Preparing for Professional Careers

June 11, 2015

Randall Ribaudo, PhD
Larry Petcovic, MS²
Human Workflows, LLC
Co-founder, SciPhD.com
Who Do We Have Here?
Employment of Young Biomedical PhD’s

- Postdoc Research, 43%
- Govt or Industry Research, 27%
- Out of Research, 17%
- Tenure Track Research, 7%
- Unemployed, 6%

Source: USA Today March 29, 2013
Agenda

• The Business of Science
• What kinds of jobs are out there?
• What are the critical skills?
• How to market yourself for jobs
  • Deciphering job ads
  • Targeted resumes
  • Leveraging your network
  • Preparing for Interviews
Class Activity: What About Industry

At your tables, list the top three concerns you have regarding leaving academia

1. 
2. 
3. 
Myth: Postdocs are “Over-qualified and Under-experienced”
The “Science of Science”...

...and the “Business of Science”
What is the “Science of Science”?

• What drives your science?
  • Knowledge
  • Solving a problem
  • Understanding mechanisms
“Science of Science” Considerations

• Generally work independently
• Make your own decisions
• Plan your own program
• What is your Return on investment?
  • Knowledge
  • Publications
  • Speaking invitations
  • Complete your PhD
  • Get a Job (postdoc, “permanent” position)
What about the Business of Science?

Two Rules of Business (USA)

By definition, a Business must make a profit. The tax code requires a profit status. Investors require a profit status.

A business must constantly compete globally and improve its products and services as well as productivity standards: revenue per employee, return on capital deployed, new drug success rate, ...

Results in seeking employees with technical as well as business and social skills.
You are one part of a process

Drug Discovery & Development

$800 Million - $1 Billion
“Business” of Science Roles

- Research biologists
- Chemists
- Animal handlers
- Production-scaleup specialists
- Clinical Researchers
- Project managers
- Marketing
- Legal experts
- Regulatory experts
- Sales
- Physician
- Patient
Business Requires Cooperation in the design and execution of excellent science

- Many Roles
- Many Responsibilities
- Tight Coordination
- Tight Communication

Teamwork is essential to success!!
Business Requires Cooperation in the design and execution of excellent science

• Many Roles
• Many Responsibilities
• Tight Coordination
• Tight Communication

Teamwork is essential to success!!

…and therefore requires additional skills
What’s Out There?

- Kinds of Companies
  - Large Pharma
  - Biotechs & Engineering Firms
  - Medical Devices and Diagnostics
  - Non-profits, NGOs
  - Venture Capital
  - Legal/Patent related
  - Consulting firms
### SciPhD Job Ontology

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Business Enterprise</th>
<th>Legal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research and Development</td>
<td>Business Development</td>
<td>Medical Affairs</td>
</tr>
<tr>
<td>• Discovery Research</td>
<td>• Venture Capital &amp; Banking</td>
<td>• Regulatory Affairs</td>
</tr>
<tr>
<td>• Pre-clinical Research</td>
<td>• Technology Transfer &amp; Patenting</td>
<td>• Patent Agent</td>
</tr>
<tr>
<td>• Clinical Research</td>
<td>• Equity Analyst</td>
<td>• Patent Examiner</td>
</tr>
<tr>
<td>• Clinical Development</td>
<td>• Executive Leadership</td>
<td>• General Counsel</td>
</tr>
<tr>
<td>Communications</td>
<td>Operations</td>
<td>Legal</td>
</tr>
<tr>
<td>• Product Support</td>
<td>• Engineering &amp; Manufacturing</td>
<td>Medical Affairs</td>
</tr>
<tr>
<td>• Technical Support</td>
<td>• Business Research Analyst</td>
<td>• Regulatory Affairs</td>
</tr>
<tr>
<td>• Applications Specialist</td>
<td>• Project Management</td>
<td>• Patent Agent</td>
</tr>
<tr>
<td>• Sales</td>
<td>• Quality Assurance &amp; Quality Control</td>
<td>• Patent Examiner</td>
</tr>
<tr>
<td>• Marketing</td>
<td>• Bio IT</td>
<td>• General Counsel</td>
</tr>
<tr>
<td>• Science Writing/Communications</td>
<td>• Recruiting</td>
<td>• IP Counsel</td>
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<tr>
<td>• Corporate Communications</td>
<td></td>
<td>• Litigation</td>
</tr>
</tbody>
</table>

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References for Industry Jobs

ALTERNATIVE CAREERS IN SCIENCE
Leaving the Ivory Tower
Edited by Cynthia Robbins-Roth

CAREER OPPORTUNITIES in BIOTECHNOLOGY and DRUG DEVELOPMENT
Toby Freedman
Career Path Videos: New York Academy of Sciences

http://www.nyas.org/WhatWeDo/CareerVideos.aspx
What are the Critical Skills?
Homework

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<tr>
<th>Name</th>
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<tr>
<td>Class</td>
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<tr>
<td>Date</td>
</tr>
<tr>
<td>Job Title</td>
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<tr>
<td>Technical Competency</td>
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<tr>
<td>Industry (In what industry is this position?)</td>
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<tr>
<td>List your top 3-5 skills for that job</td>
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Job Example: Senior Scientist, Antibody Engineering

Job Description
The candidate will lead a group focused on the establishment and development of innovative recombinant antibody engineering technologies. He/she will develop novel technologies in the areas of antibody discovery to support GSK therapeutic protein and antibody programs in autoimmune, oncology and infectious disease areas. In addition, the candidate will manage internal collaborations with other GSK research and development groups on relevant projects as well as external collaborations/contracts with current or future GSK partners.

Desired Skills & Experience
A PhD in Chemistry, Biochemistry, Molecular Biology or a related field is required in addition to a strong publication record in peer-reviewed journals, demonstrating significant postdoctoral and independent research. The candidate must also have at least five years of demonstrated successful leadership of an academic or industrial research lab group (research associate and Ph.D. scientist) with managerial skills and be able to independently plan, design and execute experiments as well as follow literature, interpret results and direct new approaches. He/she should be passionate about new engineering technologies and have hands-on experiences with all modern molecular biology techniques. The candidate should have broad knowledge of antibody structure and function and have extensive expertise in antibody/protein engineering. The candidate should also have good knowledge of the relevant literature and be able to develop creative solutions to scientific problems. Experience in the application and development of protein and antibody phage/yeast or attentive display methods and high throughput screening/selection are preferred. Strong interdisciplinary problem solving, communication, presentation and writing skills are essential.
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Leadership Skills for Successful Scientists (Source: Management Research Group®)

- Authority
- Communication
- Consensual
- Conservative
- Control
- Cooperation
- Delegation
- Dominant
- Empathy
- Excitement
- Feedback

- Innovative
- Management Focus
- Outgoing
- Persuasive
- Production
- Restraint
- Self
- Strategic
- Structuring
- Tactical
- Technical

Select the top 3 skills required to succeed in industry
Critical Skills

Source: Management Research Group®
Perceived Value of Doctoral Graduates in Industry

Highly value doctoral graduates (6%)

Strong interest in doctoral graduates (25%)

Source: “Recruiting researchers: survey of employer practice 2009”
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What is your Brand?

