Caveats:
- I'll summarize advice (without attribution) that is generally oriented as well as post-hoc impressions. But I don't have the counterfactual so this is neither universal nor comprehensive, and this is a deliberately incomplete recollection that does not comment on important parts of the process. I of course crucially relied on mentors and you should of course check in with your mentors about your particular situation. I also asked sympathetic folks a few years ahead and am grateful for their time/help.
- In my year, I was on the COVID job market. Fortunately there were jobs available in areas that I could apply to. But it means that I didn't experience the INFORMS interview process, flying for interviews, in-person interviews, and so on, and of course cannot speak to these essential and crucial parts of the job market. The timeline was very different.

This next section may not even be relevant given the virtual experience.

Covid experience / virtual visits:
- Zoom talks and interviews are very different.
  On the one hand it feels like there is less pressure but on the other, it could be harder to convey your own excitement and dynamism over Zoom. I was grateful to colleagues and peers who invited me to give talks at group meetings and similar venues, as there's no substitute for practicing with a “live” audience, especially one that can simulate the kinds of questions you may get in a talk.
- Invest in your virtual setup. Get a selfie ring for lighting, triple-check your audio …. I didn’t do as much of this as I could have.
- Scheduling a virtual visit is tough. On the one hand, some places may experiment with looser interview schedules to avoid Zoom fatigue. On the other hand, you won’t be able to do much with short periods of times between interviews.

Applying
- I was told that it makes sense to contact people you know already to ask about positions and also if there is an internal sense of focus in hiring in certain subareas. I was also told that it doesn’t hurt to ping someone you may know is on the search committee reminding them that you applied without much fanfare; just to let them know (since sometimes applications may fall through the cracks).

Job Talk
- Some useful advice I heard is that people want to feel like they learned something, and the job talk is in part also an opportunity to assess your ability to teach (among everything else).
- Know your audience! This means the kinds of formats that are customary, convention for asking questions (saving for end and interrupting only for crucial clarification; or questioning throughout--you can ask about this too). Giving talks to different audiences can help you calibrate this. You don’t have to give completely different talks to different audiences (other comprehensive advice sources may completely advise against this). But you might emphasize different aspects or use different language to describe things.
It’s important to understand taste and value systems. Many things can be close/similar in the space of the underlying math; but ultimately quite different in different communities because of taste and context.

One-on-Ones

I. Interviewer-level fixed effects are salient too, not just impressions from your own “performance”. (eg don’t necessarily fixate on harsh interviews or read too much into conversations that went well).

II. People tend to try to structure to a fairly standard set of ‘asks’, this is also good interviewing practice for consistency across candidates! But the individual meetings are difficult to describe as “interviews” because sometimes people especially don’t want your interview spiel.

III. The questions you ask matter because your questions reflect your values, priorities, as well as maturity/preparation (or naivete) to become a faculty member. (However during flyouts it’s considered reasonable to ask about day-to-day life stuff since it’s a chance for you to assess what it’d be like to be at a place; see other sources for description, etc. I didn’t do so much of this).

IV. Interviews are practiceable, so you should practice, ideally with someone who’s evaluated candidates before; but also peers who have recently been through the market can be very helpful (and “have been in your shoes” very recently). As a grad student you maybe haven’t talked about the minutiae of teaching loads, 2-1 or other things such as negotiating teaching relief. Through the interviewing process this becomes easier.

V. Talking about your future research: To summarize without attribution some of the advice I received from asking around: this does not hold you to following through. Have a sense of future research directions that are ambitious/exciting; but also make sense based on your current research.

Minor details:

- Your spam filter may become overly aggressive.
  It filtered out some important emails for me. Check your spam.