Preparing for Professional Careers

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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
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

## Job Category

### Research and Development
- Discovery Research
- Pre-clinical Research
- Clinical Research
- Clinical Development

### Communications
- Product Support
- Technical Support
- Applications Specialist
- Sales
- Marketing
- Science Writing/Communications
- Corporate Communications

### Operations
- Engineering & Manufacturing
- Business Research Analyst
- Project Management
- Quality Assurance & Quality Control
- Bio IT
- Recruiting

## Job Category

### Business Enterprise
- Business Development
- Venture Capital & Banking
- Technology Transfer & Patenting
- Equity Analyst
- Executive Leadership

### Legal
- Medical Affairs
- Regulatory Affairs
- Patent Agent
- Patent Examiner
- General Counsel
- IP Counsel
- Litigation
- Technology Transfer

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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
Agenda

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

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!!
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...and therefore requires additional skills
What are the Critical Skills?
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/selecTon are preferred. Strong interdisciplinary problem solving, communication, presentation and writing skills are essential.
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Performance Evaluations

- Self
- Manager
- Team members
- Peers
- Direct reports
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

- Develop Hypothesis
- Assemble Research Team
- Generate Data
- Plan Experiments
- Publish
- Benefits (ROI)
Business LifeCycle

- Creating the Vision
- Developing People
- Execution
- Achieving Results
- Communications
- Financial Acumen
Skills in and out of Academia

Academia
- Self Dominance
- Grant writing
- Thesis
- Course work
- Publications

Professional
- Innovation
- Collaboration
- Tactical planning
- Team Performance
- People Management
- Communication
- Cooperation
- Execution
- Competition

Focus:
- Performance Management
- Financial accountability
- Meeting deadlines

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You DO have the skills!

THE TALENT WITHIN

Top transferable skills for business

If you have earned a science PhD, you were probably told by mentors, advisers and career-development specialists that you will need to develop a lot of new skills to succeed in any sector outside academia. But your PhD programme has already conferred many skills that are important, even crucial, in the business world, and that are comparable to — and in some cases superior to — the talents acquired in a graduate-level business programme. Here are some examples.

● Data analysis You were trained to gather, evaluate, synthesize and present data, and to uncover relationships, correlations and trends. The business world increasingly relies on the same methodologies to develop strategies and identify opportunities.

● Resourcefulness You probably had to create experiments, methodologies and analyses with limited resources and under tight time constraints. Successful business people are often challenged to develop a product or service while facing the same difficulties.

● Technological awareness You were trained to understand the fundamentals of a range of technologies. Many of these technologies are at the heart of products and services in the private sector.

● Resilience You may have encountered unexpected setbacks in your research or studies, yet powered through to reach your goals. This resilience in the face of challenge often separates the most successful entrepreneurs from the rest.

● Project management Completing a PhD typically requires the coordination and scheduling of disparate resources and individuals — as well as thinking through all aspects of a complex project or activity. The same course of action is a core component of the business world.

● Problem-solving You had to use novel thinking and innovative frames of reference to identify and solve technical problems. The ability to reframe problems to identify novel solutions is a key skill in business.

● English proficiency You are probably skilled in English, the most prevalent language of international business.

● Written communication PhD holders often have extensive experience in writing and describing complex ideas and methodologies. Effective written communication is crucial to business success.
Creating the Vision

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

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

**Developing People**

- Collaboration
- Enabling
- Empathy
- Rapport
Collaboration

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

• 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
Execution

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

- Structuring
- Control
- Tactical
- Delegation
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.

Achieving Results
- Production
- Focus
- Competition
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.

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

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**Financial Acumen**

- Return on Investment
- Internal Rate of Return
- Determining performance metrics
- Managing the Balance Sheet
24 Core Business Competencies

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

- Developing People
  - Collaboration
  - Enabling
  - Empathy
  - Rapport

- Execution
  - Structuring
  - Control
  - Tactical
  - Delegation

- Achieving Results
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  - Performance Metrics
  - Balance Sheet
Competencies Interact

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

**Job Description**

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**Business Competency Matrix**

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<thead>
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<th>Competency</th>
<th>Job</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic</td>
<td>XX</td>
<td>5</td>
</tr>
<tr>
<td>Technical/Scientific</td>
<td></td>
<td>5</td>
</tr>
<tr>
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<tr>
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Homework

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

Grab lunch and peer coach each other on your Job Qualifications Form

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
AbbVie is committed to the discovery and development of innovative first-in-class therapies to help patients in the fight against cancer. AbbVie is at the forefront of cancer research in discovering and developing novel treatments that offer a new approach to cancer therapy. The Oncology Discovery team has an excited opportunity available for a highly motivated and skilled Senior Scientist Immune Oncologist/Immunologist III or II (depending on experience) with a proven track record of accomplishments to help lead research efforts driving our small molecule immune oncology programs.

