Anyone know how to download all #ecrmentor tagged tweets? A fantastic record of the workshop, shame if it disappeared into the twitter-void.

@LisaFogarty ... Just on maternity leave now. Looking forward to going back next yr. #ecrmentor

@LisaFogarty lucky u! I have finally found a mentor who I think is great! And bonus is project is fantastic.... #ecrmentor

Safely back in Sydney with lots of brilliant ideas and things to share with others. Brilliant workshop!! Many thanks @darrencroton! #ecrmentor

@dr_krystal @astropixie @signe_riemer @LisaFogarty @SciBry Still can't believe we were trending, amazing!! #ecrmentor

@Mamma_Vees Yes, I'm finding it's so valuable just to have someone above you articulating this stuff! #ecrmentor

RT @SciBry: The panel of wise experts at #ECRmentor, incl @BrianBoyleSKA, @karlglazebrook, @kate_brooks, @SciBry, @MatthewColless http://t.co/COdrLGrV

RT @KathyBelov: @SciBry @brianboyleska @karlglazebrook @kate_brooks @matthewcolless thanks for sharing your expertise #ecrmentor it has been appreciated!

RT @sarahbridle: @AstroCate David Allen's book Getting Things Done was recommended by many at a similar meeting to #ECRmentor. It is great.

@SciBry @brianboyleska @karlglazebrook @kate_brooks @matthewcolless thanks for sharing your expertise #ecrmentor it has been appreciated!

@LisaFogarty wish i had these ideas and a mentor when i was finishing up 5 years ago! #ecrmentor

@AstroCate David Allen's book Getting Things Done was recommended by many at a similar meeting to #ECRmentor. It is great.

RT @darrencroton: Thanks to everyone who participated in the #ecrmentor Workshop. A amazing two days. And for all the tweets and retweets!

RT @LisaFogarty: Nugget 7: be daring! Do new things, try things from @darrencroton #ecrmentor

RT @LisaFogarty: Golden rules of telecons is start and finish on time says @darrencroton. And we're finishing on time today!! #ecrmentor
@kate_brooks and @darrencroton wrap up an amazing #ECRmentor workshop. Good night! http://t.co/NOvMjZf

Wrapping up now with a well deserved presentation to the hard working LOC and thanks to the sponsors. #ecrmentor

01-Jun-12 07:27 | LisaFogarty

Golden rules of telecons is start and finish on time says @darrencroton. And we're finishing on time today!! #ecrmentor

01-Jun-12 07:27 | LisaFogarty

Thanks for a great workshop and for all the feedback at Twitter #ecrmentor

01-Jun-12 07:27 | signe_riemer

The only difference between tenure and time limited contract, is that you know when the time limited job ends #ecrmentor

01-Jun-12 07:26 | signe_riemer

top tip: when you call a group meeting - end it ON TIME no matter what. #ECRmentor

01-Jun-12 07:26 | astropixie

Nugget 7: be daring! Do new things, try things from @darrencroton #ecrmentor

01-Jun-12 07:24 | LisaFogarty

take away messages: get mentors, network, think big, plan, take control of work/life balance, have fun, and use spell check! #ECRmentor

01-Jun-12 07:23 | astropixie

Nugget 6: find the balance, and it will change as you progress from Sarah Maddison. #ecrmentor

01-Jun-12 07:23 | LisaFogarty

Sarah Madison: Don't let work kill you (find your work-life balance) #ecrmentor

01-Jun-12 07:23 | signe_riemer

RT @signe_riemer: Matthew Colless: Take time to be a postdoc. Don't settle down too soon! #ecrmentor

01-Jun-12 07:23 | SciBry

Nugget 5: have fun! From @BrianBoyleSKA #ecrmentor

01-Jun-12 07:22 | LisaFogarty

Brian Boyle: Have fun! If it's not fun it's not worth it #ecrmentor

01-Jun-12 07:22 | signe_riemer

Nugget 4: after getting your junior faculty position take time off from publishing and think about your direction from @SciBry #ecrmentor

01-Jun-12 07:22 | LisaFogarty

Matthew Colless: Take time to be a postdoc. Don't settle down too soon! #ecrmentor

01-Jun-12 07:22 | signe_riemer
Don't suppose there are shortcuts to a professor's salary? ;) #ECRmentor

To wrap up some nuggets of advice from the panel coming up! #ecmentor

If you have an offer you can always negotiate for something. Starting date, salary, healthcare, relocation allowance, travel money. #ecmentor

RT @LisaFogarty: Advice from Geraint Lewis: talk to your mentors. #ecmentor

GET A MENTOR AND ASK YOU'RE MENTOR WHEN IN DOUBT #ecmentor

Advice from Geraint Lewis: talk to your mentors. #ecmentor

Brian Boyle: Make sure your probation period is appropriate and that you’re evaluated/get feedback during the period #ecmentor

Sarah Brooks: Have in contract that in a year performance will be evaluated and it is expected that ... #ecmentor

RT @ddrparky: When you're offered a job, don't forget to go back to your old organisation to get a better offer. #ecmentor

RT @signe_riemer: Ask for honeymoon from teaching and admin load - Geraint Lewis #ecmentor

Matthew Colless wants you to ask for what he would have given you anyway so that he looks like a good guy #ecmentor

RT @LisaFogarty: @SciBry reiterates, get *everything* in writing. An email or phone call means nothing. #ecmentor

@MatthewColless: Negotiate what helps your career best. Asking for a postdoc better in long run than asking for higher salary. #ECRmentor

As a grad student, learning a lot from #ecmentor. Brilliant work of reporting, o tweeters: thank you!

Bryan Gaensler managed to get all electrical appliances replaced and help to pay mortgage #ecmentor
The things you need to be productive are more important than just getting more money. Eg a postdoc, resources.
#ecrmentor

01-Jun-12 06:57 | LisaFogarty

Getting a postdoc is better than getting a higher salary now, as it will maximise your time averaged earning potential #ecrmentor

01-Jun-12 06:57 | drdrparky

Always chose the option that will advance your career over money on the table - Matthew Colless #ecrmentor

01-Jun-12 06:57 | signe_nierner

If you're offered a job, go back to your favorite organisation and ask them for a better offer #ecrmentor

01-Jun-12 06:56 | signe_nierner

When you're offered a job, don't forget to go back to your old organisation to get a better offer. #ecrmentor

01-Jun-12 06:56 | drdrparky

RT @SciBry: #ECRmentor Panel now discussing negotiating your start-up package. My two tips: ask for a parking spot, and get everything in writing!

01-Jun-12 06:53 | LisaFogarty

#ECRmentor Panel now discussing negotiating your start-up package. My two tips: ask for a parking spot, and get everything in writing!

01-Jun-12 06:50 | SciBry

The employer wants you to be a success and you need resources to do this. You have to negotiate for what you want and need. #ecrmentor

01-Jun-12 06:50 | LisaFogarty

Don't just sign the offer and return it - the university will chuckle at all the money they saved - Darren Croton #ecrmentor

01-Jun-12 06:49 | signe_nierner

Negotiate start-up packages: You want to achieve when you arrive - Darren Croton #ecrmentor

01-Jun-12 06:48 | signe_nierner

When you get a job offer, they won't take it back. You negotiate for your start-up package. #ecrmentor

01-Jun-12 06:48 | drdrparky

Moving on to negotiating job offers. Lots of people don't know you can even do this. #ecrmentor

01-Jun-12 06:47 | LisaFogarty

Warrick Couch is a firm believer in the f-word: flexibility! In academia this can work well. #ecrmentor

01-Jun-12 06:46 | LisaFogarty

As manager, Warwick Couch is a firm believer in the f-word: flexibility #ecrmentor

01-Jun-12 06:46 | drdrparky

@drdrparky Definitely time management and multi-tasking! (she says tweeting with a 6 week old on lap(!)) #ecrmentor

01-Jun-12 06:43 | Lachbridle
If you need to take a year off e.g. to get a baby (or other type of careers leave), state on your CV what you learned #ecrmentor

@drdrpaky Also consider trying to get a joint appointment between 2 institutions? #ecrmentor

If you follow your partner, there may be soft-money to employ you part-time at a new location #ecrmentor

There’s never a wrong decision, you can’t know where the other option would have gone. #ecrmentor

There is never a wrong decision, because you never know how the option you didn’t chose would have turned out - Kate Brooks #ecrmentor

RT @signe_riemer: A possible solution to two-body problem is to ask for re-training at the uni for partner #ecrmentor

RT @DrPaulHancock: 2Body problem: remember you can find other jobs but your partner is your partner. @MatthewColless #ecrmentor

RT @signe_riemer: Matthew Colless: Your partner is always more important than a job #ecrmentor #fb

A possible solution to two-body problem is to ask for re-training at the uni for partner #ecrmentor

Some things that might help: flexibility of start date, relocation expenses. #ecrmentor

2Body problem: remember you can find other jobs but your partner is your partner. @MatthewColless #ecrmentor

many stories of difficult family decisions that have made when one or two in a relationship has a career that requires big moves! #ECRmentor

RT @SciBry: .@BrianBoyleSKA: Don’t reinvent the wheel. If you want to influence policy, use the frameworks already in place. #ECRmentor #protectresearch

Remember your partner is always more important than any job says @MatthewColless #ecrmentor

Matthew Colless: Your partner is always more important than a job #ecrmentor #fb
Final session at #ECRmentor: the two-body problem. @karlglazebrook points out that there are weak & strong cases (strong = two astronomers!)

