

Part of **SPRINGER NATURE**

How chameleons change colour

## Career in Science Editing

Paulina Strzyz, PhD

TUD 4<sup>th</sup> Career Day

17.11.2017



**nature**research

# Nature Research Group

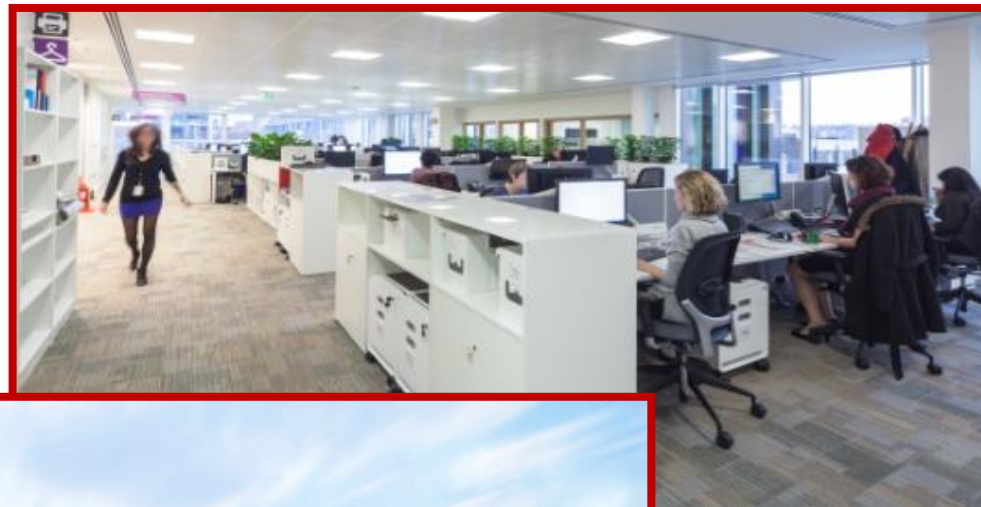
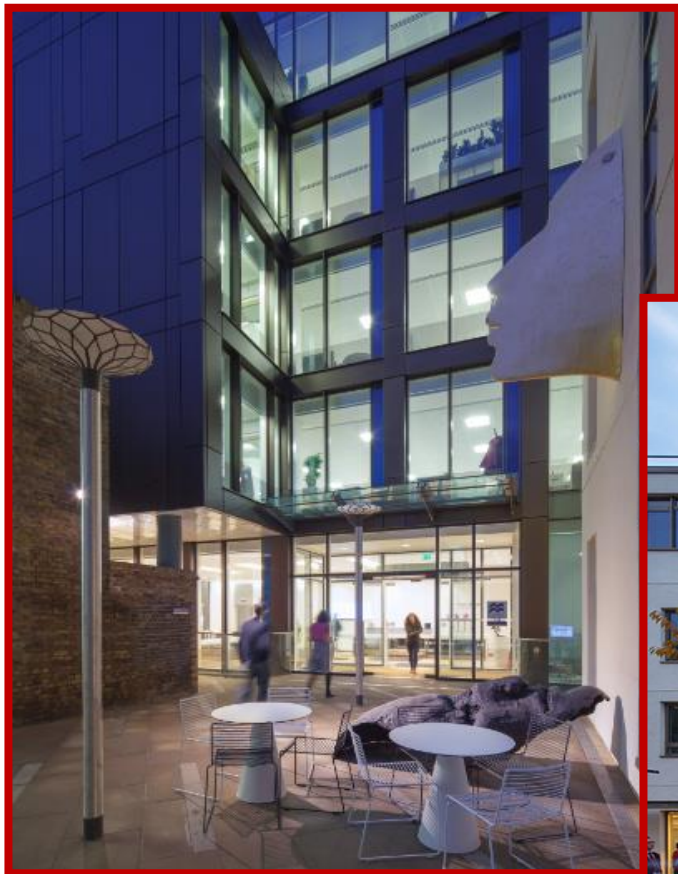
Division of **Springer Nature**, which was formed in 2015 through the merger of **Nature Publishing Group**, Palgrave Macmillan, Macmillan Education and Springer Science+Business Media

**Nature** Research includes *Nature* (founded in 1869), all *Nature*-branded Research journals, all *Nature*-branded **Reviews** journals (launched in 2000), and *Nature Communications* (Open Access)

Offices in London, Heidelberg, Berlin, New York, Washington DC, San Francisco, Shanghai, Tokyo, Melbourne...



# London campus



# Journal portfolio at Nature Research

Journal Portfolio	Type	Journal	Launch date
Multidisciplinary	Multidisciplinary	Nature (Life Sciences)	1869
Multidisciplinary	Multidisciplinary	Nature (Physical Sciences)	1870
Multidisciplinary	Multidisciplinary	Nature Communications (Life Sciences)	2009
Multidisciplinary	Multidisciplinary	Nature Communications (Physical Sciences)	2010
Life sciences	Research journals	Nature Cell Biology	1999
Life sciences	Research journals	Nature Ecology & Evolution	2017
Life sciences	Research journals	Nature Genetics	1992
Life sciences	Research journals	Nature Human Behaviour	2017
Life sciences	Research journals	Nature Immunology	2000
Life sciences	Research journals	Nature Medicine	1995
Life sciences	Research journals	Nature Metabolism	2019
Life sciences	Research journals	Nature Microbiology	2016
Life sciences	Research journals	Nature Neuroscience	1998
Life sciences	Research journals	Nature Plants	2015
Life Sciences	Research journals	Nature Structural and Molecular Biology	2004
Applied Sciences	Research journals	Nature Biomedical Engineering	2017
Applied Sciences	Research journals	Nature Biotechnology	1983
Applied Sciences	Research journals	Nature Catalysis	2018
Applied Sciences	Research journals	Nature Chemical Biology	2005
Applied Sciences	Research journals	Nature Chemistry	2009
Applied Sciences	Research journals	Nature Electronics	2018
Applied Sciences	Research journals	Nature Machine Intelligence	2019
Applied Sciences	Research journals	Nature Methods	2004
Applied Sciences	Research journals	Nature Protocols	2006