“Me Inc.”

• Scientific/technical identity
• Business Identity
• Social Identity
My Scientific Identity

• Formal training
• Publications
• References
• Ability to discuss relevant scientific areas
My Business Identity

• Strategic thinker
• Productivity ("identify, implement and master")
• Highly motivated
• Knowledge of competitors
• Ability to get things done - work independently
• Manage tight timelines and multiple projects
• Financial Drivers
  • Return on Investment
  • Performance Metrics
My Social Identity

• Lead a group
• Work in cross-matrixed teams
• Oral and written presentation/communications skills
• Collaborate across organizations
• Establish and maintain contacts
• Mentor and overseeing others
• Strong interpersonal skills
Social Identity Matters!

Why do so many fail within the first 18 months of taking a job? When our research tracked 20,000 new hires, 46% of them failed within 18 months. But even more surprising than the failure rate, was that when new hires failed, 89% of the time it was for attitudinal reasons and only 11% of the time for a lack of skill. The attitudinal deficits that doomed these failed hires included a lack of coachability, low levels of emotional intelligence, motivation and temperament.
PhD Thesis LifeCycle
Business LifeCycle
Creating the Vision

“Using Strategic thinking to define the present and future value of your work.”
Innovation

• Using the best technologies and knowledge available to solve scientific problems and answer new questions that distinguishes you from your competitors
Group Exercise

• Q: Provide detailed example(s) of scientific innovation that you are currently using to solve a real problem

• Share examples at your table and select one for the group
Developing People

Establishing relationships and trust with people in your group with the goal of developing an efficient and productive team.
Collaboration

• Coordinated research efforts that rely on the subject matter expertise of multiple scientists in order to solve a complex problem
Group Exercise

• Q: Provide example(s) of scientific collaborations that you have experienced in successfully performing your science

• Share examples at your table and select one for the group
Collaboration: Business Definitions

• Accommodating the needs and interests of others by being willing to defer performance on your own objectives in order to assist colleagues with theirs.

• Taking the initiative to place individual goals in the service of group goals to help attain a common outcome in terms of people cooperation as well as task accomplishment.
Group Exercise

• Tell me about a time when you have been part of a collaborative effort and the outcome of that effort
Execution

*The ability to organize, oversee and control projects with a focus on fulfilling pre-negotiated objectives, on time and on budget.*
Achieving Results

The ability to deliver high quality results that are accurate, precise, and add to the strategic mission. This requires subject matter expertise as well as awareness of competition.
Communications

Effectively getting your points across to any audience while considering the time you have available, who you are speaking with, and their role with respect to the subject at hand.
Financial Acumen

- **Understanding of the direct, indirect and hidden costs (both financial and other resources) necessary to perform work.**

- **Being able to determine where efficiencies can be gained based on the return on investment (ROI) in each step of your process.**
Class Activity

Creating the Vision
- Strategic
- Technical/Scientific
- Innovative
- Risk Management
- Champion/Energy

Developing People
- Collaboration
- Enabling
- Empathy
- Rapport

Execution
- Structuring
- Control
- Tactical
- Delegation

Achieving Results
- Production
- Focus
- Competition

Communications/Learning
- Technical Literacy
- Style Flexibility
- Emotional Intelligence
- Social Intelligence

Financial Acumen
- Return on Investment
- Internal Rate of Return
- Determining performance metrics
- Managing the Balance Sheet
Competencies Interact

- Creating the Vision
- Financial Acumen
- Developing People
- Communications
- Execution
- Achieving Results
Mapping Job Posting to Business Competencies

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Business Competency Matrix

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<thead>
<tr>
<th>Competency</th>
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<th>Score</th>
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<tbody>
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<tr>
<td>Innovative</td>
<td>XXX</td>
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<tr>
<td>Risk Management</td>
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<tr>
<td>Champion/Energy</td>
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Creating the Vision

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<tr>
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<tr>
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<td>Empathy</td>
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<tr>
<td>Rapport</td>
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Developing People

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<td>Delegation</td>
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Execution

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<td>Competition</td>
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Achieving Results

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<td>Style Flexibility</td>
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<td>Emotional Intelligence</td>
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<td>Social Intelligence</td>
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Communications

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<tr>
<td>Internal Rate of Return</td>
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<td>Performance Metrics</td>
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<tr>
<td>Balance Sheet</td>
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Homework

Review your job ad and identify all the business and social skills necessary for the job.
Let's take a break...

When we come back...

• Deciphering and leverage Job Ads
• Preparing Resumes
• The Interview Process
IDENTIFYING, EXTRACTING AND TRANSLATING CRITICAL BUSINESS COMPETENCY INFORMATION FROM JOB ADS
Job Description: Scientist II: Respiratory, Inflammation, Autoimmunity

Scientist I / II
Medimmune, LLC

Description
Medimmune has a new opportunity for a scientist in the Respiratory, Inflammation, and Autoimmunity group within the Translational Strategy group in the Department of Translational Sciences. This position can be filled at the Scientist I or Scientist II level. The research focus for this position will be in respiratory diseases, including asthma and COPD, but may extend into other inflammation and autoimmunity disease indications as needed. The successful candidate will work with a team of scientists in the development of translational science strategies to define the link between drug target pathways and disease mechanisms. The candidate will take a lead role in the delivery of supporting scientific data to guide patient stratification, proof-of-principle assessments, including the evaluation of predictive and pharmacodynamic markers that can be evaluated clinically, and provide clinical trial support for drug candidates in early development. The successful candidate will also be integrally involved in the outsourcing of analyses, evaluation of novel translational technologies and in the establishment of external collaborations to support project-related translational objectives.