@SciBry Suspect I've got a lot of Field Marshall in me! #leadership #ecmentor

It's never simple, there will always be what-ifs or maybe regrets. There will always be tough decisions. #ecmentor

This -> RT @karlglazebrook: @MatthewColless: An important join of leaders is to breed the next generation of leaders. #ECRmentor

Starting off with the two-body problem. Always a big one. @darrencroton says when it bites you it bites hard. #ecmentor

RT @SciBry: @MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

Final session! Panel discussion. Going to address some topics coming up during the workshop and advice for new faculty. #ecmentor

RT @SciBry: @MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

Great leadership and vision session from @MatthewColless before tea. Frantically taking notes for the duration! #ecmentor

RT @SciBry: @MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

find an opportunity, engage your strengths and vision, and try! #ECRmentor

RT @SciBry: Apart from the aqueducts, what has the Australian government ever done for astronomy? via @BrianBoyleSKA #ECRmentor http://t.co/a2pxspPa

@MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

@MatthewColless: An important join of leaders is to breed the next generation of leaders.#ECRmentor

Find an opportunity to lead, engage your strengths and your vision and try leading... #ecmentor
Imaging you can change the future - Matthew Colles #ecrmentor

"Leadership is the capacity to influence and organise meaning for the members of the organisation." #ecrmentor

RT @SciBry: .@MatthewColless: Credit is homeopathic. You can spread it far and wide and still claim your share. #ECRmentor

The difference between leadership and management is ethics - Abraham Lincon #ecrmentor

@MatthewColless: Leaders have goals. Number one goal should always be to create next generation of leaders. #ECRmentor

Leaders are inspirers: They can always see a way forward #ecrmentor

@MatthewColless: Leaders build teams & create communities. Leaders know themselves. Leaders are dreamers and inspirers. #ECRmentor

Leadership qualities, its a long list. Its unlikely ur missing out on all of them! So which do have? Know, play to your strengths #ecrmentor

The difference between leadership and management is ethics - Lincoln #fb #ecrmentor

@MatthewColless: Leaders speak truth. Leaders care about people. Leaders have strength of character. Leaders are courageous. #ECRmentor

Meyer's law: the hard thing to do is the right thing to do #ecrmentor

Meyers Law: The hard thing is to the is the right thing to do #ecrmentor

Matthew Colles: Leaders care about people #ecrmentor

Group-think at #ECRmentor on most important leadership traits: long list, no consensus. My faves: integrity, people skills, vision

But you don't have all of them, so there's room for practice #ecrmentor
@MatthewColless: Different theories of leadership - Trait Theory (born), Great Events Theory (forged), Process Theory (made) #ECRmentor

01-Jun-12 05:17 | SciBry

Are leaders born, forged or made? It's a mixture of all three #ecrmentor

01-Jun-12 05:17 | drdrpaky

RT @darrencroton: Credit is homeopathic, you can spread credit infinitely thin and it's still your credit #ecrmentor

01-Jun-12 05:17 | signe_niener

RT @drdrpaky: Leadership is relationship Ju-jitsu #ecrmentor

01-Jun-12 05:16 | darrencroton

Innovation distinguishes between a leader and a follower - Steve Jobs #fb #ecrmentor

01-Jun-12 05:16 | signe_niener

the best leaders delegate responsibility to others and trust them to carry out their tasks. @MatthewColless #ECRmentor

01-Jun-12 05:16 | astropixe

To those at #ecrmentor workshop, please take a look at the Australian Early to Mid Career Researcher Forum http://t.co/ly0awiTR

01-Jun-12 05:15 | dr_krystal

Don't micromanage and trust other people to solve their tasks #fb #ecrmentor

01-Jun-12 05:14 | signe_niener

RT @drdrpaky: Leadership is relationship Ju-jitsu #ecrmentor

01-Jun-12 05:14 | SciBry

Credit is homeopathic, you can spread credit infinitely thin and it's still your credit #ecrmentor

01-Jun-12 05:14 | darrencroton

RT @kariglazebrook: Matthew Colless: "parenthood is an antidote to hubris." #ECRmentor @MatthewColless

01-Jun-12 05:14 | SciBry

@MatthewColless: Credit is homeopathic. You can spread it far and wide and still claim your share. #ECRmentor

01-Jun-12 05:14 | SciBry

A leader is a dealer in hope - Napoleon #fb #ecrmentor

01-Jun-12 05:13 | signe_niener

RT @astropixe: leadership is a skill and something you can get better at with practice. - matthew colless #ECRmentor

01-Jun-12 05:13 | roboticwrestler

RT @darrencroton: Warrick Couch: Understand your calendar for the next month and pace yourself accordingly. Stay sane! #ecrmentor

01-Jun-12 05:13 | SciBry
leadership is a skill and something you can get better at with practice. - matthew colless #ECRmentor

Matthew Colless: Leadership is a skill - you improve with practice #fb #ecrmentor

Matthew Colless: "Anyone can be a better leader", "Leadership is a skill" #ecrmentor

Final talk of the workshop, AAO Director Matthew Colless on Leadership and Vision #ecrmentor

Matthew Colless: Anyone can learn to be a better leader #fb #ecrmentor

@MatthewColless: Everyone in science at some point needs to be a leader in some context. #ECRmentor

Matthew Colless: "parenthood is an antidote to hubris." #ECRmentor @MatthewColless

Matthew Colless: Everyone needs to be a leader in some context #fb #ecrmentor

Matthew Colless on leadership: "Everyone needs to be a leader in some context" #ecrmentor

Next at #ECRmentor: @MatthewColless on leadership and vision.

RT @drdparky: Warwick Couch: "Some deadlines you can ignore." #ecrmentor

Warrick Couch: Some deadlines you can ignore - but chose carefully #ecrmentor

Warwick Couch: "Some deadlines you can ignore." #ecrmentor

Warrick Couch: Understand your calendar for the next month and pace yourself accordingly. Stay sane! #ecrmentor

Tips or tricks for work life balance from Warwick Couch: pace yourself by planning in your head, avoiding a stress situation #ecrmentor
Warrick Couch blasting: the three L's - leadership, linkages and luck. Aspire to them all! #ecrmentor
01-Jun-12 04:54 | darrencrotone

I'm a bit of an accidental astronomer - Warrick Couch #ecrmentor #fb. Me too...
01-Jun-12 04:54 | signe riemer

A blast from Warwick Couch: leadership, linkages and luck #ecrmentor
01-Jun-12 04:54 | drdrparky

Can an MBA be useful in astronomy? #ecrmentor
01-Jun-12 04:49 | signe riemer

“Remain proud but humble - there is no divine right of astronomers” Brian Boyle #ecrmentor
01-Jun-12 04:42 | darrencrotone

@BrianBoyleSKA: Advocacy and advice are not the same thing; understand the difference. And when you've won the argument, stop. #ECRmentor
01-Jun-12 04:41 | SciBry

@BrianBoyleSKA "Understand the different between advocacy and advice." #ecrmentor
01-Jun-12 04:41 | drdrparky

Provide advice not commentary on policy. "this would be good to do" over "you're doing this wrong". #ecrmentor
01-Jun-12 04:41 | LisaFogarty

@BrianBoyleSKA: Astronomers might think u work hard, but government staffers work even harder. They r highly dedicated & capable #ECRmentor
01-Jun-12 04:40 | SciBry

Sing from the hymn sheet (decadal plan etc): it's incredible powerful if you sing in chorus - Brian Boyle #ecrmentor #fb
01-Jun-12 04:40 | signe riemer

CSIRO has to reapply for funding every four years!?! Woah. #ECRmentor #BrianBoyleDude
01-Jun-12 04:40 | AstroCate

@BrianBoyleSKA "CSIRO is a lapping program in government, so has to reapply for funding every four years." #ecrmentor
01-Jun-12 04:39 | drdrparky

Remain proud but humble (there's no divine right of astronomers) - Brian Boyle #ecrmentor #fb
01-Jun-12 04:39 | signe riemer

@BrianBoyleSKA: Working w govt: behave w respect; sing from hymn sheet; provide advice, not commentary; never go beyond yr brief #ECRmentor
01-Jun-12 04:39 | SciBry

@BrianBoyleSKA "Public servants are highly skilled, highly dedicated and capable" #ecrmentor
01-Jun-12 04:39 | SciBry
@BrianBoyleSKA: Astronomy is known around Australia for having an unusually clear view of what it wants compared to other fields #ECRmentor 01-Jun-12 04:34 | SciBry

RT @SciBry: @BrianBoyleSKA: Every astronomer in Australia needs to read the Decadal Plan. If you haven't, do it now! #ECRmentor http://t.co/a1H6pQNz 01-Jun-12 04:34 | LisaFogarty

@BrianBoyleSKA: Every astronomer in Australia needs to read the Decadal Plan. If you haven't, do it now! #ECRmentor http://t.co/a1H6pQNz 01-Jun-12 04:32 | SciBry

Recommended reading: astronomy decadal plan and mid-term review. Help you know where the puck is! #ecrmmentor 01-Jun-12 04:31 | LisaFogarty

@BrianBoyleSKA: Lots of ways for postdocs to get involved in national policy. Get on nat'l committees, help write Decadal Plan #ECRmentor 01-Jun-12 04:31 | SciBry