Journal Portfolio	Type	Journal	Launch date
Physical sciences	Research journals	Nature Astronomy	2017
Physical sciences	Research journals	Nature Climate Change	2011
Physical sciences	Research journals	Nature Energy	2016
Physical sciences	Research journals	Nature Geoscience	2008
Physical sciences	Research journals	Nature Materials	2002
Physical sciences	Research journals	Nature Nanotechnology	2006
Physical sciences	Research journals	Nature Photonics	2007
Physical sciences	Research journals	Nature Physics	2005
Grand Challenges	Research journals	Nature Sustainability	2018
Life sciences	Nature Reviews	Nature Reviews Cancer	2001
Life sciences	Nature Reviews	Nature Reviews Drug Discovery	2002
Life sciences	Nature Reviews	Nature Reviews Genetics	2000
Life sciences	Nature Reviews	Nature Reviews Immunology	2001
Life sciences	Nature Reviews	Nature Reviews Microbiology	2003
Life sciences	Nature Reviews	Nature Reviews Molecular Cell Biology	2000
Life sciences	Nature Reviews	Nature Reviews Neuroscience	2000
Physical sciences	Nature Reviews	Nature Reviews Chemistry	2017
Physical sciences	Nature Reviews	Nature Reviews Materials	2016
Physical sciences	Nature Reviews	Nature Reviews Physics	2019
Clinical sciences	Nature Reviews	Nature Reviews Cardiology	2004
Clinical sciences	Nature Reviews	Nature Reviews Clinical Oncology	2004
Clinical sciences	Nature Reviews	Nature Reviews Disease Primers	2015
Clinical sciences	Nature Reviews	Nature Reviews Endocrinology	2005
Clinical sciences	Nature Reviews	Nature Reviews Gastroenterology and Hepatology	2004
Clinical sciences	Nature Reviews	Nature Reviews Nephrology	2005
Clinical sciences	Nature Reviews	Nature Reviews Neurology	2005
Clinical sciences	Nature Reviews	Nature Reviews Rheumatology	2005
Clinical sciences	Nature Reviews	Nature Reviews Urology	2004

# Primary research vs Reviews journals

	<b><i>Nature</i></b>	<b>Nature Research</b>	<b><i>Nat Comms</i></b>	<b>Nature Reviews</b>
<b>Majority of content</b>	Unsolicited	Unsolicited	Unsolicited	Commissioned
<b>Articles submitted</b>	~185 per week	~30 per week	~400 per week	~1 per week
<b>Rejection rate</b>	High (90-95%)	High (>90%)	High (>85%)	<b>Low (&lt;5%)</b>
<b>Articles published</b>	~800 per year	~150 per year	~3,000 per year	~50-60 per year
<b>Level of editing</b>	Light	Light	Light	Heavy

# Nature Reviews journals

## LIFE SCIENCES

*Nature Reviews Cancer*

*Nature Reviews Drug Discovery*

*Nature Reviews Genetics*

*Nature Reviews Immunology*

*Nature Reviews Microbiology*

***Nature Reviews Molecular Cell Biology***

*Nature Reviews Neuroscience*

## **NEW!** PHYSICAL SCIENCES

*Nature Reviews Materials*

*Nature Reviews Chemistry*

*Nature Reviews Physics*

## CLINICAL SCIENCES

*Nature Reviews Cardiology*

*Nature Reviews Clinical Oncology*

*Nature Reviews Disease Primers*

*Nature Reviews Endocrinology*

*Nature Reviews Gastroenterology & Hepatology*

*Nature Reviews Nephrology*

*Nature Reviews Neurology*

*Nature Reviews Rheumatology*

*Nature Reviews Urology*

## + CROSS-JOURNAL TEAM



# Nature Reviews Molecular Cell Biology: our team



Kim Baumann, PhD  
*Chief Editor*



Eytan Zlotorynski, PhD  
*Senior Editor*



Paulina Strzyz, PhD  
*Senior Editor*

**Senior Art Editor** Vicky Summersby

**Production Editor** Jenna Johnston

**Editorial Assistant** Isobel Raynsford  
**Marketing, Sales, Web production, etc.**

[www.nature.com/nrm](http://www.nature.com/nrm)



Impact factor\*: 46.602

\*2016 Journal Citation Reports (Thomson Reuters, 2017)





# Journal content

## 'Back half' — mostly commissioned, all peer-reviewed (except interview-style Viewpoints)

**Reviews:** authoritative information on a topic, placing it in the context of a field's history and development

**Perspectives:** topical discussion and opinions on controversial areas; historical articles; technical articles

**Analysis:** review-type article that includes re-analysis of published data with existing methods

**Progress:** An update of a rapidly moving field (shorter)

### PERSPECTIVES

#### TECHNOLOGIES AND TECHNIQUES

##### INNOVATION

### Metabolomics: beyond biomarkers and towards mechanisms

Coranne H. Johnson, Ajitkumar Anandakrishnan and Gary Siskatz

**Abstract** | Metabolomics, which is the profiling of metabolites in biofluids, cells and tissues, is routinely applied as a tool for biomarker discovery. Owing to innovative developments in informatics and analytical technologies, and the integration of orthogonal biological approaches, it is now possible to expand metabolomic analyses to understand the systems-level effects of metabolites. Moreover, because of the inherent sensitivity of metabolomics, subtle alterations in biological pathways can be detected to provide insight into the mechanisms that underlie various physiological conditions and aberrant processes, including diseases.

Metabolites are the substrates and products of metabolism that drive essential cellular functions, such as energy production and storage, signal transduction and apoptosis. In addition to being produced directly by the host organism, metabolites can derive from microorganisms, as well as from xenobiotic, dietary and other exogenous sources<sup>1</sup>. The biochemical actions of metabolites are far-reaching. To start, metabolites can regulate epigenetic mechanisms and maintain the phenotypicity of embryonic stem cells (ES cells)<sup>2</sup>. It has also been well established that metabolites such as ATP, acetyl-CoA, NAD<sup>+</sup> and S-adenosyl methionine (SAM) can function as co-substrates, regulating post-translational modifications that affect protein activity<sup>3</sup>. In addition, fatty acids and hormones can interact with plasma proteins to enable their transport in the bloodstream<sup>4,5</sup>. Furthermore, metabolite-protein interactions can aid in facilitating cellular responses by initiating signalling cascades, thus enhancing the role of metabolites in signal transduction<sup>6,7</sup>.