Requirements
This position can be filled at the Scientist I or Scientist II level. For the Scientist I, we require a MS with 8 - 10 years of overall experience or a Ph.D. with 0 - 3 years of overall experience. For the Scientist II level, we require a MS with 10 - 13 years of overall experience or a Ph.D. with 3 - 7 years of overall experience.

In addition we require the following experience:

Research experience in respiratory or inflammatory diseases.

- A record of scientific innovation, robust experimental design and interpretation of data that has resulted in project advancement and scientific publication.
- Experience in the development and implementation of new methods, technologies, and processes.
- Previous experience interrogating human disease samples for evidence of target pathway expression/activation.
- Ability to multi-task to meet aggressive goals under tight timelines.
- Experience working on complex projects and the ability to work well in a cross-functional, team-oriented environment.
- Ability to integrate work seamlessly from lab-based hands-on research, to computer based data analysis and project team participation.
- Strong problem solving skills.
- Outstanding verbal, written, and interpersonal communication skills.
- Experience presenting results and plans at team meetings as well as at external conferences.

- Ability to work independently with minimal day-to-day supervision.
Job Description: Scientist II: Respiratory, Inflammation, Autoimmunity

Education:
BS (10-15 years); MS (8-10 years); or PhD (1-7 years) in biology, immunology, pharmacology, or translational research. Prior postdoctoral as well as pharmaceutical or biotechnology industry experience is desired.

MedImmune, LLC is an Equal Opportunity/Affirmative Action Employer and does not discriminate on the basis of race, color, religion, gender, age, national origin, disability, veteran status, or any other characteristic protected by federal, state or local law. MedImmune does not accept non-solicited resumes or candidate submittals from search/recruiting agencies not already on MedImmune’s approved agency list. Unsolicited resumes or candidate information submitted to MedImmune by search/recruiting agencies not already on MedImmune’s approved agency list shall become the property of MedImmune and if the candidate is subsequently hired by MedImmune, MedImmune shall not owe any fee to the submitting agency.

“This is My MedImmune”
Those who join MedImmune have a sense of excitement about their future. They share with a recognized leader in the biotechnology industry and the wholly-owned subsidiary of AstraZeneca plc. Here, you will meet people dedicated to defeating who share your vision, dedication and commitment to develop products that improve the world we live in.

Our products and/or product candidates are designed to address areas of need in infection, oncology, respiratory disease and inflammation, cardiovascular/gastrointestinal disease and neuroscience. Explore a MedImmune career as a rewarding balance of work that matters...for a world that needs it. The options are there...for someone who is ready to find them.

Yellow: Business skills
Orange: Scientific/Technical skills
Red: Corporate environment and social focus
Mapping Operational Competencies

<table>
<thead>
<tr>
<th>Creating the Vision</th>
<th>Developing People</th>
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</thead>
<tbody>
<tr>
<td><strong>Strategic</strong></td>
<td><strong>Collaboration</strong></td>
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<tr>
<td>development of translational science strategies</td>
<td>work with a team of scientists</td>
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<td>establishment of external collaborations to support project-related translational objectives</td>
<td>integrally involved in the outsourcing</td>
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<tr>
<td>scientific innovation</td>
<td>robust experimental design</td>
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<tr>
<td>development and implementation of new methods, technologies, and processes</td>
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<td>project team participation</td>
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# Mapping Operational Competencies

<table>
<thead>
<tr>
<th>Structuring</th>
<th>Control</th>
<th>Tactical</th>
<th>Delegation</th>
<th>Producing</th>
<th>Focusing</th>
<th>Competing</th>
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<td>Ability to take lead role</td>
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<td>Development and implementation of new methods, technologies, and processes</td>
<td>Development and implementation of new methods, technologies, and processes</td>
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<td>Development and implementation of new methods, technologies, and processes</td>
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<tr>
<td>Ability to multi-task to meet aggressive goals under tight timelines</td>
<td>Ability to multi-task to meet aggressive goals under tight timelines</td>
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<td>Ability to multi-task to meet aggressive goals under tight timelines</td>
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<td>Experience working on complex projects</td>
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<tr>
<td>Ability to integrate work seamlessly</td>
<td>Ability to integrate work seamlessly</td>
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<td>Ability to integrate work seamlessly</td>
<td>Ability to integrate work seamlessly</td>
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<tr>
<td>Strong problem solving skills</td>
<td>Strong problem solving skills</td>
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<tr>
<td>Ability to work independently with minimal day-to-day supervision</td>
<td>Ability to work independently with minimal day-to-day supervision</td>
<td>Ability to work independently with minimal day-to-day supervision</td>
<td>Ability to work independently with minimal day-to-day supervision</td>
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<td>Ability to work independently with minimal day-to-day supervision</td>
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</table>
Mapping Operational Competencies

<table>
<thead>
<tr>
<th>Technical Literacy</th>
<th>Style Flexibility</th>
<th>Emotional Intelligence</th>
<th>Social Intelligence</th>
<th>Return on Investment</th>
<th>Internal Rate of Return</th>
<th>Performance Metrics</th>
<th>Balance Sheet</th>
</tr>
</thead>
<tbody>
<tr>
<td>work with a team of scientists</td>
<td>work with a team of scientists</td>
<td>work with a team of scientists</td>
<td>work with a team of scientists</td>
<td>work with a team of scientists</td>
<td>work with a team of scientists</td>
<td>work with a team of scientists</td>
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</table>

<table>
<thead>
<tr>
<th>Financial Acumen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integration in the outsourcing objectives</td>
</tr>
<tr>
<td>establishment of external collaborations to support project-related translational objectives</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>ability to work well in a cross-functional, team-oriented environment</th>
<th>ability to work well in a cross-functional, team-oriented environment</th>
<th>ability to work well in a cross-functional, team-oriented environment</th>
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<tbody>
<tr>
<td>Outstanding verbal, written, and interpersonal communication skills</td>
<td>Outstanding verbal, written, and interpersonal communication skills</td>
<td>Outstanding verbal, written, and interpersonal communication skills</td>
<td></td>
</tr>
<tr>
<td>Experience presenting results and plans at team meetings</td>
<td>Experience presenting results and plans at team meetings</td>
<td>Experience presenting results and plans at team meetings</td>
<td>Experience presenting results and plans at team meetings</td>
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Competency Mappings