We really need early career astronomers to be involved in long term planning of Australian astronomy - Brian Boyle #ecrmmentor 01-Jun-12 04:30 | signe_riemer

How do I get involved with government? You have to follow the rules set by your university or organization #ecrmmentor 01-Jun-12 04:30 | drdprky

RT @SciBry: Apart from the aqueducts, what has the Australian government ever done for astronomy? via @BrianBoyleSKA #ECRmentor http://t.co/a2pxspPa 01-Jun-12 04:30 | darrencroton

@BrianBoyleSKA explains the federal budget process. Stay sharp, there'll be a quiz on this later ... #ECRmentor http://t.co/GgiudfD8 01-Jun-12 04:29 | SciBry

Apart from the aqueducts, what has the Australian government ever done for astronomy? via @BrianBoyleSKA #ECRmentor http://t.co/a2pxspPa 01-Jun-12 04:28 | SciBry

RT @igne_riemer: Diplomacy is the art of letting other people have your own way - Brian Boyle #ecrmmentor #fb 01-Jun-12 04:27 | darrencroton

Government department shapes the way you work: it's relevant to *everyone* #ecrmmentor 01-Jun-12 04:27 | LisaFogarty

BrianBoyle talking about the role of Government in science: 4 ministers, 1 secretary, 4 dep secretary, 18 divisions, ~60 branches #ecrmmentor 01-Jun-12 04:26 | darrencroton

Explanation in a nutshell of how Australian government funds science. @BrianBoyleSKA makes it simple! #ECRmentor http://t.co/udc7qUn8 01-Jun-12 04:26 | SciBry

Very scary looking government department organization chart up now...#ecrmmentor 01-Jun-12 04:23 | LisaFogarty
Diplomacy is the art of letting other people have your own way - Brian Boyle #ecrmentor #fb

Find the right level where rules can be changed - Matthew Colless #ecrmentor

Vision without implementation is hallucination...#ecrmentor

Tips from Brian Boyle: "Vision without implementation is hallucination" #ecrmentor

Vision without implementation is hallucination #fb #ecrmentor

RT @SciBry: @BrianBoyleSKA unleashes his inner Lebowski at #ECRmentor. The Dude abides! http://t.co/jcbLGTed

The most convincing argument is one that comprises equal measures of logos, ethos and pathos - Socrates #ecrmentor

Tips from Brian Boyle "The most convincing argument comprises equal measures of logos, ethos and pathos." #ecrmentor

Quotes from the dude and Socrates on the same slide! #ecrmentor

RT @drdparky: Tips from Brian Boyle: "Grit your teeth and remain pleasant" #ecrmentor

RT @Darrencroton: Didn’t realize that ASA President @brooks_kate is also the Executive Officer for ASKAP! Impressive career! #ecrmentor

RT @ctmmrb: The #ecrmentor hashtag has been the best "conference" thread I have *ever* followed on Twitter. THANKS!

There’s always a level in an organization where the rules can be changed. Too low, they have no power; too high, don’t bother me #ecrmentor

Know the rules to change them and influence them, but first of all respect them - Brian Boyle #ecrmentor

@BrianBoyleSKA unleashes his inner Lebowski at #ECRmentor. The Dude abides! http://t.co/jcbLGTed
@brooks_kate Don't think I've said this before (I've often thought it), but thanks for being such a great role model. #ECRmentor

Some rules are there because they always have been. You *can* challenge them but find the right level to do so. #ecrmntor

You have to go to the right level of an organisation to change the rules - Matthew Colles #ecrmntor

you never know what can come from just asking. rules can be changed. challenge them! #ecrmntor

Didn't realize that ASA President @brooks_kate is also the Executive Officer for ASKAP! Impressive career! #ecrmntor

Dealing with the system: rules that are archaic, push back! Challenge them! -Kate Brooks #ecrmntor

Often rules are there because no-one has asked to get them changed - Kate Brooks #ecrmntor #fb

Back with a blast from @brooks_kate, wonderful collage of important people, places and things from her life! Very inspirational. #ecrmntor

We’re back from lunch! Kate Brooks is now telling her story. Great to find out how people navigated to their current positions. #ecrmntor

Wow!!RT®@ctmmrb:The #ecrmntor hashtag has been the best "conference" thread I have "ever" followed on Twitter.THANKS!!

RT @drrparks: Tips from Karl Glazebrook - look at all the emails you sent yesterday, make sure you haven't sent anything stupid #ecrmntor

The #ecrmntor hashtag has been the best "conference" thread I have "ever" followed on Twitter. THANKS!

Tips from Karl Glazebrook - look at all the emails you sent yesterday, make sure you haven't sent anything stupid #ecrmntor

Kate Brooks: Seek help when the going gets tough #ecrmntor

Having a good network helps with work/life balance. When you need family time they're the ones who step it to keep things moving #ecrmntor
Kate Brooks: Don’t sweat the small stuff #ecrmentor

surviving a career break: have mentors, students, support network, solid collaborations, be on committees #ECRmentor

Seek help when things get messy - it doesn't take much for a series of bad events to turn into a depressive episode or worse. #ECRmentor

Seeking help - don't suffer in silence when the going gets tough #ecrmentor

Kate Brooks on family planning: “How do you keep your research afloat when your waters break?” #ecrmentor

When to have a baby - you can pause your career, but you can’t pause your biological clock #ecrmentor

Two-body problem: it's real and very very difficult. Both you and your partner need to work very hard to work it out. #ecrmentor

The two-body problem - Vera Rubin's advice to young woman embarking on a career in astronomy "Marry well." #ecrmentor

Brian Boyle - remember to support the people around you, look out for your colleagues #ecrmentor

Annual performance and development goals should include work/life components #ecrmentor

What are the characteristics of a good job: reasonable hours, satisfaction and fulfillment, control over situations, flexibility #ecrmentor

Set aside some time in the day to do the things you enjoy #ecrmentor

Reduce stress in the workplace - learn to stay no more often #ecrmentor

Work/life power tip: “In the event of a change in cabin pressure, secure your own oxygen mask before assisting others” #ecrmentor

RT @drdprky: "In the event of a change in cabin pressure, remember to secure your own oxygen mask before assisting others." #ecrmentor
Pick the big achievements and hit those, and manage other things around them #ecrmntor

Pressure in seeing colleagues in work before you are, and are still there after you leave #ecrmntor

Early career researcher? Follow #ecrmntor for great tips coming from ASA Mentoring workshop. Not just for astronomers! http://t.co/43owSk90

What does work/life balance mean to us? Having a support mechanism friends/partner is 'useful' #ecrmntor

Don’t plan your career, plan your life. Don’t separate, integrate. #ecrmntor

RT @dr_krystal: Advice we can all relate to RT @AstroCate "punch someone" is the wrong way to handle conflict in the workplace. #ECRmentor

RT @LisaFogarty: For the no-go questions it's ok to just say "that's not appropriate" and not answer it. #ecrmntor

work/life balance: we have to be responsible for setting the boundaries we want in our lives (or someone else will do it) #ECRmentor

Don't separate, integrate - don't plan your career, plan your life #ecrmntor

Most useful job tip of the workshop so far "@signe_riemer: Don't lead the committee to believe that you killed your husband #fb #ecrmntor"

RT @chiara_tonini: #ecrmntor Choose a job you love, and you will never have to work a day in your life ... Confucius

#ecrmntor Choose a job you love, and you will never have to work a day in your life ... Confucius

What do you not want to regret at the end of your life? #ECRmentor

RT @LisaFogarty: Make a good impression: wear shoes. #ecrmntor

RT @drdrparky: Instead of skype for a remote interview, maybe pay money and do a proper video conference #ecrmntor
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<th>01-Jun-12 01:49</th>
<th>darrencroton</th>
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<td>If you don’t decide on your acceptable work/life balance someone else will decide it for you #ecrmentor</td>
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<td>What timeframe do you use to judge if everything is balanced - Kate uses a week #ecrmentor</td>
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<td>RT @signe_riemer: People will look up your citations anyway, so might just as well include them - Geraint Lewis #fb #ecrmentor</td>
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<tr>
<th>01-Jun-12 01:49</th>
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<td>RT @drdrpary: In your publication list, put your name in bold, and also emphasize if another author is a student #ecrmentor</td>
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<td>RT @drdrpary: Do not put your birthday, marital status, number of children on your CV #ecrmentor</td>
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<th>01-Jun-12 01:48</th>
<th>drdrpary</th>
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<tr>
<td>Take control - if you don't design the work-life balance you want, someone else will do it for you #ecrmentor</td>
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<tr>
<th>01-Jun-12 01:46</th>
<th>drdrpary</th>
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<tr>
<td>&quot;You can have perfect work life balance... without work. #ecrmentor</td>
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<td>Nigel Marsh at TEDx Sydney  <a href="http://t.co/281fsxMT">http://t.co/281fsxMT</a> #ecrmentor</td>
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<th>01-Jun-12 01:45</th>
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<td>RT @darrencroton: ASA President Kate Brooks on work/life balance. Hard to be happy if you don’t have it right! #ecrmentor</td>
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<th>drdrpary</th>
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<tr>
<td>UDHR - &quot;...limitation of working hours with reasonable holidays and pay.&quot; #ecrmentor</td>
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<tr>
<th>01-Jun-12 01:44</th>
<th>darrencroton</th>
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<tr>
<td>I see this all the time. Really annoys me. &quot;@reeneewebs: who puts a list of jobs they rejected on their CV?! Arrogant much?&quot; #ECRmentor</td>
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<tr>
<th>01-Jun-12 01:43</th>
<th>SciBry</th>
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<tr>
<td>RT @LisaFogarty: Crowd reaction to @SciBry dropping in a no-go question! Navigated well by the candidate...#ecrmentor</td>
<td></td>
</tr>
</tbody>
</table>
RT @LisaFogarty: Really good to have specific examples of things you’ve done, situations you’ve handled. #ecrmentor