Indeed, metabolites affect the environment in which they are produced. Under normal conditions, homeostatic control exists to counteract any adverse biological consequences of such effects. For example, acidic metabolites decrease the pH of the microenvironment<sup>8,9</sup>, and high concentrations of these acidic metabolites

are found, for instance, in the colon, owing to bacterial fermentation of dietary carbohydrates that leads to the production of short-chain fatty acids. These are, however, efficiently neutralized by mucosal production of bicarbonate. Notably, such homeostatic controls can be compromised with age and during disease, leading to functional decline and a failure to return to steady state. In addition, the acquisition of aberrant glycolytic cancer cells to the large amounts of lactate and protons that they produce occurs through modification of the activity of transporters, exchangers, pumps and carbonic anhydrases, which all help to maintain the intracellular pH and enable cells to survive the acidic microenvironment<sup>10</sup>. Thus, as metabolites can have a wide range of functions in the cell and organism, there is growing motivation to better ascertain their specific cellular functions, as well as to understand their physiological roles. This can be done by implementing various metabolomic approaches to identify metabolites and metabolic pathways that are associated with particular phenotypes, and then integrating this knowledge with functional and mechanistic, biological studies.

The main methodologies that are used for metabolite recovery and identification are targeted (global) and targeted mass spectrometry-based metabolomics, which are discussed in more detail in BOX 1.

Untargeted metabolomics aims to measure the broadest range of metabolites present in an extracted sample without a priori knowledge of the metabolome. The types of metabolites that are recovered are influenced by the extraction and analytical methods of choice, but they result in a complex data set that requires computational tools to identify and correlate metabolites between samples and to examine their interconnectivity in metabolic pathways in relation to the phenotype or aberrant process (see BOX 2 and Supplementary Information S1 (Box2)).

By contrast, targeted metabolomics is a more focused approach that aims to identify and quantify a specific set of metabolites of interest. This approach is often used to validate findings from untargeted metabolomics and to investigate the mechanisms of action of specific metabolites. Targeted metabolomics can be performed using a variety of analytical techniques, including mass spectrometry, nuclear magnetic resonance (NMR) spectroscopy and chromatography. The choice of technique depends on the nature of the metabolites of interest and the analytical requirements of the study.

#### REVIEWS

### Histone exchange, chromatin structure and the regulation of transcription

Swaminathan Venkatesh and Jerry L. Workman

**Abstract** | The packaging of DNA into strings of nucleosomes is one of the features that allows eukaryotic cells to tightly regulate gene expression. The ordered disassembly of nucleosomes permits RNA polymerase II (Pol II) to access the DNA, whereas nucleosome reassembly impedes access, thus preventing transcription and mRNA synthesis. Chromatin modifications, chromatin remodelers, histone chaperones and histone variants regulate nucleosomal dynamics during transcription. Disregulation of nucleosome dynamics results in aberrant transcription initiation, producing non-coding RNAs. Ongoing research is elucidating the molecular mechanisms that regulate chromatin structure during transcription by preventing histone exchange, thereby limiting non-coding RNA expression.

RNA polymerase II (Pol II) faithfully transcribe DNA templates into RNA, with the help of several protein factors (reviewed in REF. 1). Transcription is usually divided into three phases: the basal or factors and the mechanisms that regulate Pol II (BOX 1). The initiation phase involves the recognition and the binding of Pol II to the gene promoter sequences, followed by the elongation phase<sup>2</sup>, during which RNA synthesis occurs at higher rates. These two phases are expressed by an additional signal transduction step that keeps the polymerase paused at promoter-proximal regions before active elongation ensues<sup>3</sup>. Productive elongation is followed by termination<sup>4</sup>, the phase in which transcribed RNA is released from Pol II, which is also released from the DNA. Repetition of these three phases in a cyclical manner over a gene determines the expression level. Regulated gene expression is crucial to ensure normal cellular and organismal functions. In eukaryotes, the modification of chromatin structure provides unique transcription regulatory mechanisms.