<table>
<thead>
<tr>
<th>Competency ID</th>
<th>Task Description</th>
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<td>Task 10</td>
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<tr>
<td>11</td>
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Mapping Job Posting to Business Competencies

Scientist I/II
MedImmune, LLC

Description
MedImmune has a new opportunity for a scientist in the Respiratory, Inflammation, and Autoimmunity group within the Translational Strategy group in the Department of Translational Sciences. This position can be filled at the Scientist I or Scientist II level. The research focus for this position will be in respiratory diseases, including asthma and COPD, but may extend into other inflammation and autoimmunity disease indications as needed. The successful candidate will work with a team of scientists in the development of translational science strategies to define the link between drug target pathways and disease mechanisms. The candidate will take a lead role in the delivery of supporting scientific data to guide patient stratification, proof-of-principle assessments, including the evaluation of predictive and pharmacodynamic markers that can be evaluated clinically, and provide clinical trial support for drug candidates in early development. The successful candidate will also be integrally involved in the outsourcing of analyses, evaluation of novel translational technologies and in the establishment of external collaborations to support project-related translational objectives.

~BSP

Requirements
This position can be filled at the Scientist I or Scientist II level. For the Scientist I, we require a MS with 8 - 10 years of overall experience or a Ph.D. with 0 - 3 years of overall experience. For the Scientist II level, we require a MS with 10 - 13 years of overall experience or a Ph.D. with 3 - 7 years of overall experience.

In addition we require the following experience.* Research experience in respiratory or inflammatory diseases. * A record of scientific innovation, robust experimental design and interpretation of data that has resulted in project advancement and scientific publication. * Experience in the development and implementation of new methods, technologies, and processes. * Previous experience interrogating human disease samples for evidence of target pathway expression/activation. * Ability to multi-task to meet aggressive goals under tight timelines. * Experience working on complex projects and the ability to work well in a cross-functional, team-oriented environment. * Ability to integrate work seamlessly from lab-based hands-on research, to computer-based data analysis and project team participation. * Strong problem solving skills. * Outstanding verbal, written, and interpersonal communication skills. * Experience presenting results and plans at team meetings as well as at external conferences. * Ability to work independently with minimal day-to-day supervision.

Business Competency Matrix

<table>
<thead>
<tr>
<th>Competency</th>
<th>Job</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creating the Vision</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic</td>
<td>XX</td>
<td>5</td>
</tr>
<tr>
<td>Technical/Scientific</td>
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<tr>
<td>Innovative</td>
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<td>5</td>
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<tr>
<td>Risk Management</td>
<td>XXX</td>
<td>4</td>
</tr>
<tr>
<td>Champion/Energy</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Developing People</td>
<td>X</td>
<td>4</td>
</tr>
<tr>
<td>Collaboration</td>
<td>XXX</td>
<td>4</td>
</tr>
<tr>
<td>Enabling</td>
<td>X</td>
<td>4</td>
</tr>
<tr>
<td>Empathy</td>
<td>X</td>
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<tr>
<td>Rapport</td>
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<tr>
<td>Execution</td>
<td></td>
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<tr>
<td>Structuring</td>
<td>XXX</td>
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<tr>
<td>Control</td>
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<tr>
<td>Tactical</td>
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<tr>
<td>Delegation</td>
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<td>3</td>
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<tr>
<td>Achieving Results</td>
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<tr>
<td>Production</td>
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</tr>
<tr>
<td>Focus</td>
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<td>4</td>
</tr>
<tr>
<td>Competition</td>
<td>X</td>
<td>4</td>
</tr>
<tr>
<td>Communications</td>
<td></td>
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<tr>
<td>Technical Literacy</td>
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<td>5</td>
</tr>
<tr>
<td>Style Flexibility</td>
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<tr>
<td>Emotional Intelligence</td>
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<td>5</td>
</tr>
<tr>
<td>Social Intelligence</td>
<td>XXX</td>
<td>3</td>
</tr>
<tr>
<td>Financial Acumen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Return on Investment</td>
<td>XX</td>
<td>3</td>
</tr>
<tr>
<td>Internal Rate of Return</td>
<td>X</td>
<td>3</td>
</tr>
<tr>
<td>Performance Metrics</td>
<td>XX</td>
<td>3</td>
</tr>
<tr>
<td>Balance Sheet</td>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>
Self Assessment: www.sciphd.com
Putting it together

### Business Competency Matrix

**Company:** Medimmune  
**Position:** Scientist I/II

<table>
<thead>
<tr>
<th>Competency</th>
<th>Job</th>
<th>Score</th>
<th>Experience Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Creating the Vision</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic</td>
<td>XX</td>
<td>5</td>
<td>The need for CD4+ T lymphocytes to use a5b1 for <em>intra</em>dermal mobility makes for an attractive target for therapeutic intervention for immune-related disorders, particularly in the skin, such as psoriasis. Further, the novel finding that structural and biochemical reorganization of the ECM will provide new perspectives on the way that the immune system interacts with the human body.</td>
</tr>
<tr>
<td>Technical/Scientific</td>
<td></td>
<td>5</td>
<td>In my graduate work, I extended our analyses to include high-dimensional <em>polymorphic</em> analysis of T cell effector function, leading to the identification of an unstable population of liver resident T cells. In my postdoc work, I learned about and applied <em>multi photon</em> microscopy to begin to tackle the issues of T cell migration within infected tissue sites.</td>
</tr>
<tr>
<td><strong>Risk Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Innovative</td>
<td>XXX</td>
<td>5</td>
<td>The development of dynamic <em>in vitro</em> imaging model was costly in terms of the time that I had to spend in creating the model from scratch. In doing so, I took time away from traditional &quot;bread and butter&quot; experiments for the cutting-edge high profile data that cost me in terms of publications, but will yield a fertile area for future exploration in the lab.</td>
</tr>
<tr>
<td>Champion/Energy</td>
<td>4</td>
<td></td>
<td>I am confident enough in my technical abilities and understanding that any purpose that I have undertaken will get accomplished, with or without the support of others.</td>
</tr>
<tr>
<td><strong>Developing People</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaboration</td>
<td>XXXX</td>
<td>4</td>
<td>By keeping everyone aware of the importance of their role in the team to the success of the project and by keeping the workload adequately distributed, I have been able to maintain a successful and productive PDA Executive Committee.</td>
</tr>
</tbody>
</table>
Validate Experiences

James Biglow, PhD
1429 Terrace View
Chester Springs, PA 19425
(215) 555-1212

NYU College of Dentistry
345 East 24th Street
New York, NY 10010
jbigo@nyu.edu

Summary of Qualifications

Innovative Cellular Immunologist with a focus on respiratory, inflammation and autoimmune mechanisms and an established record of operating a highly efficient research laboratory. Experienced in developing and utilizing cell-based assays to elucidate mechanisms using innovative approaches. Successfully founded a highly productive collaborative team that generated high quality data and patents by instilling self-awareness and accountability in individual team members while recognizing team contributions. Fostered an agile approach for effectively monitoring progress and adjusting approaches strategically to ensure success of the plan.