01-Jun-12 00:50 | AstroCate

Really good to have specific examples of things you’ve done, situations you’ve handled. #ecrmentor

01-Jun-12 00:49 | LisaFogarty

I am always a bit sympathetically embarrassed by mock interview roleplay sessions. I just want to give the applicants hugs. #ECRmentor

01-Jun-12 00:48 | AstroCate

Mock interview on now, w/ @SciBry, @brooks_kate and Geraint Lewis on the panel interviewing Sarah Maddison for tenure track posn #ecrmentor

01-Jun-12 00:47 | LisaFogarty

Mock interview between Sarah Maddison and @SciBry, Geraint Lewis, Kate Brooks. Funny role play! #ecrmentor

01-Jun-12 00:47 | darrencroton

@SciBry @courtneyhall__ nice! #ecrmentor

01-Jun-12 00:45 | Mamma_Vees

Job interviews for University of Shoal Bay #fb #ecrmentor

01-Jun-12 00:45 | signe_niener

It’s ok to bring notes, and a blank pad for collecting your thoughts. #ecrmentor

01-Jun-12 00:44 | LisaFogarty

It’s ok to bring notes. And bring a sheet of blank paper and a pen and ask for a thinking break if necessary #fb #ecrmentor

01-Jun-12 00:43 | signe_niener

Sarah Maddison: Presentation is important, make sure you wear shoes! #ecrmentor

01-Jun-12 00:43 | darrencroton

Make a good impression: wear shoes. #ecrmentor

01-Jun-12 00:42 | LisaFogarty

Instead of skype for a remote interview, maybe pay money and do a proper video conference #ecrmentor

01-Jun-12 00:42 | drdmparky

If it’s a phone interview. Make sure you’re clearly lit and look presentative. Maybe even a professional video conference #fb #ecrmentor

01-Jun-12 00:42 | signe_niener

@SciBry who puts a list of jobs they rejected on their CV?? Arrogant much? #ECRmentor

01-Jun-12 00:42 | reneewebs

when scheduling a job interview, ask who will be on the panel. rehearse answers for typical questions. #ecrmentor

01-Jun-12 00:42 | astroCate
RT @LisaFogarty: Top tips from @SciBry: list your languages (honestly!) but don't list jobs you rejected. Always submit a PDF #ecrmentor

01-Jun-12 00:34 | SciBry

#ECRmentor session on do's and don't's of CVs & cover letters. Here's what we liked and didn't like. http://t.co/acjnRg9X

01-Jun-12 00:34 | SciBry

RT @dr_krystal: Thanks for all the awesome tweets coming from #ecrmentor - Currently trending in Australia! @astropixie @signe_riemer @LisaFogarty @SciBry

01-Jun-12 00:33 | SciBry

Top tips from @SciBry: list your languages (honestly!) but don't list jobs you rejected. Always submit a PDF #ecrmentor

01-Jun-12 00:33 | LisaFogarty

Don't mention jobs that you turned down #fb #ecrmentor

01-Jun-12 00:32 | signe_riemer

ALWAYS submit your CV as pdf NOT Word etc. #fb #ecrmentor

01-Jun-12 00:31 | signe_riemer

Always submit your CV as a pdf #ecrmentor

01-Jun-12 00:31 | drdrparky

RT @andy_casey: I'm very surprised to see #ecrmentor is trending on Twitter.

01-Jun-12 00:31 | darrencroton

Add languages you speak, but don't overdo it. Always mention English (fluent) - at least if it's true #fb #ecrmentor

01-Jun-12 00:30 | signe_riemer

The things that you do when first out of your PhD shouldn't be included in your later career CV #ecrmentor

01-Jun-12 00:29 | drdrparky

Good idea to keep track of CV worthy achievements: keep a running text file divided by year and update as things happen #ecrmentor

01-Jun-12 00:29 | darrencroton

Good question: How long should your CV be? Depends, but make sure all your key selling points are on page 1. #ecrmentor

01-Jun-12 00:26 | darrencroton

I'm very surprised to see #ecrmentor is trending on Twitter.

01-Jun-12 00:22 | andy_casey

Add grants to your CV, but make it clear what you role was #fb #ecrmentor

01-Jun-12 00:19 | signe_riemer

LOTS of questions about job applications! Great questions and great answers. #ecrmentor

01-Jun-12 00:18 | darrencroton
Add a three-line snapshot of you at the top of your CV - Kate Brooks #fb #ecrmentor

A short "research interests" section could be a good addition. Keep it concise though...#ecrmentor

Yes! Never relevant for the job! RT @LisaFogarty: Don't put your birthday, marital status, number of children etc. on the CV. #ecrmentor

Put your name in bold on the author lists in the publication section. Number them and have them in reverse chronological order. #ecrmentor

Some great advice for early career scientists on CV preparation coming from Australian Astro #ecrmentor workshop http://t.co/cYw2qf6j

In your publication list, put your name in bold, and also emphasize if another author is a student #ecrmentor

Thanks for all the awesome tweets coming from #ecrmentor - Currently trending in Australia! @astropixie @signe_riemer @LisaFogarty @SciBry

Don't put your birthday, marital status, number of children etc. on the CV. #ecrmentor

Do not put your birthday, marital status, number of children on your CV #ecrmentor

It's great to list your community roles. #ecrmentor

Group all of your service together on your CV #ecrmentor

Don’t confuse invited talks vs. contributed talks. Invited means your name is on the conference poster. #ECRmentor

Doing the CV exchange assessment. Lots of good tips coming up! #ecrmentor

What is the right order for the parts of your CV info, publication list, talks, etc? #ECRmentor

Our first #E CRmentor spam! So proud ... "@CourtneyHall_ : #ecrmentor LIKE MY MUSIC PAGE PLEASE http://t.co/MggdX7T5"
ECR Mentoring Workshop 2
Helping postdocs grow!

Trending Words
#fb, -, rt, don't, @scibry, people, rachel, time, it's, work, know, good, job, astronomy, webster:

Event Participants
#ecrmentor LIKE MY MUSIC PAGE PLEASE http://t.co/MJ1bFeQt

31-May-12 23:59 | CourtneyHall_

RT @darrencroton: Reference letters: Don’t forget to thank your letter writers afterwards regardless of the outcome #ECRmentor

31-May-12 23:58 | SciBry

RT @ProfMike_M: @darrencroton @astropixie also, don’t do PhD+ and PhD++ after your PhD; show you have ideas of your own. #ecrmentor

31-May-12 23:58 | darrencroton

RT @signe_riemer: Never list your "in prep" papers on your paper list and seriously consider if "submitted" are necessary #fb #ecrmentor

31-May-12 23:57 | SciBry

Job applications: spell check! spell check! spell check! spell check! And oh… spell check!! #ECRmentor

31-May-12 23:56 | darrencroton

Spell check, spell check, spell check, spell check…#ecrmentor

31-May-12 23:55 | LisaFogarty

Tailor your research & teaching statements to your audience - take time to write it #ecrmentor

31-May-12 23:54 | drdrparky

Tailor your application!! Very important. #ecrmentor

31-May-12 23:54 | LisaFogarty

Don't make it too hard for the reader of your application - they have a lot to read! #ecrmentor

31-May-12 23:53 | LisaFogarty

Don't pad your publication list - leave out your conference proceedings #ecrmentor

31-May-12 23:52 | drdrparky

always write a cover letter when applying for a job, even if not requested. avoid personal info, but show personality. #ecrmentor

31-May-12 23:51 | astropixie

Don't pad your publication list with "in prep." or conf papers. To add conf papers put them in a separate list. #ecrmentor

31-May-12 23:50 | LisaFogarty

Never list your "in prep" papers on your paper list and seriously consider if "submitted" are necessary #fb #ecrmentor

31-May-12 23:49 | LisaFogarty

If an ads "opportunity for teaching" don't say you have no interest in teaching. Application goes in the bin! #ecrmentor

31-May-12 23:47 | LisaFogarty

Answer all the selection criteria explicitly and separately. #ecrmentor

31-May-12 23:46 | LisaFogarty
Talk to your letter writers about content, esp. if there are extenuating circumstances it would be difficult for you to mention #ecrmentor

31-May-12 23:42 | LisaFogarty

ALWAYS include a cover letter - Bryan Gaensler #fb #ecrmentor

31-May-12 23:42 | signe_niemer

science phd skills for any job: modelling, problem-solving, large datasets, presenting, advanced computing, writing, teaching #ecrmentor

31-May-12 23:40 | astropixie

Tell your letter writer if it's for a job in a country they're not used to - letters in the US are uniformly positive #ecrmentor

31-May-12 23:40 | drdpraky

Always thank your letter writers. #ecrmentor

31-May-12 23:37 | LisaFogarty

Reference letters: Don’t forget to thank your letter writers afterwards regardless of the outcome #ECRmentor

31-May-12 23:36 | darrencroton

Remember to thank your letter writers and let them know the outcome of the application #fb #ecrmentor