Key Responsibilities:

- Independently conceive, execute and communicate novel multi-disciplinary research strategies that encompass target discovery/validation, late stage discovery programs as well as early development agents engaging immune oncology (I-O) mechanisms
- Effectively lead efforts in building strong technical expertise and innovative infrastructure to support small molecule I-O programs
- Interact with cross-functional teams to establish productive collaborations within and outside of AbbVie
- Develop compelling scientific presentations and reports for internal review meetings and external scientific conferences and journals

Position will be hired based on level of experience
AbbVie is committed to the discovery and development of innovative first-in-class therapies to help patients in the fight against cancer. AbbVie is at the forefront of cancer research in discovering and developing novel treatments that offer a new approach to cancer therapy. The Oncology Discovery team has an excited opportunity available for a highly motivated and skilled Senior Scientist Immune Oncologist/Immunologist III or II (depending on experience) with a proven track record of accomplishments to help lead research efforts driving our small molecule immune oncology programs.

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**Position will be hired based on level of experience**

**Basic:**
- Extensive laboratory research experience and a desire to continue in a laboratory-focused role
- Demonstrated record of creativity and scientific achievements, i.e., strong publication and/or patent record
- Broad training in immune oncology and a deep understanding of current trends in I-O therapeutics
- Comprehensive technical expertise and knowledge in innate and adaptive immune response
- Experience in small molecule drug discovery from target discovery/validation to candidate nomination
- Proficiency in standard biochemical, cellular and molecular techniques and in in vivo/ex vivo/in vitro immunology approaches
- Ability to operate in a fast-paced multi-disciplinary environment, interacting with diverse groups of experts within or outside of his/her scientific discipline
- Ability to prioritize and manage multiple research activities
- Experience in communicating technical information to a broad scientific audience through presentations and written reports
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Senior Scientist, Cancer Biology – Immune Oncology

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For Senior Scientist III:

- PhD, MS, or BS in Immunology, Oncology or Immune Oncology or related field with 6 years (PhD); 12 years (MS); or 14 years (BS) of experience in the area of cancer

For Senior Scientist II:

- PhD, MS, or BS in Immunology, Oncology or Immune Oncology or related field with 3 years (PhD); 10 years (MS); or 12 years (BS) of experience in the area of cancer

Preferred:

- PhD in above disciplines with 8 years of post-graduate experience
- Experience managing research associates
- Solid understanding of immune suppressive tumor microenvironment and I-O translational research

Key Leadership Competencies:

- Builds strong relationships with peers and cross functionally with partners outside of team to enable higher performance
- Learns fast, grasps the 'essence' and can change the course quickly where indicated
- Raises the bar and is never satisfied with the status quo
- Creates a learning environment, open to suggestions and experimentation for improvement
- Embraces the ideas of others, nurtures innovation and manages innovation to reality
## Mapping Operational Competencies

<table>
<thead>
<tr>
<th>Creating the Vision</th>
<th>Developing People</th>
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<td>ability to prioritize and manage multiple research activities</td>
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<td>can change the course quickly</td>
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<td>raises the bar and is never satisfied with the status quo</td>
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### Mapping Operational Competencies

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<th>Tactical</th>
<th>Delegation</th>
<th>Production</th>
<th>Achieving Results</th>
<th>Focus</th>
<th>Competition</th>
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<th>Style Flexibility</th>
<th>Emotional Intelligence</th>
<th>Social Intelligence</th>
<th>Financial Arguments</th>
<th>Return on Investment</th>
<th>Internal Rate of Return</th>
<th>Performance Metrics</th>
<th>Balance Sheet</th>
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## Competency Mappings

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*Note: This is a simplified representation of the competency mappings.*
Mapping Job Posting to Business Competencies

Senior Scientist, Cancer Biology - Immune Oncology

AbbVie is committed to the discovery and development of innovative first-in-class therapies to help patients in the fight against cancer. AbbVie is at the forefront of cancer research in discovering and developing novel treatments that offer a new approach to cancer therapy. The Oncology Discovery team has an excited opportunity available for a highly motivated and skilled Senior Scientist Immune Oncologist/Immunologist III or II (depending on experience) with a proven track record of accomplishments to help lead research efforts driving our small molecule immune oncology programs.