Education

McGill University, Montreal, Quebec, Ph.D. Immunology University of Connecticut, Storrs, CT, B.S. Chemistry 2003 2010

Selected Technical Skills

- Pharmacology
- Animal model development
- In vitro imaging
- Respiratory inflammation
- Computational bioinformatic models
- Immunology

Relevant Business and Social Skills

- Led collaborative initiatives
- Project management
- Oral communications
- Written communications

Educational and Professional Development

Postdoctoral Fellow, Mentor: Dr. James Kesseneris National Institutes of Health Laboratory of Immuno- Development of pulmonary inflammation models in mice evaluated clinically, histologically and with identification of novel protein that correlates with disease resulting in 2 peer-reviewed publications.

Adjunct Faculty Ramapo Community College, NJ Developed and taught “Principles of Biology” 2011

Graduate Assistant, Mentor: Dr. Janice Belieances Salk Institute, Jefferson University, Philadelphia, PA Development of animal models and molecular techniques, and pharmacodynamics profiling resulting in 3 peer-reviewed publications 2005 - 2011

Medical Education Consultant, Mentor: Dr. David Germally Developed project management skills resulting in successful coordination of multiple simultaneous projects 2003 - 2005

Clinical Biostatistician Intern Dept. of Neonatology, UMDNJ & St. Peter’s Univ. Hospital, New Brunswick, NJ Organized and condensed large data samples and applied wide range of statistical analyses.

Business and Management Experience

SciPhD, The Business of Science for Scientists New York University, New York, NY 2014
- Focus: the core business competencies necessary for the transition from academia to industry.

From Idea to IPO: Technology Venture Course New York Academy of Sciences, New York, NY 2011
- Focus: the development of intellectual property into a marketable product

Research Commercialization Introductory Course National Council of Entrepreneurial Tech Transfer, Washington, DC 2010
- Focus: the principals of entrepreneurship, including the management and investment strategies

Mentoring Experience

As a graduate student and postdoctoral fellow, I managed and mentored 3 undergraduates, a graduate student, two dental students, and a orthodontic resident resulting in:
- A thesis award for physical sciences
- Acceptance into highly competitive MD, M.D./Ph.D. and orthodontic residency programs
- NYU College of Dentistry Research Day Awards
- Multiple publications in peer-reviewed journals

Selected Publications

  *Co-first authors


Summary of Qualifications

Innovative Cellular Immunologist with a focus on respiratory, inflammation and autoimmune mechanisms and an established record of operating highly efficient research laboratories. Experienced in developing and optimizing cell-based assays to elucidate T-cell pathways using innovative approaches. Successfully led highly productive collaborative teams that generate high quality data and patents by instilling self-awareness and accountability in individual team members while recognizing team contributions. Foster agile approach to effectively monitor progress and adjust approaches strategically to ensure success of the plan.

Description
Medimmune has a new opportunity for a scientist in the Respiratory, Inflammation, and Autoimmunity group within the Translational Strategy group in the Department of Translational Sciences. This position can be filled at the Scientist I or Scientist II level. The research focus for this position will be in respiratory diseases, including asthma and COPD, but may extend into other inflammation and autoimmunity disease indications as needed. The successful candidate will work with a team of scientists in the development of translational science strategies to define the link between drug target pathways and disease mechanisms. The candidate will take a lead role in the delivery of supporting scientific data to guide patient stratification, proof-of-principle assessments, including the evaluation of predictive and pharmacodynamic markers that can be evaluated clinically, and provide clinical trial support for drug candidates in early development. The successful candidate will also be integral in the outsourcing of analyses, evaluation of novel translational technologies and in the establishment of external collaborations to support project-related translational objectives.

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- Research experience in respiratory or inflammatory diseases.
- A record of scientific innovation, robust experimental design and interpretation of data that has resulted in project advancement and scientific publication.
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- Strong problem solving skills.
- Outstanding verbal, written, and interpersonal communication skills.
- Experience presenting results and plans at team meetings as well as at external conferences.
- Ability to work independently with minimal day-to-day supervision.
Organization matters!

Source: TheLadders
Original Resume

James Biglow, Ph.D.
1429 Terrace View
Chester Springs, PA, 19425
(732) 763-4190

Summary
A post-doctorate fellow with over nine years experience managing multiple research projects while developing the following skills:
- project design and management
- strong team leadership

Business and Management Experience

SelPhD, New York, NY, The Business of Science for Scientists, 2014
- Focus: the core business competencies necessary for the transition from academia to industry

- Focus: the development of intellectual property into a marketable product

National Council of Entrepreneurial Tech Transfer, Washington, DC, Research Commercialization Introductory Course, 2010
- Focus: the principals of entrepreneurship, including the proper management of a startup company

Work Experience

College of Dentistry, New York University, New York, NY
Postdoctoral Fellow
Mentor: Dr. James Biglow
2011 - Present
- Experience: I designed and implemented scientific research relevant to human craniofacial development. While implementing these experiments, I became fully proficient in mouse genetics and colony management. Also, I vastly improved my technical skill set to include qRT, electron scanning microscopy, in-situ hybridization, laser capture micro-dissection, chronaxia immunoprecipitation, and cell culture. Finally, I have developed my communication skills and have become a team leader responsible for mentoring technicians and junior researchers.

Ramapo Community College, Branchburg, NJ
Adjunct Faculty, Principles of Biology
2011
- Experience: I developed and presented lessons that taught the basic principles of biology. I designed and graded assessments, including homework, quizzes, and examinations. I also integrated laboratory experiments as a method of reinforcing course material. All of these experiences provided invaluable experience in public speaking and organization.

