R1

Job Talk Rubric

Introduction

Excellent ⟷ Poor/Absent
4 - 3 - 2 - 1

Criterion	Description	Score
Amount of information	All information is required for understanding the research	☐☐☐☐
Broad introduction	Orients audience to current state of the field	☐☐☐☐
Main research question	Clearly explained	☐☐☐☐
Significance	Motivation for research and its significance clearly explained	☐☐☐☐

Data

Criterion	Description	Score
Logical flow	Logically follows the data and each interpretation is clearly justified	☐☐☐☐
Methods	Clearly explains methods and their significance	☐☐☐☐
Results	Presents only necessary data	☐☐☐☐
Clarity	Clearly explains all results figures	☐☐☐☐
Evidence of collaboration	Clearly describes what candidate did versus collaborators and mentees	☐☐☐☐
Inferences	Explains what the work infers/means, competing explanations well addressed	☐☐☐☐

Conclusion/future

Criterion	Description	Score
Impact of work for the field	Important contribution to the field clearly explained	☐☐☐☐
Future research <5 years	Suggests what should be done next, points out new questions raised by work	☐☐☐☐
Future research >5 years	Outlines larger plan for future research	☐☐☐☐

Overall

Criterion	Description	Score
Big picture	Clearly articulates the broader context of the work and a unifying theme	☐☐☐☐
Repetition	Main ideas redefined throughout	☐☐☐☐
Examples	Use of analogies/anecdotes to known subjects	☐☐☐☐
Brand	Perspective on the field can be distinguished from mentor(s)	☐☐☐☐
Career narrative	How you ended up where you are + what's next for you	☐☐☐☐

Job Talk Rubric

Q&A

Excellent ⟷ Poor/Absent
4 - 3 - 2 - 1

Active listening	Pays attention to and lets questioners finish their questions	☐☐☐☐
Repeating and Clarifying	Repeats the question or rephrases and clarifies it as necessary	☐☐☐☐
Flaws	Gracefully acknowledges flaws or defects pointed out by questioner	☐☐☐☐
Brevity	Answers are short but clear and complete	☐☐☐☐
Discussion	Capable of discussing questions in a thoughtful way	☐☐☐☐

Interaction with audience

Eye contact	Faces audience nearly all of the time, frequent eye contact	☐☐☐☐
Body language	Open body language, appropriately animated (i.e. gestures)	☐☐☐☐
Clarity of delivery	Speaks clearly and loudly enough, does not read from slides/notes, no noticeable disfluencies (ahm/uhm)	☐☐☐☐
Pace	Pace is easy to understand (not too fast)	☐☐☐☐
Jargon	All unfamiliar terms are defined and re-defined throughout presentation	☐☐☐☐

Organization

Slide purpose	Purpose of each slide is clear to the listener (Important: Title of slide contains premise)	☐☐☐☐
Continuity	Effective transitions between slides create a continuous sequence of connected ideas	☐☐☐☐
Figures	Every figure and image is clearly labeled and all figures are fully explained by the presenter	☐☐☐☐
Visuals	Majority of presentation is figures/visual aids instead of text	☐☐☐☐

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Summary Evaluation	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know/Can't assess
I can repeat the main question the presenter is addressing with their research talk to someone else.					

What is the main question? _____

_____

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know/Can't assess
I am convinced that the work is significant in the field.					
I have a clear sense of who this person would be as a colleague.					
I was excited about potentially collaborating with this presenter.					
I am convinced that the presenter has a solid plan for their future projects.					
The speaker convinced me that they can think critically about their work.					
I could easily tell which parts of the project were driven by the presenter and which were collaborations.					

References:

How to Give an Effective Job talk.
Sharon Milgram seminar at the NIH, June 2008
http://bit.ly/sharonmilgram

How To Give a Good Talk.
Uri Alon, *Molecular Cell*, Volume 36 , Issue 2 , 165 – 167

Guest post: How to give a science talk
Blog post reproducing Andrew Murray's article, August 19, 2011
It Takes 30: A blog from the Department of Systems Biology @ Harvard Medical School
https://ittakes30.wordpress.com

How to give a job talk and why it's not the same as a research talk.
Bill Schrader seminar at Duke, December 2013
http://bit.ly/billschrader

Recommended Outline:

For a 45 minute presentation, recommended outline:
- 10-15 min introduction tailored to your audience (longer than a typical seminar presentation)
  - Example: Scientists at all levels (your field and similar fields)
- 20-30 min summary of your methodology and results
  - Tailored to your audience
- 5-10 min potential impacts, future directions, thank you

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Use this space below to provide additional comments or suggestions.

Introduction

Data

Conclusions/Future

Overall

Q&A

Interaction with audience

Organization