31-May-12 23:36 | signe_niemer

Organize your job application deadlines so it’s easier for your referees to write letters by when their needed. Remind them! #ecrmentor

31-May-12 23:36 | LisaFogarty

And make sure you thank your referees, and give some feedback #ecrmentor

31-May-12 23:36 | drdpraky

Make it easy for your referees to write letters - maybe a google doc with all the information #ecrmentor

31-May-12 23:35 | drdpraky

Make sure the references are positive, and give them and out if it's not going to be #ecrmentor

31-May-12 23:33 | drdpraky

Add a tag next to your referees in your CV: One sentence on what you've worked on with them #fb #ecrmentor

31-May-12 23:32 | signe_niemer

7 People You Should Never Lend Money http://t.co/2PjppQY #ecrmentor

31-May-12 23:32 | QuinessaK

If the role is Teaching and Research, it is a good idea to have someone who can comment on your teaching #ecrmentor

31-May-12 23:32 | drdpraky

Choose your referees carefully and give them enough notice. If you’re not sure they will be positive ask them. #ecrmentor

31-May-12 23:32 | LisaFogarty
A wide variety of post-astro careers for astronomy PhDs. More choice than most people realize #ECRmentor

#ecrmentor  http://t.co/J1z4w16T

Some examples of post-astro careers: bioinformatics, medical imaging, geothermal energy, meteorology, finance...#ecrmentor

Rachel Webster on possible post-astro careers - brain imaging is a big one at the moment #ecrmentor

Rachel Webster about to talk about the other side: post-astro careers. #ecrmentor

Most online application forms doesn't contact your referees for letters until you actually push the submit button #ecrmentor #fb

Job ad: “Applicants are encouraged to contact Prof X for more info” is code for “You must contact Prof X if you’re serious” #ECRmentor

@astropixie @SciBry Me too! Oops! #ecrmentor

Job application takes time - don't leave everything to last minute #ecrmentor #fb

Application tips: if a job ad says "contact for further information" then you should do this. Puts you on their radar! #ecrmentor

"Applicants are encouraged to contact prof X for more information" is code for you contact prof X if you're serious #ecrmentor #fb

(or even if you don't know anyone, contact Professor X anyway) #ecrmentor

If you know someone on the committee, contact them BEFORE the deadline for more details #ecrmentor

Ask the committee for more information BEFORE deadline #ecrmentor #fb

@SciBry recommends visiting a country before accepting a job and moving there. I've moved blindly across the world twice. oops. #ECRmentor
Day 2 of the ECR workshop has begun. The first session is about jobs! jobs! jobs! Postdocs are interested in that, right? ;) #ECRmentor

Very few positions are the perfect job #ecrmentor

surprising number of #ECRmentor astronomers ready for a run this morning in the rain! http://t.co/a7GOgeY

Don't apply for a job you know you don't want #ecrmntor #fb

Show initiative #ecrmntor #fb

Make contacts at conference - feel free to tell people that you're looking for a job #ecrmntor #fb

Survived the 6km run so have already achieved something today :) #ecrmntor

Not really any 100% research jobs in Australia #ecrmntor

Starting off again today with a bumper session on getting a faculty job with Sarah Maddison and @SciBry . #ecrmntor

@SciBry and Sarah Maddison on getting a faculty job #ecrmntor

started morning with 20 astronomers on a 6km run! it promptly started raining. #ECRmentor

Swapping CV's #ecrmntor #fb

RT @MVEG001: Lack of women in science leadership - an issue in all disciplines. #emcrforum #ecrmntor http://t.co/BRbc0wEz

RT @drrparky: "Find people who know what they're doing,, and let them do it." #ecrmntor

@darrencroton @astropixie also, don't do PhD+ and PhD++ after your PhD; show you have ideas of your own. #ecrmntor
Time for @BrianBoyleSKA to change his handle to @BrianBoyleDude? #ECRmentor

RT @drdrparky: @BrianBoyleSKA is the Big Lebowski at weekends #ecrmentor

@BrianBoyleSKA: Told by my staff that it means a lot to see me walking out the door at 5pm. Sends positive message to the team. #ECRmentor

@BrianBoyleSKA is the Big Lebowski at weekends #ecrmentor

Don't think you necessarily have to work 60-70 hours at week - Brian Boyle #ecrmentor #fb

@BrianBoyleSKA I make all meetings 60 min, whether needed or not. I never schedule meetings back to back, to leave thinking time #ECRmentor

Time is the most valuable thing we have and the most valuable thing we can share with other people - Brian Boyle #ecrmentor #fb

Great time management tip from @BrianBoyleSKA: leave laptop battery in the office when you go home! #ecrmentor

@BrianBoyleSKA: I leave my laptop battery at work at the end of the day. Limits me to working <2 hours per night. #ECRmentor

Always do the important things before the urgent things - Darren Croton #fb #ecrmentor

The answer seems to be to work smarter. #ECRmentor

How does one make it as a professor / career astronomer if you have a family and can't do 60 hour weeks as a postdoc? #ECRmentor

Simon White is freaky - Warrick Couch #ecrmentor #fb

@signe_riemer because the team you fund & supervise can do far more amazing things than you could do on your own #ECRmentor

Why should you aspire to become a professor, when all you get is less time for science? - Matt Owens #fb #ecrmentor
@signe_riemer Noone successful in anything works 9 to 5. Full stop. But work-life balance is healthy & must be encouraged. #ecrmentor

@brooks_kate: Deadlines are both a curse & a blessing. Good thing about them is you're forced to manage time available for them #ECRmentor

Work expands to fill the time allotted to it @darrencroton paraphrasing Geraint Lewis. #ecrmentor

Parkinson's law "Grants expand to fill the time available to work on them" #ecrmentor

@astromatto #dirtyspacenews is all that some people know about me. obviously important networking tool for my career! ;) #ECRmentor

RT @signe_riemer: 20 minutes between meetings is a great time to delete emails - Bryan Gaensler #fb #ecrmentor

RT @signe_riemer: No-one successful in astronomy works 9-5 #fb #ecrmentor

Well, except Darren #fb #ecrmentor

@drdrparky Funds are so tight, not all see investment in admin staff as good use of funds. Like making reagents versus buy in... #ecrmentor

No-one successful in astronomy works 9-5 #fb #ecrmentor

organization tool suggestion: OmniFocus (for mac) http://t.co/GOWVk6uC #ECRmentor

@sky_pointer and @darrencroton recommend Omnifocus to organise your work and track your to-do list #ECRmentor http://t.co/nzUdRVVy

OmniFocus http://t.co/D48QOPuf a hierarchical organisational tool #ecrmentor

learn when to say no. recognize what is important. prioritize. stop making excuses - just shut up, sit down, and do it! #ECRmentor

@MVEG001 Exactly! He was suggesting that you band together with 9 other people, and share 1/10th of a secretary #ecrmentor
Excellent advice! MT "@LisaFogarty Rachel Webster: get papers good & GET THEM OUT. No point for absolute perfection. #ecrmentor #emcrforum"

Walk away from the to-do list, decide what really needs to be done, shut up, sit down at do it - Sarah Maddison #ecrmentor

Another time saving device is a secretary - Bryan Gaensler #ecrmentor

There is this other invention called the telephone - Sarah Maddison #fb #ecrmentor

. @SciBry suggests http://t.co/cVef9Slv - electronic to do list to help with organization and time management #ECRmentor

20 minutes between meetings is a great time to delete emails - Bryan Gaensler #fb #ecrmentor

15 minutes between meetings is dead time, a great time to delete emails #ecrmentor

do not agonize too heavily over the last 5% of a paper - get it out and published and move on/forward! (rachel webster) #ECRmentor

Emailable to-do list http://t.co/Ofl5b9H3C recommended by @SciBry #ecrmentor

Recommended by Brian Gaensler http://t.co/a4PZYtut #fb #ecrmentor

Colour catgorization of emails: priorities #ecrmentor

I've just given up keeping up with emails - Brian Gaensler #fb #ecrmentor

Time management panel: what do you need to do to stay effective? #ecrmentor

#ecrmentor Rachel Webster: ' you guys are what, thirty-ish? Well, you are... you know... adults!'