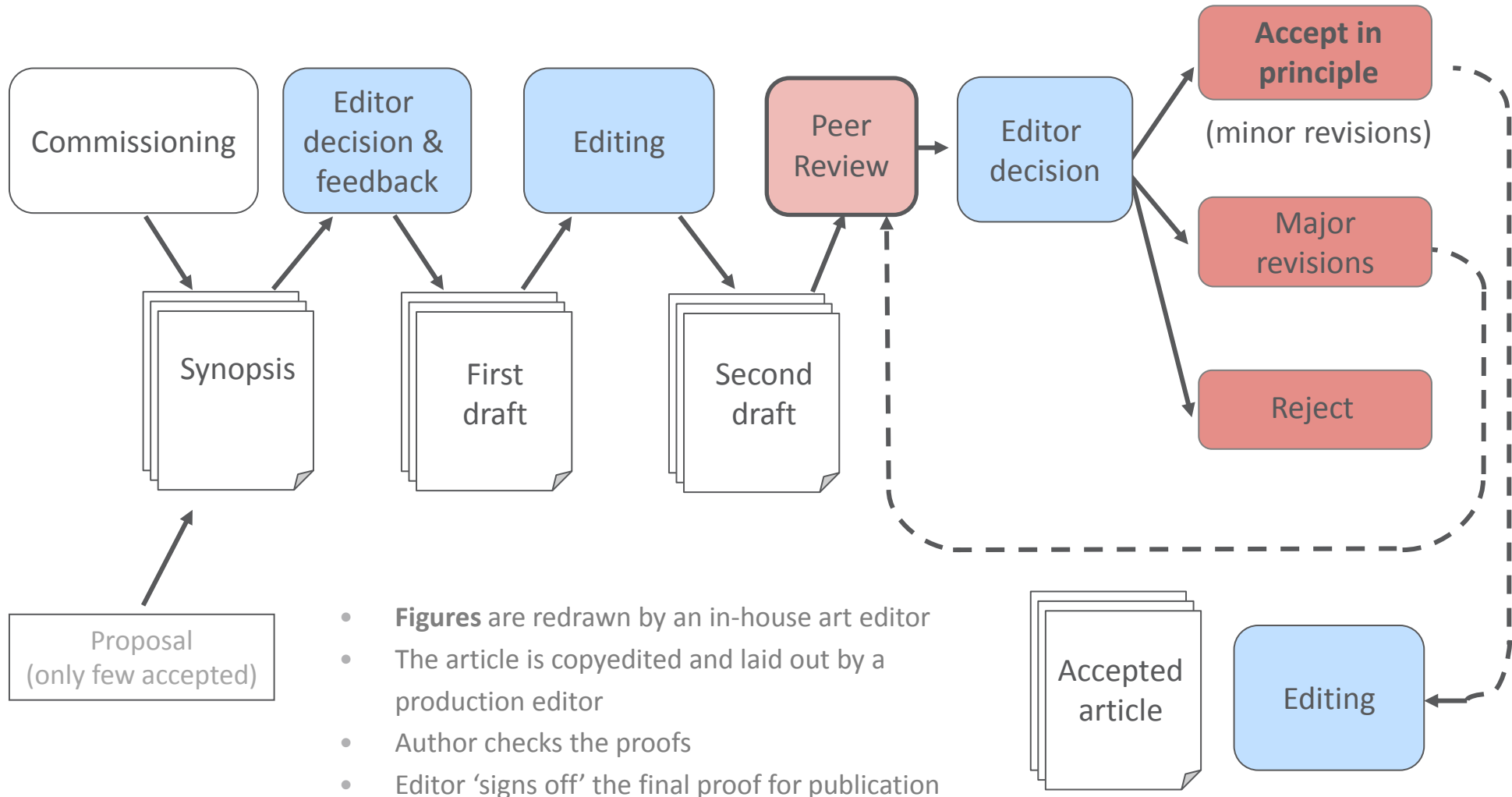
Chromatin is a dynamic structure that not only helps in packaging the entire eukaryotic genome into the confines of the nucleus but also regulates the accessibility of DNA for transcription, recruitment, DNA repair and replication. Although the structure of nucleosomes appears rigid at the cytological level, those repeating subunit are very dynamic<sup>5</sup>. One mechanism used by the cell to keep chromatin flexible is histone exchange, which involves the removal of parts of the nucleosome or the entire nucleosome, followed by replacement with newer acetylated nucleosomes. This process is essential for the regulation of gene expression and is a key feature of the dynamic nature of chromatin. In this Review, we broadly introduce the molecular mechanisms of histone exchange, which facilitate the histone exchange process that often results in the incorporation of histone variants and/or acetylated histones that may be post-translationally modified. We focus on histone variants that are crucial for effective gene expression and discuss the factors that influence the process of histone exchange. Finally, we discuss the mechanisms that can be used to regulate histone exchange during specific stages of transcription, ensuring not only productive transcription but also effective disassembly. The mechanisms of transcription shutdowns usually operate at the level of non-coding RNA (ncRNA) in the cell, and understanding this process will be useful, given the

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**Home variants**  
Histone proteins are encoded from distinct genes. Home variants are a subset of histone proteins in a defined genome that carry active gene-associated factors.

**Shenoy Institute for Molecular Research**, 1000 Ave Spc Street, Anand, Gujarat, India; **Shenoy Institute for Molecular Research**, 1000 Ave Spc Street, Anand, Gujarat, India; **Shenoy Institute for Molecular Research**, 1000 Ave Spc Street, Anand, Gujarat, India; **Shenoy Institute for Molecular Research**, 1000 Ave Spc Street, Anand, Gujarat, India.

# The life of a Review: from idea to publication



# Article commissioning

A bit like research

- Formulate and research the idea
- Present and defend it in the team
- Find the best possible author
- Convince them to write!

Finalized Review => Satisfaction



# Developmental Editing

The classification of the great majority of lncRNAs relies on the empirical attributes originally used to detect them (Table 1, Figure 1), which reflects the short history of lncRNAs relative to protein-coding genes, which are predominately categorized on the basis of function. [Au: OK?]

[Au: I have moved your discussion of TARs and transfrags to the next subsection to improve flow.]

Classification based on transcript length. The length estimate of ncRNAs is the most commonly used attribute for their classification. A somewhat arbitrary cut-off of 200 bases has been adopted to distinguish between short and long ncRNAs. The rationale behind choosing this attribute to classify lncRNAs stems from the fact that information about a given transcript is often limited to a region of transcription rather than to a fully sequenced RNA molecule. As a result, this estimate is often fairly vague. [Au: Can you support this section with a reference, e.g. is there any data on how estimates and actual transcript size differ?] Classification often depends on transcribed regions rather than fully sequenced transcripts. A region of transcription, which is known as a transcribed fragment (TransFrag) [G] or transcriptionally active region (TAR) [G], is usually defined by a tiling array [G] as a run of consecutive positive probes<sup>44,45</sup>. More recently, researchers have used RNA sequencing (RNA-seq) (Box 1) to generate series of short overlapping reads<sup>46,47</sup>. [Au: Are these also known as TARs?] that can be used to infer regions of transcription, or artificially assembled transcript molecules. [Au: Please provide a reference for the 'artificially assembled transcript molecules'.] [Au: Edits to avoid repetition OK?] [Au: I have switched the order of the following to paragraphs to improve flow.]

Although intrinsically limited in their information content, tiling array experiments have been important in defining the extent of the transcribed genome, as well as providing an indication of the widespread presence of lncRNAs. [Au: Please reference this statement.] In fact, this approach remains valid in the days of NGS. [Au: Please briefly mention for what] That said, NGS can give accurate evidence of not only transcription but also its relative mass (number of reads from a region), and has thus been instrumental in proving that ncRNA dominates the population of nuclear non-

ribosomal RNAs in a human cell<sup>48</sup>. The limitation of basing classifications on TARs will probably continue for the foreseeable future given that even with imaginable improvements in NGS read length<sup>49</sup>, [Au: Is this what you meant?] transcripts in the ranges of tens or hundreds of thousands bases will still require mapping and coalescing of different reads.