Salk Institute, Jefferson University, Philadelphia, PA
Graduate Assistant
Mentor: Dr. Janice Belliveau
2005 - 2011
- Experience: I implemented research plans that utilized a wide range of scientific techniques, learning how to efficiently manage long-term projects. During this time, I developed my initial technical skill set to include basic genetics, cloning, immunofluorescence, and confocal microscopy. I also gained basic leadership skills while supervising undergraduate researchers.

Department of Medicine, Saint Peter’s University Hospital, New Brunswick, NJ
Medical Education Consultant
Mentor: Dr. David Germain
2003 - 2005
- Experience: I gained essential professional skills while serving as a liaison between departments in the resolution of administrative issues. I also expanded my project management skills while coordinating Objective Structured Clinical Examinations. I obtained medical knowledge in a broad range of fields, including internal medicine, cardiology, gastroenterology, and oncology.

Department of Neonatology, UMDNJ & Saint Peter’s University Hospital, New Brunswick, NJ
Clinical Researcher
2001
- Experience: I was responsible for organizing and condensing large data samples into readable outputs using a wide range of statistical analysis.

Education

McGill University, Montreal, Quebec, Ph.D., Microbiology & Molecular Genetics, 2010
University of Connecticut, Storrs, CT, B.S., Biochemistry, 2003

Publications

- Co-first authors

Awards & Memberships

- New York Academy of Sciences
- NYU Research Day Award
- American Society of Human Genetics (ASHG)
- Busch Fellowship
- KFM - Milliman Fellowship

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Targeted Resume

James Biglow, PhD
1429 Terrace View
Chester Springs, PA 19425
(215) 555-1212

NYU College of Dentistry
345 East 24th Street
New York, NY 10010
jbiglo@nyu.edu

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McGill University, Montreal, Quebec, Ph.D., Immunology 2010
University of Connecticut, Storrs, CT, B.S., Physiology 2003

Relevant Technical Skills
- Pharmacodynamics
- Animal model development
- Respiratory inflammation models
- In vitro imaging
- Computational bioinformatics
- Immunossays

Relevant Business and Social Skills
- Led collaborative teams
- Rigorous statistical analytics
- Project management
- Mentoring students
- Oral communications
- Written communications

Educational and Professional Development
Postdoctoral Fellow, Mentor: Dr. James Keisenberg
National Institutes of Health, Laboratory of Immunology
Development of pulmonary inflammation models in mice evaluated clinically, histologically, and with identification of novel protein that correlates with disease resulting in 2 peer-reviewed publications. 2010 - Present

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Developed and taught "Principles of Biology" 2011

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- Acceptance into highly competitive MD, MD/PhD, and orthodontic residency programs
- NYU College of Dentistry Research Day Awards
- Multiple publications in peer-reviewed journals

Selected Publications
  *Co-first authors
Resume Reality

• Cover letter may or may not be read
• The resume must demonstrate that you meet critical job requirements and you bring more value to the enterprise;
  • Technical – assume all candidates can do the technical
  • Business – how you get work done with accomplishments
  • Social – how you work with people with accomplishments
• The resume gets you an interview; phone and/or live.
• The resume will frame interview discussions!
Dear Hiring Manager,

Attached is my targeted resume in response to your job posting for Scientist I (job ID 36794) that was listed on Biospace.com. My resume details not only the relevant technical skills I bring to this position as a molecular/cellular immunologist, but also the significant business and social skills that are highlighted in your job description. I feel that my combined experience in all three areas (scientific, business, social) make me extremely well suited for this position.

I would welcome the opportunity to further discuss my skills and this position. If you have questions or would like to schedule an interview, please contact me by phone at 867-555-1212 or by e-mail at jbiggs@nyu.edu. I have enclosed my resume for your review. I look forward to hearing from you.

Sincerely,
James Biglow, PhD
Dear Hiring Manager:

I am a cellular/molecular immunologist with a high level of expertise in pulmonary inflammation and respiratory disease. I have developed animal models for pulmonary inflammation as well as the in vivo and in vitro assays to evaluate progression and treatment of those conditions, both with respect to metabolic pathways as well as pharmacodynamics evaluations. As such, I believe that I am a strong candidate for the scientist job posting (Job ID: 36794), studying pulmonary disease. I have read two papers published by your group (ref) that reinforce my confidence that I am an excellent candidate for this position. I am highly proficient in numerous techniques employed within both papers. These techniques include:

- designing and manipulating animal models
- rodent handling and microinjections
- tissue dissection for use in histology and cell or tissue culture
- immunolabeling and histopathology
- genome wide transcriptional profiling
- elucidating pathways underlying the pathophysiology of pulmonary diseases

In addition to my scientific/technical skills I also bring well developed business and social experience that will ensure quick integration into your team environments. These include leading collaborative efforts, project management training, successful mentoring of students, and strong statistical analytical skills.

I would welcome the opportunity to further discuss my skills and this position. If you have questions or would like to schedule an interview, please contact me by phone at 867-555-1212 or by e-mail at jbiggs@nyu.edu. I have enclosed my resume for your review. I look forward to hearing from you.

Sincerely,

James Biglow, PhD
Value of the SciPhD Process

- Builds your “Brand”
- Targeted Resume
- Talking points for Interviews
- Emphasize your strengths
- Mitigates weaknesses (risk management!)
- Differentiates you from your competition
What do I do with this Targeted Resume?

Apply online?
Really?
Why Network Your Resume?

• 60-80% of jobs come from referrals
• Gain intelligence about jobs and companies
• Get your resume to the hiring manager

Source: CareerXRoads
Networking: Make 4 Lists

- Current job
- Previous job
- Social contacts
- Alumnae

To be on the list, your contact should be willing to:
  - Return your phone calls
  - Reply to your e-mails
  - Accept your invitation to lunch

No one on these lists will offer you a job...

...but they know someone who will!
Building your Network in person

• Make yourself available
  • Scientific events
  • Business events
  • Social events
  • Vendors
  • Alumnae

• Develop your “24/7” Elevator Pitch
  • Scientific Peers (24 seconds)
  • Lay audience (7 words)
Networking: State and local Organizations

Welcome to our website!

I am proud to serve as the chairman of Life Science Tennessee, and lead the organization to be the premier advocate advancing Tennessee’s life science companies and technologies. In 2014, Life Science Tennessee developed a three-year strategic plan, which will serve as the guide of our activities for this year. This process revealed our association’s commitment to strengthening our policy and advocacy efforts, as well as enhancing our pledge to networking and programming activities.