Academy of Science EMCR Forum: national voice of Australia's future scientific leaders. Sign-up: http://t.co/K8K0WsfU #emcrforum #ecrmentor
Clearly I need to hurry up and get my drivers’/cabby’s license. Astronomy careers are weird and nonlinear. #ECRmentor

#ecrmentor 'There is more than one way to skin a cat'

Astronomy superstars Rachel Webster and @darrencroton both used to drive cabs for a living, before finding astronomy. #ECRmentor

Being a cab driver is obviously part of a (a)typical astronomy career #fb #ecrmentor

Professor Rachel Webster: Astrophysicist doing geothermal energy. Astronomy skills reach wide. #ECRmentor

Rachel Webster: One of the joys of being a professor is that provided u do the tasks assigned to u, u can work on whatever u want #ECRmentor

Rachael Webster blast up now, talking about doing the ABC book show! #ecrmentor

Ice cream for coffee break! That rocks #fb #ecrmentor

@sky_pointer How to do good outreach: Watch others do it. Take media training. Do practice interviews. Explain to lay-friends. #ECRmentor

How to learn to interact with the media: Practice in front of a mirror #ecrmentor

What is the key point/appeal of your story? #fb #ecrmentor

Media communication: Large complex bodies of work, pull out the interesting nugget and hang the rest off it #ECRmentor

@sky_pointer: "Good science story needs to be captured in a 6-word headline." Here's a perfect example! #ECRmentor http://t.co/6B30cGkW

Helen Sim: Describe a piece of work in 8 words or less. Media release challenges! #ECRmentor

RT @signe_riemer: Describe your work in 8 words #fb #ecrmentor
@SciBry @karlgazebrook I've heard some students say similar of their PIs too! ;) #ECRmentor

Outreach and media session now. Most people don't have our knowledge base. 30% of Aussies think 1 day 4 Earth to go round Sun: (#ecrmntor)

The community wants the same from astronomy as they want from art - Andy Green #fb #ecrmntor

What do the general public want from outreach? To be entertained #ecrmntor

@sky_pointer Your outreach audience has v different science background to u! Exhibit A from @SpaceKangaroo: http://t.co/EPYtV64c #ECRmentor

Maybe astronomers should do more interpretive dances #fb #ecrmntor

Not everyone has our knowledge base http://t.co/SyYqNiGE #ecrmntor

@drdrparky Positive critical analysis good. Negativity is No. 1 motivation killer. #ECRmentor

30% of Australians believe it takes the Earth a day to move around the Sun #fb #ecrmntor

@sky_pointer on doing outreach: clarify in your mind why you're doing it. #ecrmntor

Public outreach session: Why do it? Astronomy is the public's gateway drug to the broader sciences #ECRmentor

Next up at #ECRmentor: @sky_pointer talking about media and outreach.

#ecrmntor ...and now everybody stand up and wave your arms around

We're being paid with tax money to do our hobby, so it's our duty to do outreach even if it takes time from research #fb #ecrmntor

Sarah Maddison: It's "always" part of a scientist's job to be involved in outreach in some way, even if not valued by employer #ECRmentor
Brian Boyle - "As a manager it's amazing what you can achieve, if you're prepared not to take the credit"
#ecrmentor

It's amazing how much you can achieve as a manager when you're prepared not to take the credit - Brian Boyle
#fb #ecrmentor

#ecrmentor "... it's just astronomy... relax!!"

RT @signe_riemer: No one is going to die, that's my benchmark for getting through the day - Kate Brooks #fb #ecrmentor

RT @signe_riemer: No one is going to die, that's my benchmark for getting through the day - Kate Brooks #fb #ecrmentor

Question from @theastrojim - dealing with different working styles. Compromise must be reached. #ecrmentor

RT @signe_riemer: Astronomy isn't life and death - Karl Glazebrook #fb #ecrmentor

@karlglazebrook: "Don't sweat your PhD project. Nobody is going to die." -- tell that to planets around supernova u r studying! #ECRmentor

Remember the Kobayashi Maru says @karlglazebrook - sometimes a no win situation will arise. #ecrmentor

No one is going to die, that's my benchmark for getting through the day - Kate Brooks #fb #ecrmentor

Astronomy isn't life and death - Karl Glazebrook #fb #ecrmentor

Talk through difficult situations in person. Not over email or twitter. #ECRmentor

@karlglazebrook Final piece of advice on supervising students: "Remember the Kobiyashi Maru." #ECRmentor

A lot of difficult situations can be prevented by choosing the right student/postdoc #fb #ecrmentor

Good supervisors teach you how to do research - they aren't a parent there to help you do your homework. #ECRmentor
@karlglazebrook The dreaded annual performance review: be positive, make all criticism constructive. #ECRmentor

31-May-12 04:29 | SciBry

@karlglazebrook It's very demotivating to your team if you assign them the drudge work & do the interesting things yourself. #ECRmentor

31-May-12 04:28 | SciBry

RT @darrencroton: Managing people: recognition is important. Everyone wants to be appreciated. #ECRmentor

31-May-12 04:28 | AstroCate

Take on some of the dull tasks yourself #fb #ecrmntor

31-May-12 04:27 | signe_riemer

Managing people: recognition is important. Everyone wants to be appreciated. #ECRmentor

31-May-12 04:27 | darrencroton

Analyze your own behavior in management: what happens if you are always negative when someone shows you something? #ecrmntor

31-May-12 04:27 | drdrparky

@karlglazebrook PhD students should always have >1 supervisor, plus also a more senior student as a mentor. #ECRmentor

31-May-12 04:25 | SciBry

@karlglazebrook Always schedule regular meetings with staff & students. Is your door really "always open"? #ECRmentor

31-May-12 04:25 | SciBry

@karlglazebrook: Taking on a new PhD student is like getting a puppy. Big time commitment, and you'll have to clean up the mess. #ECRmentor

31-May-12 04:24 | SciBry

@BrianBoyleSKA: If you get a hard hypothetical question in a job interview, it's OK to answer: "I'd consult and seek advice." #ECRmentor

31-May-12 04:23 | SciBry

Sometimes saying I don't know is the right answer #ecrmntor

31-May-12 04:22 | drdrparky

It is ok to answer "I don't know" at a job interview - Brian Boyle #fb #ecrmntor

31-May-12 04:22 | signe_riemer

@karlglazebrook When hiring a postdoc, figure out whether you're looking to hire a superstar. For some projects yes, others no. #ECRmentor

31-May-12 04:22 | SciBry

Geraint Lewis: Don't forget in assessing grades of PhD applicants that in Australia, D = distinction. In USA, means the opposite! #ECRmentor

31-May-12 04:20 | SciBry

@karlglazebrook: Grades do not indicate research ability when recruiting PhD students. But don't ignore poor grades! #ECRmentor

31-May-12 04:19 | SciBry
yes, common here, not so much in US, for example. RT @reneewebs: Is that common in Australia? To be interviewed for a PhD? #ECRmentor

Good interview questions for modern science: "What's you experience in working as part of team?" #ecrmentor

RT @signe_riemer: The audience picks Bryan #fb #ecrmentor

Decision is in and it's @SciBry !!! Displayed better technical skills needed for an observational project. #ecrmentor

The audience picks Bryan #fb #ecrmentor

RT @SciBry: Who will get the coveted PhD spot with Prof Bayliss - @SciBry or @karlglazebrook?? Panel now conferring ... #ECRmentor

Fantastic role play with Glazebrook and Gaensler! Really nailed the funny responses you receive from many candidates #ECRmentor

Who will get the coveted PhD spot with Prof Bayliss - @SciBry or @karlglazebrook?? Panel now conferring ... #ECRmentor

Is that common in Australia? To be interviewed for a PhD? #ECRmentor

@SciBry Does that mean you the investigator still pays for it, or your inst/uni? Sorry, new to me. #ECRmentor

Professor X is being a bit intimidating, but his question about what the candidate can bring to the project is justifiable #ecrmentor

Daniel Bayliss impersonating senior pompous astronomer, looking to hire @karlglazebrook as a new PhD student. Hilarious! #ECRmentor

RT @LisaFogarty: Another interestingly formatted session - mock PhD interview of @SciBry. He looks scared!! #ecrmentor

@SciBry being asked about specific problem solving incident #ecrmentor

Asking candidate for a specific example to demonstrate some skills #ecrmentor
@MVEG001 session starting now; mock interviews to canvass applicants for a PhD project ... #ECRmentor

31-May-12 03:52 | SciBry

@SciBry Can see the point for sure, but not everyone who gets a scholarship is necessarily suited to PhD...#ECRmentor

31-May-12 03:50 | MVEG001

Karl Glazebrook on hiring people: Once you got a student or postdoc you’re stuck with them for three years #ecmentor

31-May-12 03:50 | drdparky

Lunch chat re. asking qs at conferences: it's a great realization when you discover there's no stupid questions. #ecmentor

31-May-12 03:07 | LisaFogarty

RT @SciBry: Rachel Webster: If you don't have many of your grants rejected, you are not applying often enough. #ECRmentor

31-May-12 03:03 | aimeelou

Geraint Lewis: from astrophysics to medial physics, it can happen! #ecmentor

31-May-12 02:35 | darrencroton

My take away point from Geraint's blast - it's ok not to be 100% sure that you want to stay in astronomy forever. #ecmentor

31-May-12 02:35 | LisaFogarty

RT @MVEG001: Lack of women in science leadership - an issue in all disciplines. #emcrforum #ecmentor http://t.co/BRbc0wEz

31-May-12 02:33 | Frnnc3

Unnamed astronomer reflecting on living on Long Island: NYC at one end, Hamptons at the other, and Crapsville in the middle. #ECRmentor

31-May-12 02:31 | SciBry

Geraint Lewis blast! Originally wanted to be bus driver, train driver, vet, paleontologist! #ecmentor

31-May-12 02:29 | LisaFogarty

@MVEG001 But point being made is the converse. If I can get s/one good who has their own scholarship, why should ARC pay for it? #ECRmentor

31-May-12 02:29 | SciBry

@SciBry Then you are lucky astro-scientists! E.g. Confocal microscope time is >$60 an hour! #ECRmentor

31-May-12 02:29 | MVEG001

Intense interactive session, ending in ranking of others proposals. Tough ask on only a few mins to read. #ecmentor

31-May-12 02:27 | LisaFogarty

I usually look for the weakest link in a proposal and use that to judge it - Brian Boyle #fb #ecmentor

31-May-12 02:27 | signe_niener

@SciBry @arc_gov_au A bit unfair - there are many excellent PhDs who don't get scholarships! #emcrforum #ECRmentor