[Au: I think it would make sense to group those classes/categories that are based on origin/localization and it would be useful to add a figure of a genomic region and depict the various locations (exonic, intronic, overlapping exon and intron, intergenic, promoter/enhancer, sense/antisense...) from which lncRNAs are transcribed. The nonspecialist reader could then refer back to this figure throughout the Review for clarity.]

Classification based on known DNA elements. Perhaps the second most commonly used attribute results from the association of lncRNAs with, or proximity to, a DNA sequence element whose function is known (for example, the promoter of a protein-coding gene) or at least demarcated (such as a space between protein-coding genes or intergenic space) (Table, Figure 1). Notable classes of RNAs using these attributes include enhancer- and promoter-associated long RNAs (Table, Figure 1). These have rapidly established a credible link between the dynamics of nuclear architecture, chromatin signalling plasticity, and transcriptional regulation. [Au: Please reference this statement.] Interestingly, enhancers that give rise to RNA species have greater likelihood of functionality in reporter assays than those that do not<sup>25</sup>, arguing for a functional, rather than spurious, link between RNA and this type of genomic element. The frequency of overlapping non-coding and coding transcripts at a given locus provides another challenge for the logical and useful classification of lncRNAs. First observed by the FANTOM consortium and called "transcriptional forests"<sup>28</sup>, they suggest [Au: Who is 'they'?] that a single transcriptional locus can produce a complex collection of coding and non-coding transcripts from either strand. Targeted rapid amplification of cDNA ends (RACE) experiments<sup>44</sup> and RNA-seq data<sup>44</sup> indicate that transcriptional forests represent a general phenomenon in human cells. A prominent category of ncRNAs has emerged from these transcriptional forests composed of sense

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Navigation

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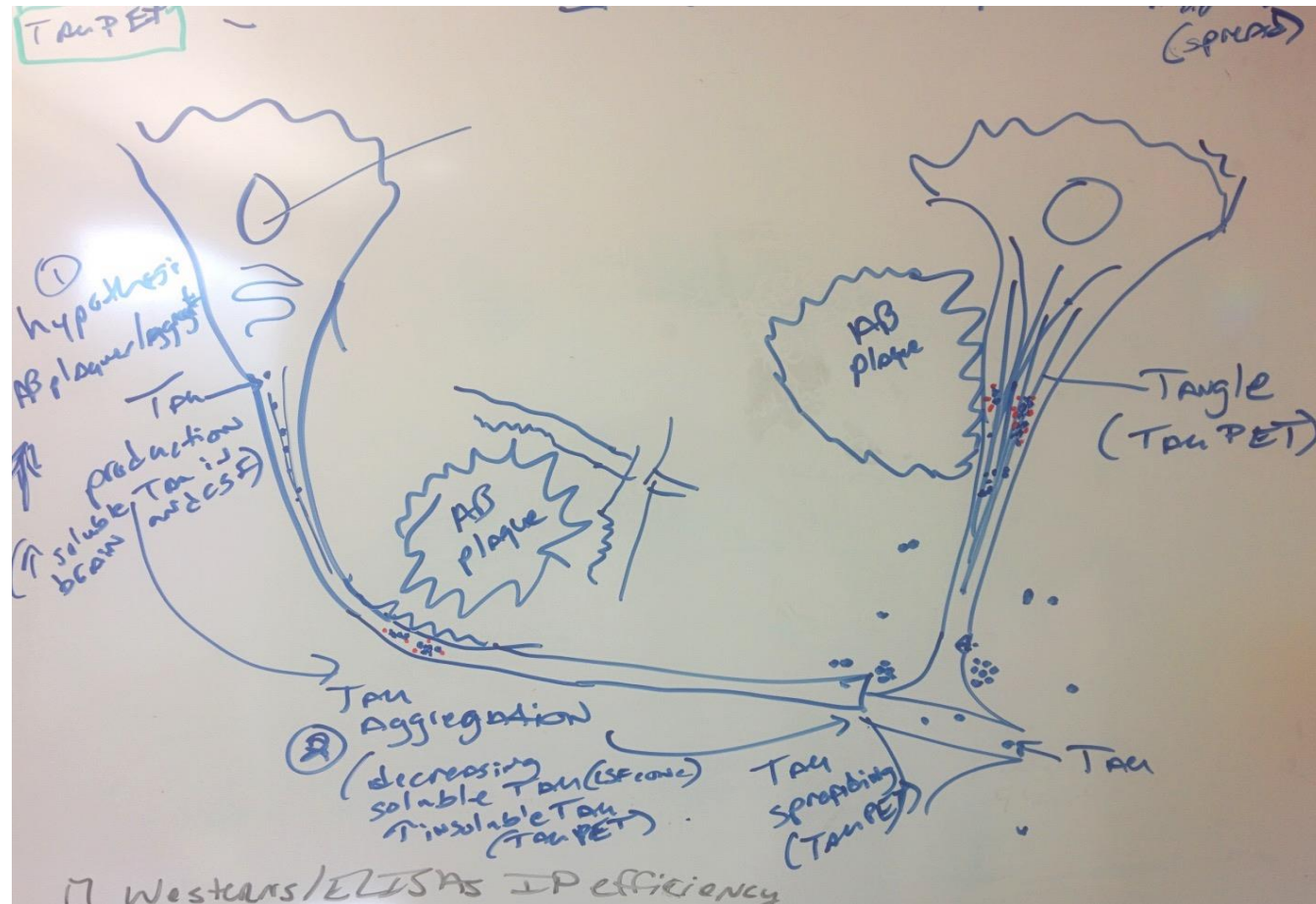
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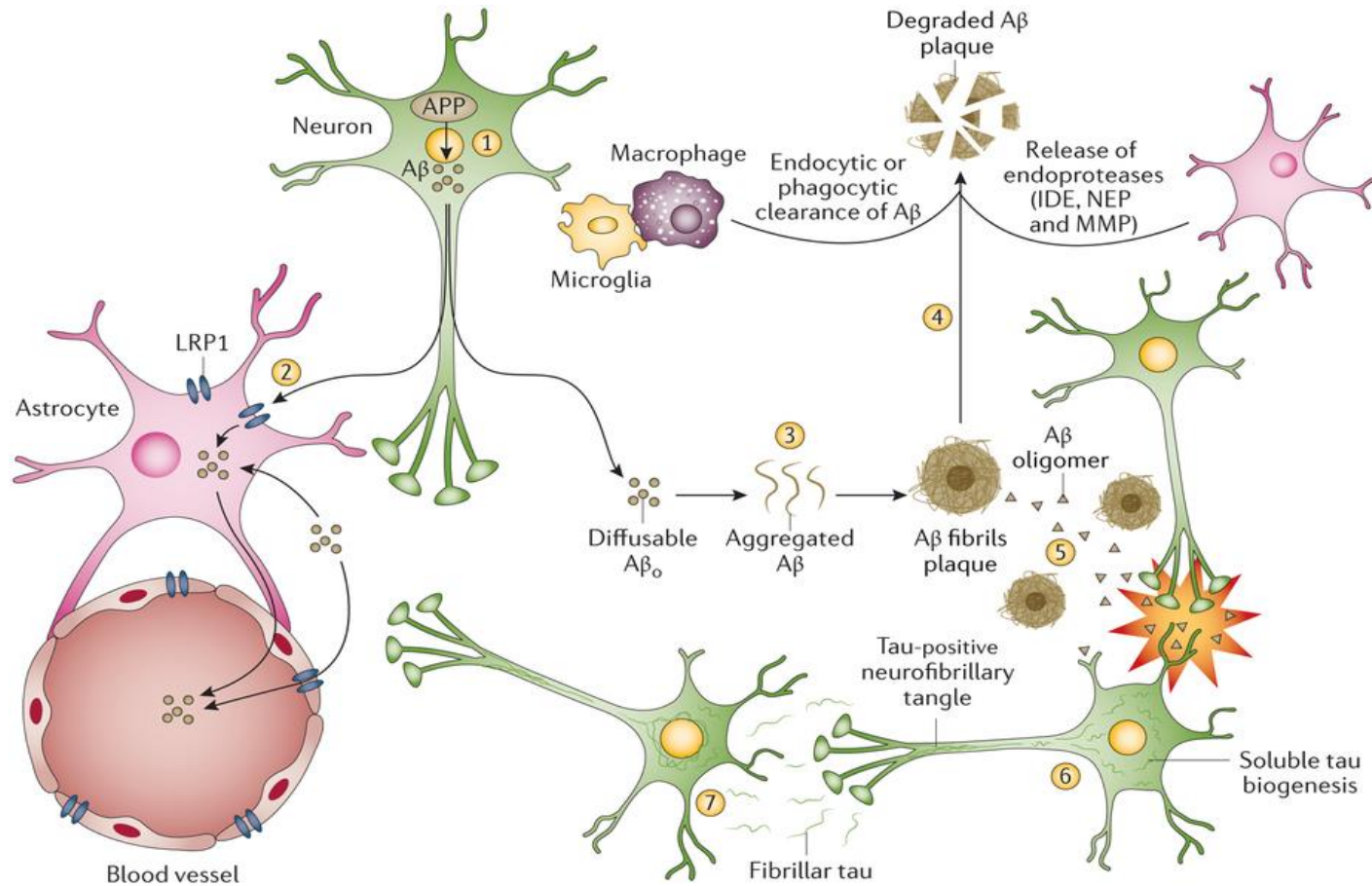


