with his industry collaborators to discuss a project's progress and timelines. "Executing projects is very different with industry partners, and the lab members get first-hand experience in what an industry job will be like," says Vemula.

Other, more formal initiatives help junior researchers to connect with industry leaders. Australia launched a programme in 2017 to encourage doctoral students in the sciences to team up with industry-based mentors over the course of a year. Fourteen of the nation's 40 universities participate in the Industry Mentoring Network in STEM (IMNIS) programme, which matches about 200 science students with mentors. The pairs meet monthly, and students may get a workplace tour or invitation to industry networking events, for example. "It's a great opportunity for open conversation at an early stage of the student's career and gives students a chance to expand their networks," says Marguerite Evans-Galea, IMNIS executive director.

Evans-Galea says that, in Australia, nearly 70% of industry positions are not advertised because they are filled through word of mouth. Abdine says the same about entry-level research positions in the large US biotechnology hubs of San Francisco and San Diego in California, and Boston in Massachusetts.

CAREER KEYWORDS

Researchers who want to transition into industry will need to convert their academic CV into one that is specifically appropriate for industry. They should also prepare for an interview process that is different from that in academia (see 'Get yourself prepared for a transition to industry').

Industry insiders suggest that the researcher write an eight- to ten-bullet-point summary at the top of their CV that highlights their training, background, career goals and skills, using keywords that will grab the attention of the first screener — probably a human-resources officer who may not have a scientific background. Those keywords should be the same ones that the hiring company used in its job advertisement, particularly in the sections that discuss the job's requirements and the company's research goals. "This is like the abstract of a paper — is this interesting enough to read the rest of the paper? If not, your CV goes into the trash pile," Bijker says.

An industry CV, known in the United States as a résumé, should reflect the candidate's productivity, communication skills and innovation, says Preston. "Did you initiate a project, implement a new technique, or optimize an assay? What was innovative about your research? What did you shed light on to change scientific understanding?" She recommends the site www.scientificresumes.com, a service developed by scientists to help researchers convert academic CVs into those appropriate for industry.

The interview itself is likely to include queries on workplace behaviour. And candidates should prepare for unexpected requests, such as "Tell me a joke". Preston says that these 'curve ball' scenarios can help screeners to identify candidates who can think quickly or who might have inappropriate biases.

Interviewees might also receive a research case study or roadblock to solve on the spot. Raval says that, during an interview, candidates should be comfortable admitting if they don't have an answer, but should also use the opportunity to explain their thought process. "Saying 'I don't know, but my guess would be …' is a very hard thing to say in an interview," she concedes. "But if you show them how you think, sometimes that's more informative than the actual answer."

"You have to do your homework. That's really what's going to get you through the door for an interview."

Most final shortlisted applicants will be asked to give a scientific presentation. Preston recommends that candidates ask the hiring manager what types of people will be in the audience and what they would like to hear. "Be prepared to tell a story," she says, adding that candidates should remember that important audience members are not likely to be technical specialists, so talking points and slides need to be accessible. Employers will be listening for a candidate's research thought process and for their communication and working style, Preston adds. "The presentation can make or break you," she says.

Recruiters and hiring managers stress that junior researchers need to prepare immediately once they decide to transition to industry. "A lot of people have done a PhD and gone on to a postdoc by default," says Suryanarayanan. But, he says, those researchers are often only delaying the inevitable. "You should figure out who you are," he says. "It's good to think about what you want to do and what you are good at — but think about it before you feel cornered into an existential crisis." ■

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CLARIFICATION

The Careers feature 'The write stuff' (*Nature* **555,** 129–130; 2018) should have made clear that Altmetric is part of Digital Science, a company owned by Holtzbrinck Publishing Group, which is also the majority shareholder in *Nature*'s publisher, Springer Nature. Nature Research Editing Services is also owned by Springer Nature.

CHILLY CULTURE

Women forced out

A male-dominated workplace and a competitive culture that often shuts out family life might be contributing to the decline in the proportion of women at successive stages in research. In a qualitative study of 28 US female PhD students in physical sciences and engineering, led by Bianca Bernstein at Arizona State University in Tempe (M. Cabay *et al. Soc. Sci.* **7,** 23; 2018), 12 said that they did not want to pursue research careers. Of those, 6 blamed their workplace environment and culture, including 2 who said they could no longer work within a male-heavy profession. Some of the female students reported that they felt ignored, dismissed or excluded from scientific conversations and other lab interactions among male colleagues. One said that a male colleague attributed her winning a scholarship to her gender and to quota filling. Some of the female students also reported being asked disproportionately often to perform 'women's work', such as cleaning up the lab or performing clerical duties.

DIVERSITY

Open doors to children

Conference organizers must make their events more welcoming and accessible to parents of young children, say 46 scientist-parents. Rebecca Calisi, a behavioural neuroscientist at the University of California, Davis, and her colleagues offer a blueprint for improving attendees' experience (R. M. Calisi *et al. Proc. Natl Acad. Sci. USA* http://doi.org/ck8h; 2018). By not accommodating children, the authors say, conferences can unintentionally create barriers that exclude large numbers of scientists — especially mothers at an early stage of their career who might not be able to afford childcare. "One part of promoting diversity is supporting women with children," Calisi says. Rules about children seem to change from conference to conference and even from hour to hour, says Calisi, who notes that researchers with babies were barred from a poster session at a large conference last November, even though the official policy permitted children in the exhibition area. A practical, comfortable space for breastfeeding or pumping breast milk is an important provision, Calisi says. The Society for Neuroscience, for one, aims to become more inclusive. "The society is exploring ways to enhance the spaces for nursing mothers," says spokesperson Kara Flynn.