everyone can rise above their circumstances and achieve success if they are dedicated to and passionate about what they do."

- Nelson Mandela

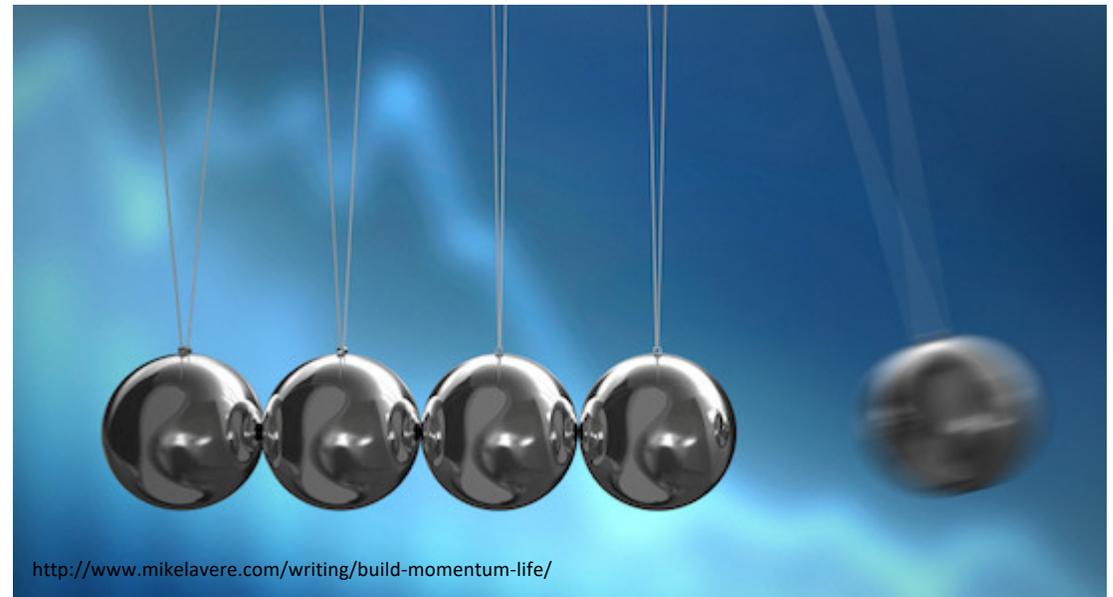
The Low-Input Recruiting Process

- 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/> and UF research scholar programs <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 Thought Getting the Research Funding is the Hardest Part !



<http://roadsandkingdoms.com/>



<https://www.gemrockauctions.com/auctions/metallic-silver-grey-rough-diamond-65-cts-sd-133-571366>

Quote On Success



“Never lose sight of the fact that the most important yardstick of your success will be how you treat other people.”

- Barbara Bush