31-May-12 02:24 | MVEG001
How is your proposal different from everyone else's? #fb #ecrmentor

Ask the question first, then explain how! - Brian Boyle #fb #ecrmentor

Rachel Webster: don't ask for PhD scholarships in your @arc_gov_au grant. Anyone worth supervising will get their own scholarship #ECRmentor

Warrick Couch: Core focus of your @arc_gov_au budget should be salaries. ARC DPs are about funding researchers, not stuff. #ECRmentor

At the end of the day, the ARC is providing money for people #ecrmentor

What the ARC is really into is funding people - Warrick Couch #fb #ecrmentor

Rachel Webster: You'll look silly if u claim value of telescope time as in-kind contribution. Readers know telescope time is free #ECRmentor

Webster & Couch: Don't pad your proposal budget unnecessarily. It lessens its impact, reviews will see through it. #ecrmentor

Standard items on a budget: Minions, travel and small equipment #fb #ecrmentor

Rachel Webster on grant budgets: Explain why u need the $$. Modest budget better than going 4 broke. Avoid specious in-kind items #ECRmentor

Research proposals: establish why you need the money #ecrmentor

Rachel Webster: There r significant advantages in @arc_gov_au system 4 ECR-only proposals. So may be best to propose on your own #ECRmentor


Rachel Webster: Who should be on your grant proposal? Add ppl who will add value & do work, not people there only 4 track record. #ECRmentor

RT @signe_riemer: You must always have projects in your back pocket - Rachel Webster #fb #ecrmentor
Hiring people… RT: “Find people who know what they’re doing.. and let them do it.” #ecrmentor

31-May-12 01:33 | darrencroton

Rachel Webster: Grant funding is an imperfect process. Your proposal will often be unfunded, even if it should have been. #ECRmentor

31-May-12 01:33 | SciBry

And we’re back! Ready to learn how to write a successful proposal. #ecrmentor

31-May-12 01:31 | LisaFogarty

Lack of women in science leadership - an issue in all disciplines. #emcrforum #ecrmentor http://t.co/BRbc0wEz

31-May-12 01:17 | MVEG001

Tea time! #ecrmentor

31-May-12 01:04 | LisaFogarty

RT @LisaFogarty: @darrencroton blasting now. Self-confessed anti-Gaensler! Started out as a musician #ecrmentor

31-May-12 01:02 | SciBry

@SciBry @lisafogarty Yes, there is a large dash of luck in science - why good mentoring is so critical. Great w'shop! #ecrmentor

31-May-12 01:02 | MVEG001

@darrencroton The road less travelled: arrived to astronomy later, less linear career path. Fascinating story. #ecrmentor

31-May-12 01:02 | LisaFogarty

@MVEG001 @lisafogarty I was (very) lucky! Key thing is to be working on something interesting, surrounded by interesting people. #ECRmentor

31-May-12 01:00 | SciBry

RT @doug dela: @LisaFogarty Not exactly. "It’s not *only* what you know it’s *also* WHO KNOWS YOU" #ecrmentor

31-May-12 00:59 | LisaFogarty

RT @LisaFogarty: Imposter syndrome: even @SciBry has it!! There’s hope for us all….#ecrmentor

31-May-12 00:58 | SciBry

to help keep up with literature: http://t.co/wxA7Wu4F. #ECRmentor

31-May-12 00:58 | astropixie

RT @drrparky: arxivsorter http://t.co/mHgrpahy #ecrmentor

31-May-12 00:58 | LisaFogarty

How to keep up with the daily avalanche of astro papers: http://t.co/pBon0YeV reorders arXiv into results most interesting to you #ECRmentor

31-May-12 00:58 | SciBry

@darrencroton blasting now. Self-confessed anti-Gaensler! Started out as a musician #ecrmentor

31-May-12 00:58 | LisaFogarty
"Find people who know what they're doing, and let them do it." #ecrmentor

Collaborate rather than compete. This is what astronomy is all about and it brings joy. #ecrmentor

RT @LisaFogarty: Imposter syndrome: even @SciBry has it!! There's hope for us all....#ecrmentor

RT @drdparky: "Write beautiful prose; every word & sentence should have a purpose." #ecrmentor

Collaborate rather than compete - Bryan Gaensler #fb #ecrmentor

Imposter syndrome: even @SciBry has it!! There's hope for us all....#ecrmentor

@LisaFogarty @SciBry Fantastic the dream was accomplished! Many ECRs feel same but 'the system' is making it harder - advice? #ecrmentor

Try to be a walking @adsabs in your field! #ecrmentor

Focus on techniques, the physics will follow - Bryan Gaensler #fb #ecrmentor

people remember a good talk and insightful plots. they also remember awful talks. practice talks and spend time on slides. #ECRmentor

Make yourself a world leader in your technique - the physics will follow #ecrmentor

RT @LisaFogarty: Everyone around you is smart too. So work hard! #ecrmentor

RT @signe_rimmer: Communication skills are CRUCIAL #fb #ecrmentor

Gaensler on talks: It's not about who's good or bad at giving talks, it's about how much work you put in preparing #ecrmentor

Write beautiful prose. (I love this piece of advice, nothing is nicer than a paper that is a pleasure to read!) #ecrmentor
"No one is ever going to read your papers." So give good talks! #ecrmentor

31-May-12 00:44 | drdrpaky

Everyone remembers a good talk - Brian Gaensler fb #ecrmentor

31-May-12 00:44 | signe_nierner

Everyone around you is smart too. So work hard! #ecrmentor

31-May-12 00:44 | LisaFogarty

"Everyone around you is clever as well, so work hard" #ecrmentor

31-May-12 00:43 | drdrpaky

RT @astropixie: need to make your mark - become a known expert in one or two specific areas, publish and talk about them! #ecrmentor

31-May-12 00:41 | matisidro

@SciBry Feels sense of accomplishment for having achieved childhood goal of becoming an astronomer #ecrmentor

31-May-12 00:41 | drdrpaky

On to @SciBry 's blast! For him there was never anything else, always wanted to be an astronomer. #ecrmentor

31-May-12 00:38 | LisaFogarty

beware the anti-network: disrespectful comments, drunken behaviour at conferences, childish online presence, google results (?) #ECRmentor

31-May-12 00:37 | astropixie

Have an academic webpage and keep it up to date fb #ecrmentor

31-May-12 00:36 | signe_nierner

Google yourself in advance so you know what comes up when your potential employer does it. #ecrmentor

31-May-12 00:36 | LisaFogarty

Remember, for permanent jobs, people are getting you for life, so they will want people that aren't free-loaders, a pain #ecrmentor

31-May-12 00:36 | drdrpaky

Job committees often Google your name - know what they find fb #ecrmentor

31-May-12 00:36 | signe_nierner

@BrianBoyleSKA We are a professional community and should treat each other with respect and trust. #ecrmentor

31-May-12 00:34 | LisaFogarty

The anti-network: be professional, respectful and polite. Bad comments will come back to haunt you. #ecrmentor

31-May-12 00:33 | drdrpaky

The anti-network isn't just your behaviour at conferences, but also your web-presence (email, website, facebook etc) #ecrmentor
Geraint Lewis: don't just foster your network, but avoid cultivating your anti-network! You're on show @
conferences; stay sober! #ECRmentor

31-May-12 00:25 | SciBry

RT @LisaFogarty: Keep people informed, but your network once established can work for you behind the scenes.
#ecmentor

31-May-12 00:24 | astropixie

Real-life reference letter written by Albert Einstein. Is this the ideal recommendation? Unclear ... #ECRmentor
http://t.co/5Jalm1Ym

31-May-12 00:23 | SciBry

RT @dougdel: @LisaFogarty Not exactly. "It's not "only" what you know it's "also" WHO KNOWS YOU"
#ecmentor

31-May-12 00:23 | darrencroton

Keep people informed, but your network once established can work for you behind the scenes. #ecmentor

31-May-12 00:23 | LisaFogarty

@bronwynah @astropixie I've been to conferences with terrible lanyards that flip round, making it impossible to
know who's who! #ecmentor

31-May-12 00:22 | dr_krystal

@LisaFogarty Not exactly. "It's not "only" what you know it's "also" WHO KNOWS YOU" #ecmentor

31-May-12 00:22 | dougdel

If a senior person suggests you apply for a particular job, apply! There may be more going on behind the scenes
than you know. #ecmentor

31-May-12 00:21 | darrencroton

if a (senior) person suggests you should apply for a job, it's probably not just a friendly gesture. there's a reason.
apply! #ECRmentor

31-May-12 00:21 | astropixie

Geraint Lewis: If someone senior tells you that you should consider applying for a position, it's not just a
suggestion. Apply! #ECRmentor

31-May-12 00:20 | SciBry

If a Prof tells you to "consider applying for that position" they are saying it for a reason ;-) #ecmentor

31-May-12 00:20 | LisaFogarty

When someone senior says "I think you should consider putting an application in for this position" you should do
it #fb #ecmentor

31-May-12 00:19 | signe_riemer

So true! RT @SciBry Geraint Lewis: It doesn't matter how smart a scientist you are if nobody knows what you're
working on. #ECRmentor

31-May-12 00:19 | dr_krystal

RT @LisaFogarty We are no longer in the days of the gentleman scientist. You have to network and develop your
career. #ecmentor

31-May-12 00:19 | dr_krystal

Have more names than the 3 referees on your CV - unofficial letters of reference #ecmentor