# Figure development

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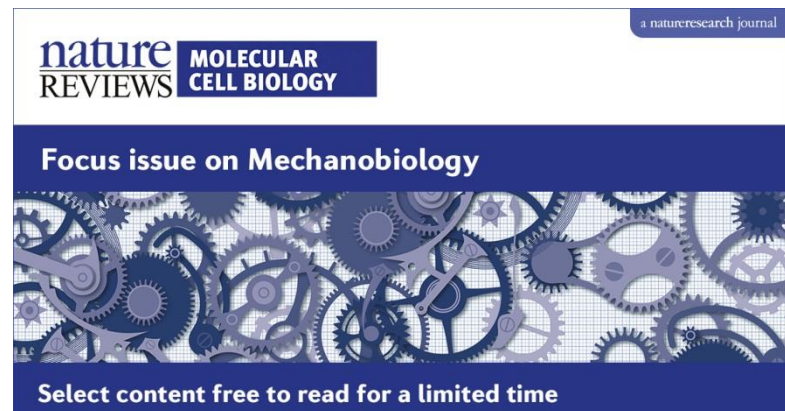
...to this



Nature Reviews | Disease Primers

# What else do Reviews editors do?

- Write research highlights
- Read! Scan the literature to select material for research highlights, get commissioning ideas
- Attend conferences/labs (networking, promote the journal, remain updated)
- Design and execute special projects: focus issues, web collections, posters, animations and podcasts





# Key skills for the job

- Broad interest in science
- Strong analytical skills
- Strong science writing skills
- Ability to handle multiple tasks simultaneously, to juggle between projects
- Ability to see ‘the big picture’ (for example emerging themes from individual articles)
- Ability to conceptualize complex problems
- Ability to give and receive feedback
- Confidence in defending your decisions and ideas
- Good eye for detail

# Selection process

## 1. CV + covering letter

- Expert evaluation by the journal team
- Focus on science



## 2. Editorial test + Interview

### In Reviews a two-step process

- Test to complete at home, including all major editorial tasks: editing, commissioning writing => usually to return within 1 week
- Interview with the journal team: your background, interests in science publishing, journal background (focus, scope, recent content, competitors), your test

### In primary research journals

- Manuscript test (critical evaluation of real submissions, decision making)
- Interview with the journal team

# Career progression

## Associate Editor

An Associate Editor is an editor who is still learning aspects of the job and working toward acquiring the skills and experience needed for promotion to Senior editor

Associate Editors undergo a period of initial training of approximately 6 months supervised by a Senior Editor, Team Manager or Chief Editor.

