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## Soviet Emigre Talent: A Windfall for U.S. Emplo

westward. About 40,000 Soviet Jewish emi-gres arrived in the U.S. last year, and a similar number are expected this year.
Some 20% of the new arrivals are engineers, and about 2% are professional scientists.

This wave of emigre talent is an extraordinary windfall for the U.S. economy, for U.S. science and technology, and for our academic, research and corporate communities.

The periodic table, Sputnik and surgical staples are striking examples of Russian and Soviet genius in science and technol-

## Manager's Journal

By Roald Hoffmann

ogy. Hundreds of recently arrived scientists are eager to follow in Mendeleev's footsteps; some, perhaps, are future Nobel laureates: superb agricultural botanists, biotechnology specialists, biochemists, geneticists, virologists, ichthyologists, physicists, petroleum and hydro-geologists, neuroscientists, engineers, mathematicians and technicians. Many have dozens-or even hundreds-of journal articles and double doctorates.

Rafail Kushak, for example, is now at Harvard doing research in physiology and nutrition; Vyachslav Kuteyev, an applied mathematician, is doing actuarial work in biostatistics; Semeon Tsipursky, a materials scientist, is working at a leading research laboratory; Alexander Salman is a geologist examining the civil engineering

Soviet scientific talent is now streaming consequences of earthquake forecasts; German Laufer is a neurophysiologist doing research at Mt. Sinai Medical Cen-

> These individuals were lucky. They found jobs in their fields just a few months after their recent arrival here through an imaginative, energetic and successful program, Scientific Career Transitions, at the Workmen's Circle in New York, created by American scientist Stephen Rosen, supported by a dedicated volunteer staff and using facilities donated by Richard A. Eisner & Co., a New York-based CPA firm with scientific and engineering companies as clients. But many other emigres have not yet learned American methods of selfmarketing, networking, job interviewing and outreach.

> U.S. corporate executives, research directors and science managers now face industrial-strength opportunities to hire such highly qualified, cost-effective emigre talent with hands-on experience in science and engineering-people who can really "get the job done." What should a prospective employer look for when considering a Soviet immigrant candidate?

> · Capitalism-What's that? Being a Soviet research scientist or high-level engineer is no guarantee of ignorance about capitalism . . . but it sure helps. New emigres are uncomfortable presenting their most "bankable" talents up front, with "networking" their way into the U.S. econ-omy, and with asking for advice systematically about whom to contact before applying for jobs. Make allowances: Their interviewing skills are not on a par with their substantive technical knowledge.

· Credentials. The Soviet Union has two different Ph.D.s. One, the candidat nauk," is almost the equivalent of the standard U.S. Ph.D., requiring an original and publishable piece of research like the U.S. doctoral dissertation. The other, the doctor nauk, is bestowed after prolific research output, years beyond the U.S. doctorate. Ask to see credentials, stamped with a special Soviet Academy seal, or a U.S. certified equivalent. Ask to see a candidate's list of patents or publications, with titles and journal citations in English, so they can be checked. Invite the candidate to tell you about his work. Then listen critically to the caliber and quantity of accomplish-

 Depth of knowledge. Many emigres have highly specialized capabilities in unusual- and multiple-market niches. I know Soviet emigres with Ph.D.s in printing technology, foundry casting, friction, digestion, engineering cybernetics, and other specialties that U.S. markets have not identified-yet. Emigres will reward those managers who give them a chance to get up to speed and show what they know.

• The language. Published emigres have good English writing and listening skills but may require exposure to converse in fluent, idiomatic, functional English. Emigre scientists and engineers who go through Scientific Career Transitions have learned English quickly and easily.

 Compensation. Many emigres can be hired at entry-level positions until their language and marketplace skills are up to speed. A responsible manager understands that emigres are often eager-even driven-to prove themselves on the job with diligen months at emerges.

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