Key Responsibilities:

- Independently conceive, execute and communicate novel multidisciplinary research strategies that encompass target discovery/validation, late stage discovery programs as well as early development agents engaging immune oncology (I-O) mechanisms
- Effectively lead efforts in building strong technical expertise and innovative infrastructure to support small molecule I-O programs
- Interact with cross-functional teams to establish productive collaborations within and outside of AbbVie
- Develop compelling scientific presentations and reports for internal review meetings and external scientific conferences and journals

Position will be hired based on level of experience

Basic:

- Extensive laboratory research experience and a desire to continue in a laboratory-focused role
- Demonstrated record of creativity and scientific achievements, i.e., strong publication and/or patent record
- Broad training in immune oncology and a deep understanding of current trends in I-O therapeutics
- Comprehensive technical expertise and knowledge in innate and adaptive immune response

<table>
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<tr>
<th>Competency</th>
<th>Job Score</th>
<th>Experience Statements</th>
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<tr>
<td>Balance Sheet</td>
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Self Assessment: www.sciphd.com
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
jbigo@nyu.edu

Summary of Qualifications
Innovative Cellular Immunologist with a focus on respiratory, inflammation and autoimmunity mechanisms and an established record of operating a highly efficient research laboratory. 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.

Education
- 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
- Immunoassays

Relevant Business and Social Skills
- Led collaborative teams
- Project management
- 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. 2011 - Present

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

- Graduate Assistant, Mentor, Dr. Janice Bellances
  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 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, MD/PhD, and orthodontic residency programs
- NYU College of Dentistry Research Day Awards
- Multiple publications in peer-reviewed journals

Selected Publications
  *Co-first authors


- Rantes has a non-essential role in acentrosomal suppression assembly in melanoma oocytes. Biglow J, McKnight BS. Journal of Cell Science 2011.
Validate Experiences

James Biglow, PhD
NYU College of Dentistry
345 East 24th Street
New York, NY 10010
jbigl@nyu.edu

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Selected Technical Skills

• Pharmacodynamics • Animal model development
• Tissue preservation • Respiratory inflammation model
• In vitro imaging • Computational bioinformatics
• Immunossays

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• Led collaborative projects • Project management
• Rigorous statistical analyses • Oral communications
• Mentoring students • Written communications

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Innovative Cellular Immunologist with a focus on respiratory, inflammation and autoimmune mechanisms and an established record of operating highly efficient research laboratory. 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 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.
Organization matters!

Source: TheLadders
Original Resume

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

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
- 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 pCT, electron scanning microscopy, in-situ hybridization, laser capture micro-dissection, chronomass 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. Jarice Bellmass
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 Germano
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 Biostatistician
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
- Renter has a non-essential role in actinomastatic suppression assembly in Aedes aegypti.


Awards & Memberships
- New York Academy of Sciences
- NYU Research Day Award
- American Society of Human Genetics (ASHG)
- Busch Fellowship
- Kate - Liebrecht Fellowship

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Targeted Resume

James Biglow, PhD
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(215) 555-1212
NYU College of Dentistry
345 East 24th Street
New York, NY 10010
jbiglo@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 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.

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

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

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

Educational and Professional Development
Postdoctoral Fellow, Mentor: Dr. James Kasenberg
National Institutes of Health, Laboratory of Immunology 2011 - Present
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 Biliances
Salk Institute, Jefferson University, Philadelphia, PA 2005 - 2011
Development of animal models and molecular techniques, and pharmacodynamics profiling resulting in 3 peer-reviewed publications.

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

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

Selected Publications
  - Co-first authors
- Rantes has a non-essential role in acentrosomal suppression assembly in helworm oocytes. Biglow J, McKnight BS. Journal of Cell Science 2011.

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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:

June 18, 2014

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
Networking: Local Organizations

KLSKC
KENTUCKY LIFE SCIENCES COUNCIL

The KY/MASS
TURNPIKE
Local Groups
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>
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<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>
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<tr>
<td>Developing People: enabling</td>
<td>Train new tech in immunologic assays used in the lab</td>
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<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>
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</table>
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Thank You

... keep on rowing!!!

Questions & Feedback

info@sciphd.com