31-May-12 00:18 | LisaFogarty
Need a broader collaboration base - look out for the 'A's in the field, and identify what I can bring to them #ecrmentor

Collaborators are often friends. But should also have a broader base. #ecrmentor

Be aware of what you can bring to a project #fb #ecrmentor

wear name tag high on the right so people can easily read it while you shake hands. huh. never thought about that. #ECRmentor

RT @drdrpaky: Don't be passive at conferences - don't just talk to your mates #ecrmentor

Stupid questions very rarely come from the young people in the room - Geraint Lewis #fb #ecrmentor

I work from the basis: Everyone is at least as smart as I am - Bryan Boyle #fb #ecrmentor

Follow @astropixie @darrencroton @drdrpaky @signe_riemer @LisaFogarty @SciBry for GREAT career advice coming from Astro #ecrmentor workshop

RT @drdrpaky: Don't be passive at conferences - don't just talk to your mates #ecrmentor

RT @drdrpaky: Lots of great advice coming from Astro #ecrmentor workshop - Relevant to young scientists from all disciplines! http://t.co/cYw2qf6j

At conferences work the reception, ask questions in the talks, establish collaborations. #ecrmentor

Geraint Lewis: At conferences, always wear your name badge high & on the right, so that people see it as they shake your hand! #ECRmentor

Don't be passive at conferences - don't just talk to your mates #ecrmentor

Lots of great advice coming from Astro #ecrmentor workshop - Relevant to young scientists from all disciplines! http://t.co/cYw2qf6j

RT @SciBry It doesn't matter how smart a scientist you are if nobody knows what you're working on. #ECRmentor
Collaborating is dynamic, it will grow, things will change, grow and expand. #ecrmentor

Cross-disciplinary networking can be very important - Bryan Boyle #fb #ecrmentor

The Kevin Bacon principle - always try to be expansive as possible, going outside astronomy to make connections #ecrmentor

Whenever an interesting paper is published in your field, email a question to the senior authors - Darren Croton #fb #ecrmentor

Decide who's going to be writing your reference letters a few years down the line #ecrmentor

Start thinking about references for job applications years out in the future - Darren Croton #fb #ecrmentor
#ecrmentor

**ECR Mentoring Workshop 1**

Helping postdocs grow!

**Trending Words**

career, #fb, warrick, couch:, -, first, strategies:, more, astro, rt, geraint, networking, 2, go, people

**Event Participants**
We are no longer in the days of the gentleman scientist. You have to network and develop your career. #ecrmrntor

30-May-12 23:59 | LisaFogarty

Networking: It's not (only) what you know, it's (also) who you know #ecrmrntor

30-May-12 23:55 | darrencroton

Geraint Lewis: It doesn't matter how smart a scientist you are if nobody knows what you're working on. #ECRmentor

30-May-12 23:55 | SciBry

"It's not *only* what you know it's *also* who you know" #ecrmrntor

30-May-12 23:55 | LisaFogarty

"It's not what you know, it's who you know" - scientists hate that #ecrmrntor

30-May-12 23:54 | drdRparky

Geraint Lewis: No one stumbles into a high level professorship! Cultivate your career #ecrmrntor

30-May-12 23:54 | darrencroton

Scientists can't network and other myths http://t.co/TSk8G5CN #ecrmrntor

30-May-12 23:53 | drdRparky

Geraint Lewis: Networking is not a side activity! It's a key part of your career path. #ECRmentor

30-May-12 23:53 | SciBry

NB -Careers don't just happen! You have to network! #ecrmrntor

30-May-12 23:52 | LisaFogarty

Networking is an important aspect of career cultivation - Geraint Lewis #fb #ecrmrntor

30-May-12 23:52 | signe_rimer

Next up is networking by Geraint Lewis. #ecrmrntor

30-May-12 23:51 | LisaFogarty

Mid path options include having a fellowship e.g. ARC DECRA #ecrmrntor

30-May-12 23:46 | LisaFogarty

Warrick Couch: 10 yrs ago, Australian astro PhDs had 2 go overseas 2 build career. Still valuable, but career paths now in Oz too #ECRmentor

30-May-12 23:46 | SciBry

Is it important to go abroad during the first years of your career? #fb #ecrmrntor

30-May-12 23:44 | signe_rimer

®BrianBoyleSKA: A's hire A's, and B's hire C's. So consider the quality of the people you work with, & how this reflects on you. #ECRmentor

30-May-12 23:43 | SciBry
Have a annual plan to check your progress, but set in context of a longer term plan #ecrmentor

RT @SciBry: Warrick Couch: always seek another mentor in addition to your line manager #ECRmentor

Career strategies: Set goals and targets. Very important and often overlooked. Can be highly motivating #ecrmentor

Set yourself goals and targets and evaluate yourself against them #fb #ecrmentor

Performance is best motivated and measured by the individual setting themselves goals and targets #ecrmentor

Warrick Couch: always seek another mentor in addition to your line manager #ECRmentor

Warrick Couch: a good mentor isn’t just more experienced than you. They can see more talent & ability in you than u see yourself #ECRmentor

A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you #fb #ecrmentor

Career strategies: get a mentor. "A mentor is someone who sees more talent and ability in you than you see in yourself" #ecrmentor

networking and collaborations: important for research, learning, creating new opportunities, supporting career break s! #ecrmentor

Career strategies: while being part of collaborations it is crucial to continue to "lead" research #ecrmentor

Get teaching experience #fb #ecrmentor

Avoid becoming a second string ‘bit-player’ in collaboration and nothing more #ecrmentor

Warrick Couch: Networking and collaborations are extremely important. Personally I think this is key. #ecrmentor

RT @astropixie: need to make your mark - become a known expert in one or two specific areas, publish and talk about them! #ecrmentor
Career strategies: publish, publish, publish. Also: publish! #ecrmentor

30-May-12 23:27 | LisaFogarty

need to make your mark - become a known expert in one or two specific areas, publish and talk about them! #ecrmentor

30-May-12 23:26 | astropixie

Career strategies: make your mark. People need to know you for what you do #ecrmentor

30-May-12 23:26 | LisaFogarty

Young researchers, make your mark! Be known for something in particular. #ecrmentor

30-May-12 23:26 | darrencroton

Identify yourself as an expert in a particular area or field #ecrmentor

30-May-12 23:25 | drdrparky

Do all you can fo become well known for the research you do and your specific area of expertise - Warrick Couch #fb #ecrmentor

30-May-12 23:25 | signe_niemer

Options for destination: University sector, observatory or government research organization, career outside astronomy #ecrmentor

30-May-12 23:24 | drdrparky

Some people do chose a career outside astronomy #fb #ecrmentor

30-May-12 23:24 | signe_niemer

The journey from A to B. What are the options for B? Examples: Uni environment, govt/observatory institute, outside astronomy...#ecrmentor

30-May-12 23:24 | LisaFogarty

Where do we want to be in 5-10 yrs time? Need to set strategies NOW. #ecrmentor

30-May-12 23:22 | LisaFogarty

managing a successful career requires self awareness, opportunity awareness, decision making, implementation of those decisions! #ecrmentor

30-May-12 23:22 | astropixie

You need a plan to get from point A to point B. But first you have decide where point B is... #fb #ecrmentor

30-May-12 23:21 | signe_niemer

Career motivators, audience says: loving the job, learning new tricks, the thrill of discovery, working with smart people...#ecrmentor

30-May-12 23:21 | LisaFogarty

Managing your career requires: self-awareness, opportunity awareness, decision making, implementation #ecrmentor

30-May-12 23:20 | drdrparky

#ecrmentor developing a "career" is a process of managing life, learning, leisure activities, and work
About to start the Astro ECR Workshop! #ecrmentor #astronomy http://t.co/WfWVjqrl

"Maybe we can all just relax now and go to the beach" - Warwick Couch on zero-unemployment rate in astrophysics #ecrmentor

The Big Picture by Warrick Couch first up #ecrmentor

Intro done, first talk starting and everyone encouraged to tweet! #ecrmentor

Coming up today @ #ECRmentor: @karlglazebrook & I pretend 2 apply 4 PhD spot. Postdocs interview us. KG plays straight-A student. Me: Bs/Cs.

RT @SciBry: Very early start: headed 2 Shoal Bay for early-career mentoring workshop. @caastro_arc proud to be a sponsor #ECRmentor http://t.co/zB7pS3st

Very early start: headed 2 Shoal Bay for early-career mentoring workshop. @caastro_arc proud to be a sponsor #ECRmentor http://t.co/zB7pS3st

sounds great! RT: @darrencroton: Astro Postdocs: leadership,vision,jobs,money,time… follow Workshop Thu/Fri #ecrmentor http://t.co/nkrL6B2H

i'll be attending the early career researcher mentoring workshop th/fri this week:  http://t.co/0dZH0pyM #ecrmentor expect tweets!

RT @darrencroton: Astro Postdocs: leadership,vision,jobs,money,time… follow the discussion from the ECR Workshop Thu/Fri at #ecrmentor http://t.co/WfWVjqrl

RT @darrencroton: Astro Postdocs: leadership,vision,jobs,money,time… follow the discussion from the ECR Workshop Thu/Fri at #ecrmentor http://t.co/WfWVjqrl

Astro Postdocs: leadership,vision,jobs,money,time… follow the discussion from the ECR Workshop Thu/Fri at #ecrmentor http://t.co/WfWVjqrl