In light of this process and our continued commitment to advocacy, economic development, workforce development and networking, we launched some exciting new initiatives this year including our mentor network and roundtable series. We have also taken an even more active approach to advocacy at both the state and federal levels for issues that affect our member companies, both large and small.

Be sure to check back often for more news and events from Life Science Tennessee and our industry partners. You can also sign up for our weekly newsletter. We’d love for you to become a member and we welcome your participation and feedback.

Steve Bares, Chairman of the Board, Life Science Tennessee
Networking: Life Science Tennessee

ACADEMIC ALLIANCE

The mission of the Life Science Tennessee Academic Alliance is to bring life science and business graduate students, post-doctoral researchers, professors and administrators together to create opportunities for entrepreneurship, career development, and knowledge sharing with the goal of creating a life science industry network. Undergraduate and graduate students and post-doctoral researchers from any school in Tennessee can join the Academic Alliance as an individual member.

ACADEMIC ALLIANCE MISSION

The mission of the Life Science Tennessee Academic Alliance is to bring life science and business graduate students, post-doctoral researchers, professors and administrators together to create opportunities for entrepreneurship, career development, and knowledge sharing with the goal of creating a life science industry network. Any student or post-doc in Tennessee can become an Academic Alliance member for $25 per year and enjoy all the benefits of Life Science Tennessee Membership.

INTERNSHIPS

Internships offer students invaluable hands-on experience that is difficult to come by in the classroom. Often internships can be the difference between getting a job and not. Internships are also a critical tool or educating students on the vast array of careers available to them. Our committee is working to develop a best practices internship handbook for members that will facilitate creating new internship programs and expanding existing ones.
Networking: Beer & Biotech

BEER & BIOTECH - ACADEMIC ALLIANCE

6/11/2015
When: Thursday, June 11, 2015
5:00 PM
Where: Central BBQ
Memphis, Tennessee
United States
Contact: Chad Riggs
chad.riggs@stjude.org
Phone: 901-595-3866

ONLINE RSVP

̕ RSVP for this event

DETAILS

JOIN LIFESCITN'S MID-SOUTH ACADEMIC ALLIANCE CHAPTER FOR MONTHLY NETWORKING EVENTS!

JUNE SPECIAL GUEST: ROB CLARK, ST. JUDE, PUBLIC POLICY & GOVERNMENT AFFAIRS

Want to explore career development, expand your network, or dip into the startup scene?

Hear from local life science industry professionals on the 2nd Thursday of every month.
Networking: Student Organizations

UTHSC Postdoctoral Office

The Postdoc Office was established in 2007 as a component of the Office of Academic, Faculty and Student Affairs, with the charge to provide appropriate infrastructure support for postdocs and their mentors. In August 2011, the responsibility for the Postdoc Office was transferred to the College of Graduate Health Sciences. The overall goal of the Postdoc Office is to help ensure and enhance the quality and quantity of postdocs and their training experience. We provide support and services for our postdoc fellows and their faculty mentors.

We work with the UT Postdoc Association (UTPhOA), the Postdoc Advisory Committee and support the National Postdoc Association. The Postdoc Office has specific responsibility for developing and overseeing policies that relate to postdoc training and work conditions as outlined in the UTHSC Postdoctoral Fellow Handbook and the Compact. The Postdoc Office is housed in the 920 Madison building, room 807.

Feel free to email us at postdoc@uthsc.edu with your questions, comments or concerns.

Staff

Monica M. Jablonski, Ph.D., FARVO
Associate Dean, Postdoc Office & Department of Ophthalmology

Jeddie L. Maxwell, B.A.
Administrative Coordinator
Postdoc Office & College of Graduate Health Sciences
Business Cards

Vistaprint: 250 cards for $10.00

Print your own

Local Services
Discussion Groups

Pharmaceutical Jobs Biotech Life Science Healthcare Pharma Medical Devices Careers HR Recruitment

Staff Icons Histology and Biotechnology Careers

Biotechnology and Diagnostics Careers Discussion

MillerAg Ag/ Biotechnology Careers Networking Group

industry careers in pharmaceutical, cosmetics, fmg and biotechnology

Genetics, Jobs, Bio, Medicine, Tech, Biotech, Genetic, Research, Biotechnology, GeneticsJobs.com [Subgroup]

Molecular Biology Genetic Medical Cell Genome Biological Cellular
LinkedIn Discussion Groups

Transitioning to Education Policy/Legislation

Hello all! My PhD is in Molecular Genetics and spent 2 years doing a post-doc in cell bio, after that I transitioned to science education research which is great but I feel like I can do more - I am thinking about education... more

Comment (2)  Like (6)  Follow  Report spam

Jane Chin, Ph.D., Nathalie Martinek, Ph.D., Sajeda Chowdhury, +3 like this

Carlos Cortiano

Have you checked out the AAAS Science & Technology Fellowships? These seem like great way to get into science policy

Like (2)  + Reply privately  + Report spam

February 25, 2014

Meltem Ballan

Drew, is there a science policy group at your school? You might want to connect with them and have an active role in the group. I was a member at the science policy group in UNC which helped me a lot to network. It also gives you... more

Like (0)  + Reply privately  + Report spam

March 26, 2014

Add a comment...
Your elevator pitch has 3 legs

• Technical (what do you do)
• Business (how do you do it)
• Social (how do you engage with others)

• 10 seconds
• Who is your audience
• What do you have in common
• What do they need to know
Elevator Pitch: Breaking Ice

- What do you have in common?
- Shift from *expert* to *learner*
- Ask a question
Your Elevator Pitch
How do you use it? -when you can prepare

- Research the person
- Research the institution
- Ask a question

- I’m very interested in your research. Can you walk me through your presentation?
- I’ve been thinking of making the jump to industry. How did you go about that?
- I’m interested in learning more about working in industry. How do you like it compared to your academic experience?
Your Elevator Pitch
- when you can’t prepare

Managing conversation by asking questions

- Hi. I don’t believe we’ve met. I’m Mary Jones. I’m a postdoc here at USF. What brings you to this event?

- What is your role (at your institution)?

- I’ve been thinking about my career choices and have been learning about skills outside my technical training that are also important to succeed. Has that been your experience?
Class Activity: Your Elevator Pitch

Ask Questions:

• Learn three new things about the person
  • What they do
  • What are the most important skills in their job
  • What are their career plans
• Exchange business cards
• Obtain at least three business cards by the end of the exercise
So, where are we at?