## Senior Editor

A Senior Editor is an experienced editor who has mastered all the requirements of the job. Promotion to Senior Editor is merit-based requires formal application. As a guideline, editors should aim to fulfill the promotion criteria within 2 years.

## Chief Editor

The Chief Editor is the leader of a journal's editorial team.

## Executive Editor

The Executive Editor oversees the editorial direction of multiple titles.

# How did I get here?

- **Background**

PhD as a part of DIPP, group of Caren Norden

- **Why publishing?**

I did not feel that I belong in academia (narrow focus, 'luck factor', effort not immediately translated to outcome)

But I did not want to lose contact with research

Interest in science writing, analysing research articles

- **Why Reviews?**

Not planned; opportunity-based

# The timeline

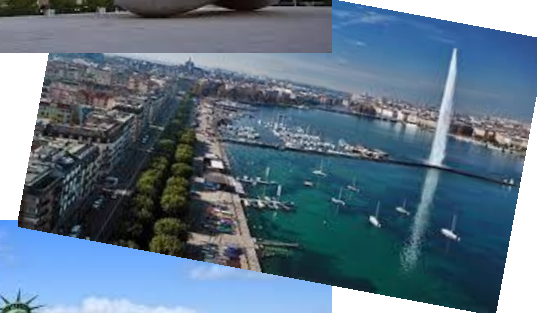
- **PhD Thesis**  
November 2010-November 2014
- **Graduation**  
January 2015
- **Applications**  
January 2015-June 2015  
One response! *Locum* Assistant Editor at NRMCB (6-month contract; maternity cover)
- **Editorial test and interview**  
June 2015  
Offer within 24 hrs from the interview
- **Job start**  
September 2015
- **Contract extensions....**
- **Application for a permanent position**  
October 2016  
Permanent contract
- **Promotion to Senior Editor**  
October 2017

## What worked for me?

- Highly relevant background
- Broad exposure to science and research (regular attendance of seminars, travel to international meetings)
- *Locum* position => typically entry jobs; no guarantee of extension
- Ready to make the next step in my career
- A couple of unsuccessful attempts => improving CV and cover letter with each attempt

# What do I particularly enjoy about this role

- Very close contact with academia and research
- Work-to-life balance certainly better than in academia
- Highly stimulating job => each day brings something new
- Opportunity to develop many skills
- Direct translation of effort to outcome => you can really see the articles changing and developing!
- Ability to travel
- Rather flexible hours; possibility of working remotely



# What are the cons?

*“I love deadlines. I love the whooshing noise they make as they go by.”*  
*Douglas Adams*

- Tight, sometimes unpredictable deadlines (for which authors have a blatant disregard!)
- Disgruntled authors (e.g. with regard to level of editing), referees (e.g. if we overrule their recommendations) or readers
- High pressure
- No role in discoveries





## What else to consider?

- There is no course/internship you could take to prepare for this job=> sink or swim
- Not a 9-5 job!
- Most office locations are in expensive, big cities
- Office job
- Very few job opportunities in general + geographical considerations



## My personal tips: how to prepare

- Develop and be prepared to demonstrate the breadth of knowledge in a particular discipline => know what is going on and who is 'on top'
- Engage in writing/proofreading opportunities
- Have a go at writing research highlights and ask others for feedback!
- Try to identify bigger topics, overarching themes emerging from literature => What is 'hot' right now? Where is your field going?
- Analyse papers you read => Is the paper good (on scientific and writing level)? If not, why not? What are the shortcomings?

# My personal tips: application process

- Look for opportunities as close to your research area as possible  
=> highlight your expertise and knowledge
- Look for *Locum*/temporary positions => less competition! It gives you time to think whether this is really something YOU want to do
- Develop your CV and cover letter => application tailored for a particular position (addressed directly to the chief editor)
- Always have a plan B! => doing a PostDoc\* is a good idea

\*Although Postdoctoral experience is not mandatory it is often desired (particularly for editorial positions in primary research)

# Register your interest in an editorial role at Springer Nature

## Talent Pool

- Upload your CV and cover letter to register your interest for Associate and Senior Editor roles
- We will send you an email when we have job opportunities available
- You can then decide whether to apply for a specific position
- Do remember to mention ME in your cover letter 😊

# Job opportunities and more information

## Find out more

All of our editorial and publishing opportunities in the research division are advertised on our website :

[www.springernature.com/editorial-and-publishing-jobs](http://www.springernature.com/editorial-and-publishing-jobs)

## Contact

More questions? Ask our Global Editorial Talent Manager Dr Katie Ridd

[k.ridd@nature.com](mailto:k.ridd@nature.com)

**SPRINGER NATURE** Editorial and Publishing Careers Who we are Why choose us What we do Our people Where are we Our jobs Springer Nature

## Home

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- life sciences
- physical sciences
- applied sciences
- social sciences
- multi-disciplinary
- mathematics

Springer and Nature Research publish broadly across the physical sciences: we cover areas including astronomy, chemistry, climate science, geoscience, physics, materials and nanotechnology. Our physical sciences books date back to the late 1800s and cover some of the fundamental discoveries of our time. The first issues of our newest physical sciences titles, Nature Astronomy and Nature Reviews Chemistry, were published in January 2017.

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We're expanding our editorial presence in Berlin to develop and strengthen our relationship with mainland Europe.

- Join us to increase the awareness and value of journal in the region
- Visit key institutes in your field of expertise to develop networks



WE ARE RECRUITING  
A NUMBER OF  
EDITORIAL AND  
PUBLISHING ROLES  
IN BERLIN

ADVANCING  
DISCOVERY

# Thank you

Any questions?

Paulina Strzyz

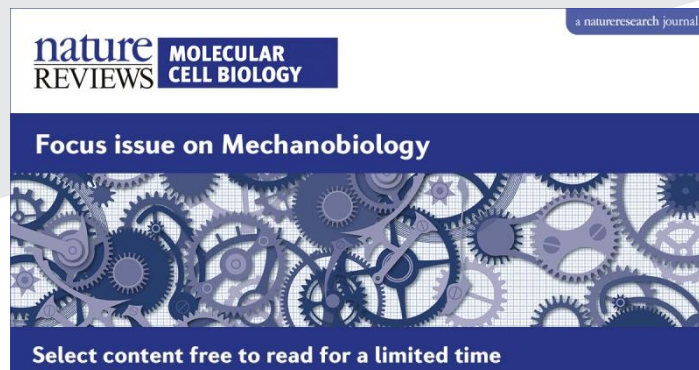
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Focus on Mechanobiology!



The story behind the image



## How chameleons change colour

Chameleons are well known for their potential to change colour but recent research on panther chameleons is the first to find two layers of crystal containing cells, each with a potentially different purpose. Researchers from the University of Geneva have speculated that the deeper crystal containing cells may help with the regulation of temperature, whilst the more superficial layer of colour changing cells could be responsible for camouflage or mating displays.

**nature**research

# Nature Research Group - Editorial and Publishing Job Family Anchor Roles



Job Family Discipline		Overview of career levels/bands												
		Individual Contributor						Management						
		Business Support		Professional				Management						
		Entry	Competent	Entry	Advanced Beginner	Competent	Specialist	Expert	Supervisor	Manager	Senior Manager	Group Manager	Snr Group Manager	
Journals Editorial						Associate Editor	Senior Editor		Team Manager/Leader	Chief Editor	Executive Editor		Editorial Director	
Editorial Admin		Editorial Assistant	Senior Editorial Assistant						Editorial Assistant Team Leader			Chief Editor, Nature/NComms		
Magazines Editorial						Associate Editor	Senior Editor				Chief Editor	Managing Editor	Executive Editor	Editorial Director
						Reporter	Senior Reporter							
Subediting & Copy Editing				Copy/Sub Editing Assistant	Associate Copy/Sub Editor	Senior Copy/Sub Editor			Copy/Sub Editing Team Leader	Copy/Sub Editing Manager	Managing Copy/Sub Editor			
Editorial Technical & Support								Head of Editorial Policy			Head of Editorial Services	Head of Researcher Services		
Publishing				Publishing Assistant	Associate Publishing Manager	Publishing Manager	Senior Publishing Manager	Head of Publishing (Specific area)				Head of Publishing, NRG Journals	Publishing Director	
Art & Multimedia														
Art Editing					Assistant Art Editor	Art Editor	Senior Art Editor			Managing Art Editor		Creative Director		
Design					Assistant Designer	Designer	Art Director		Designer	Art Director				
Multimedia				Multimedia Intern		Associate Multimedia Editor	Senior Multimedia Editor			Chief Multimedia Editor	Managing Multimedia Editor			



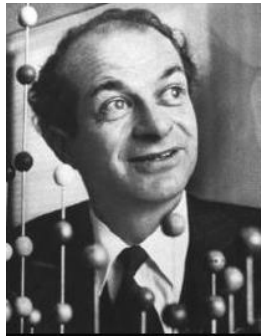
## The need for Reviews

- They help to digest and analyse the primary literature
- An invaluable teaching tool
- Useful for grant writing
- They provide an introduction to new fields; can inspire future research; can connect different fields
- Some of the most interesting concepts emerge in Reviews; they provide an opportunity to reflect on the development of a research field

*(a service to the research community -- rewarding...)*

# Commissioning: what do we consider?

- Current hot topics (and likely future hot topics)?
- Are there areas or topics that require an update?
- Current controversies?
- What would be the scope of the proposed article?
- Is now the right time to commission this article?
- Do we have another article in the pipeline that will overlap?
- Who would be a good author?



The way to get good ideas is to get lots of ideas,  
and throw the bad ones away.

(Linus Pauling)

# Editing a Review into shape

- Does the title match the content?
- Does the author give a good introduction?
- Is the article in a logical order, or do sections need to
- Does the text flow well from one section to the next (tell a story)?
- Is the author's meaning clear and do sentences make sense?
- Does the author insightfully synthesize existing data?
- Do the figures work?
- Is the text properly referenced?
- Is the review too long or too short?

need to

make so

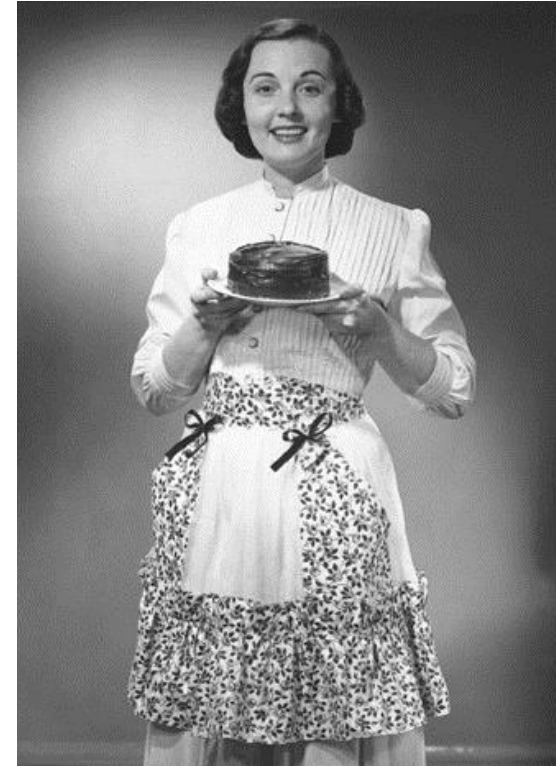


# Peer review and decisions

- All back-half content (except Viewpoints) is peer reviewed
- Reviewers (especially if representing different expertise) will often disagree with each other, and some issues are subjective: our job is to guide the author in terms of which comments are (and are not) essential to address
- Editors discuss and make decisions based on arguments; we don't simply count votes
- Editors, not reviewers, ultimately decide what is published in all *Nature*-branded journals, and take full responsibility for decisions
- Rejection is rare but does happen – even for invited reviews



# Recognizing what makes a good review



The 'killer' Review: summarizing a field at exactly the right time, with a truly original perspective; an article that generates a shift in perspective.