- Identified a job
- Identified critical scientific, business and social skills required
- Developed targeted resume
- Leveraged our network to get resume on hiring manager’s desk
- Got a call from HR!!!

NOW WHAT????
Preparing for Interviews
How do I Prepare Myself

- Research the company
- Research the players
- Research the interviewers
- Understand its products
- Express your skill-sets in terms of the company’s needs
- Relate your personal experience with business-centric traits
Research their Science!!
(www.medimmune.com/research_pipeline_chart.aspx)
AstraZeneca/MedImmune’s tralokinumab shows positive impact on pulmonary function in patients with uncontrolled asthma

The addition of tralokinumab to existing asthma controller medication resulted in an improvement in lung function, as measured by FEV1 and FVC in subjects with moderate-to-severe uncontrolled asthma, according to results from a Phase IIa study to be presented at the European Respiratory Society’s Annual Congress 2011 in Amsterdam, Netherlands, on September 27.

Tralokinumab, an investigational human monoclonal antibody (MAB) that is designed to neutralize interleukin 13 (IL-13), is under development at Anglo-Swedish drug major AstraZeneca’s (LSE: AZN) US biologics subsidiary MedImmune. Tralokinumab treatment did not result in a statistically-significant reduction in the study’s primary end-point, ACQ-6 (Asthma Control Questionnaire) score, compared to placebo at week 13.
Showing Press Releases in Category: Company News

10/09/2012
MEDIMMUNE TO PRESENT FOUR FLU ABSTRACTS AT THE INFLUENZA VACCINES FOR THE WORLD CONFERENCE  » read more

10/09/2012
MEDIMMUNE JOINS FORCES WITH LEADING CANCER ORGANIZATIONS TO ADVANCE NOVEL IMMUNOTHERAPY RESEARCH  » read more

10/03/2012
STUDY IN JOURNAL OF MEDICAL ECONOMICS SHOWS PALIVIZUMAB COST EFFECTIVENESS USING FDA-APPROVED DOSING AND AAP RED BOOK  » read more

8/30/2012
MEDIMMUNE AND WUXI APPTEC ANNOUNCE JOINT VENTURE TO DEVELOP NOVEL BIOLOGIC FOR CHINESE MARKET  » read more

8/30/2012
AMERICARES AND MEDIMMUNE JOIN FORCES TO HELP DISASTER SURVIVORS  » read more

8/22/2012
TWO MEDIMMUNE FACILITIES AWARDED PRESTIGIOUS LEED® GOLD BUILDING CERTIFICATION  » read more

8/02/2012
FLUMIST® (INFLUENZA VACCINE LIVE, INTRANASAL) BEGINS SHIPPING FOR 2012-2013 INFLUENZA SEASON  » read more
Research their Social...
Glassdoor.com
MedImmune Connections
Be Prepared for 2 Types of Questions

Theoretical

Behavioral Based
Be Prepared for 2 Types of Questions

**Theoretical**
- Looking for “right answers”, problem solving ability, thinking styles ....

**Behavioral Based**
- Predicting your behavior in the future based on your past performance...
Behavioral Based Responses

- **S** – what was the **Situation**
- **T** – what was the goal or **Task** to be completed
- **A** – what Actions did YOU perform in this situation to accomplish your task?
- **R** – what were the Results, lessons learned etc...
S.T.A.R. Example

Q: Meeting time cost and objectives is a really important aspect of the business world. **Tell me about a time when you were in charge of a project where problems arose and how you handled that.**
Use Social Intelligence

• Who I am I speaking with?
• What is their role?
• How do I make their job easier?
• What is the best context with which to make my point?
Using Social Intelligence and Style Flexibility

<table>
<thead>
<tr>
<th>Role in Company</th>
<th>Primary Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring Manager</td>
<td>Technical Skills</td>
</tr>
<tr>
<td>Peers</td>
<td>Social Skills</td>
</tr>
<tr>
<td>VP Marketing</td>
<td>Business and Social</td>
</tr>
<tr>
<td>Chief Science Officer</td>
<td>Technical with Strategic Perspective</td>
</tr>
<tr>
<td>HR</td>
<td>Social</td>
</tr>
<tr>
<td>Project Manager</td>
<td>Operations, Business skills</td>
</tr>
</tbody>
</table>
Review your Concerns

Did we cover everything you needed covered?
Myth: Postdocs are “Over-qualified and Under-experienced”
It’s all about Solving Problems

- How can I beat the competition?
- What innovative things can be done to get faster better answers?
- What new innovative products/services meet the needs of our customers?
Summary

- Scientists are problem solvers
- Business needs problems solved!!
- Scientists must learn to express their expertise and accomplishments in language that business understands and values
What about your critical skills?

- Scientific/technical
- Organizational
- Successful Projects
- Teamwork
- Mentor interns
- Communications training
- Project Management training
**Strategic Action Plan form**

<table>
<thead>
<tr>
<th>Skill Objectives/Requirements</th>
<th>Actions – assignments, formal classes, etc...</th>
<th>Resources – Where to obtain etc...</th>
<th>Time Frame – expected time to complete action with dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications</td>
<td>Present in our weekly Lab meetings and to foundations who support our lab</td>
<td>See Lab Chief</td>
<td>Starting June 2015 until graduation</td>
</tr>
<tr>
<td>Personal Flexibility in Communications</td>
<td>Take MBTI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Developing People: enabling</td>
<td>Train new tech in immunologic assays used in the lab</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Literacy</td>
<td>Take course in “Finance for Non-finance Managers”</td>
<td>MOOC</td>
<td>By end of 2015</td>
</tr>
<tr>
<td>Project management</td>
<td>Take Project Management for Scientists, and then apply to current research project.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
SciPhD Virtual Career Center

Free Webinar
April 28 and 29, 2015 at 12pm PDT

Career opportunities in the life science industry

Overview of job opportunities in the life science industry. How and what skills acquired in academia are useful in those positions. How does a better understanding of those skills help to write a better resume and cover letter and apply for industry jobs.

Details and Registration
Thank You

... keep on rowing!!!

Questions & Feedback

info@sciphd.com
### Career Objectives:

Upon completion of my ______ in the field of _____________________ at ___________________, I plan to compete for a career position in _____________________ for positions to include:

1. ___________________
2. ___________________
3. ___________________

### Skill Objectives/Requirements

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Notes: