



Preparing for Professional Careers

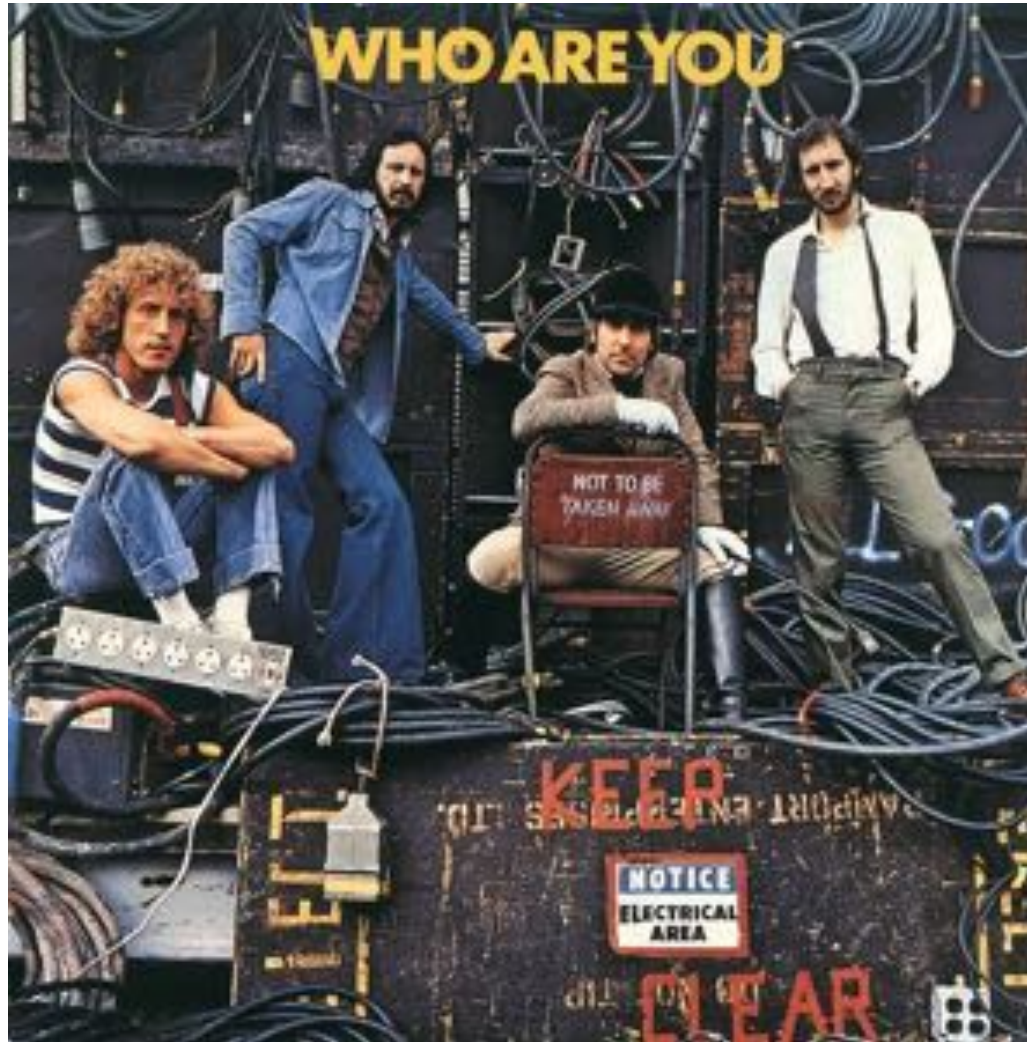
UNIVERSITY OF
LOUISVILLE[®]
SCHOOL OF MEDICINE

March 10, 2016

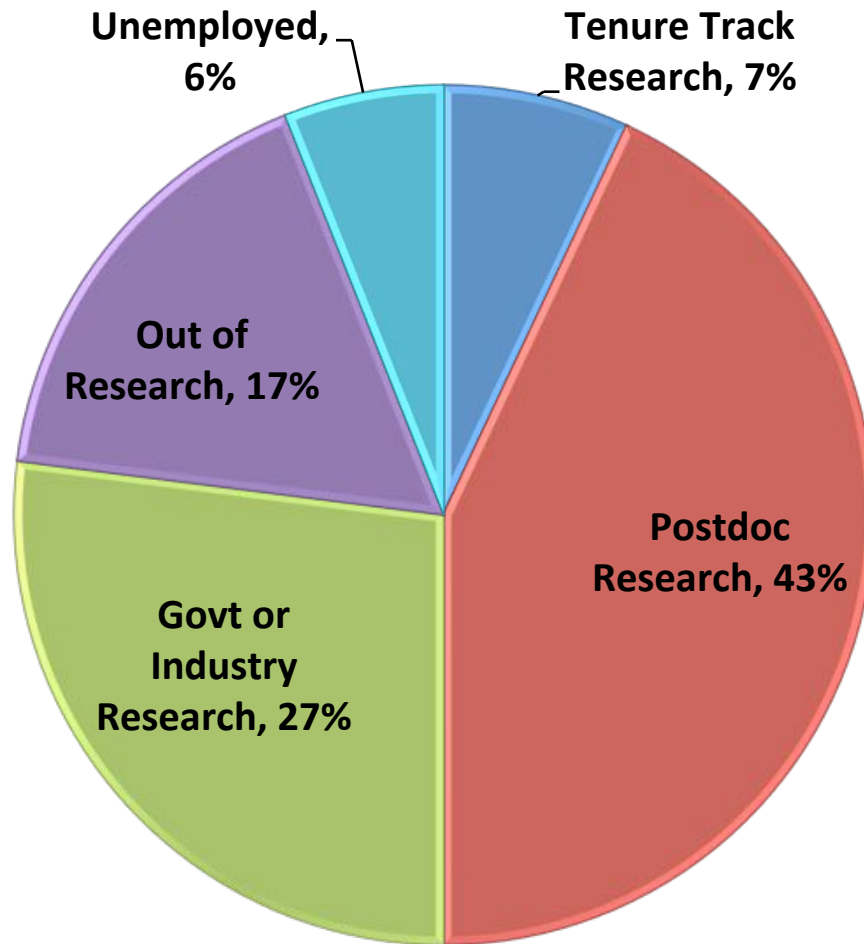
Randall Ribaud, PhD
Human Workflows, LLC
Co-founder, SciPhD.com



Who Do We Have Here?



Employment of Young Biomedical PhD's



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

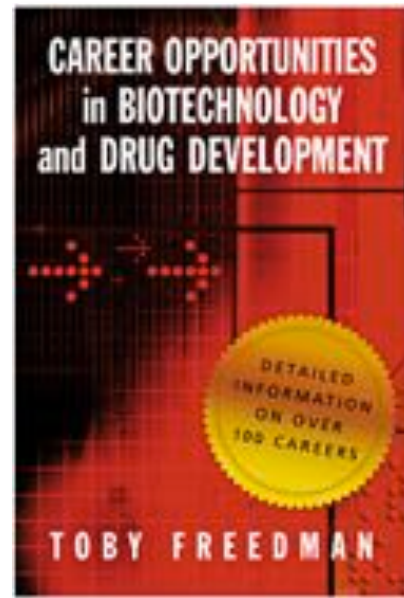
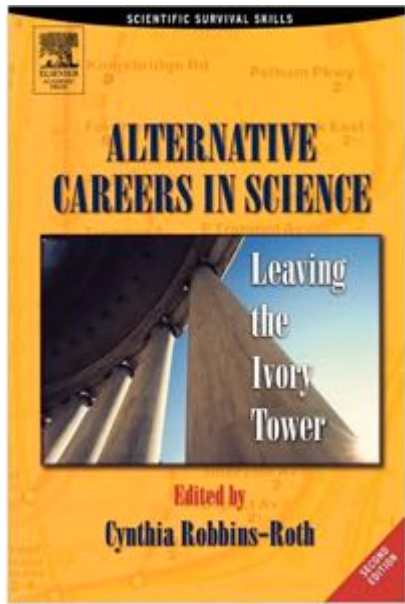
- Business Development
- Venture Capital & Banking
- Technology Transfer & Patenting
- Equity Analyst
- Executive Leadership

Legal

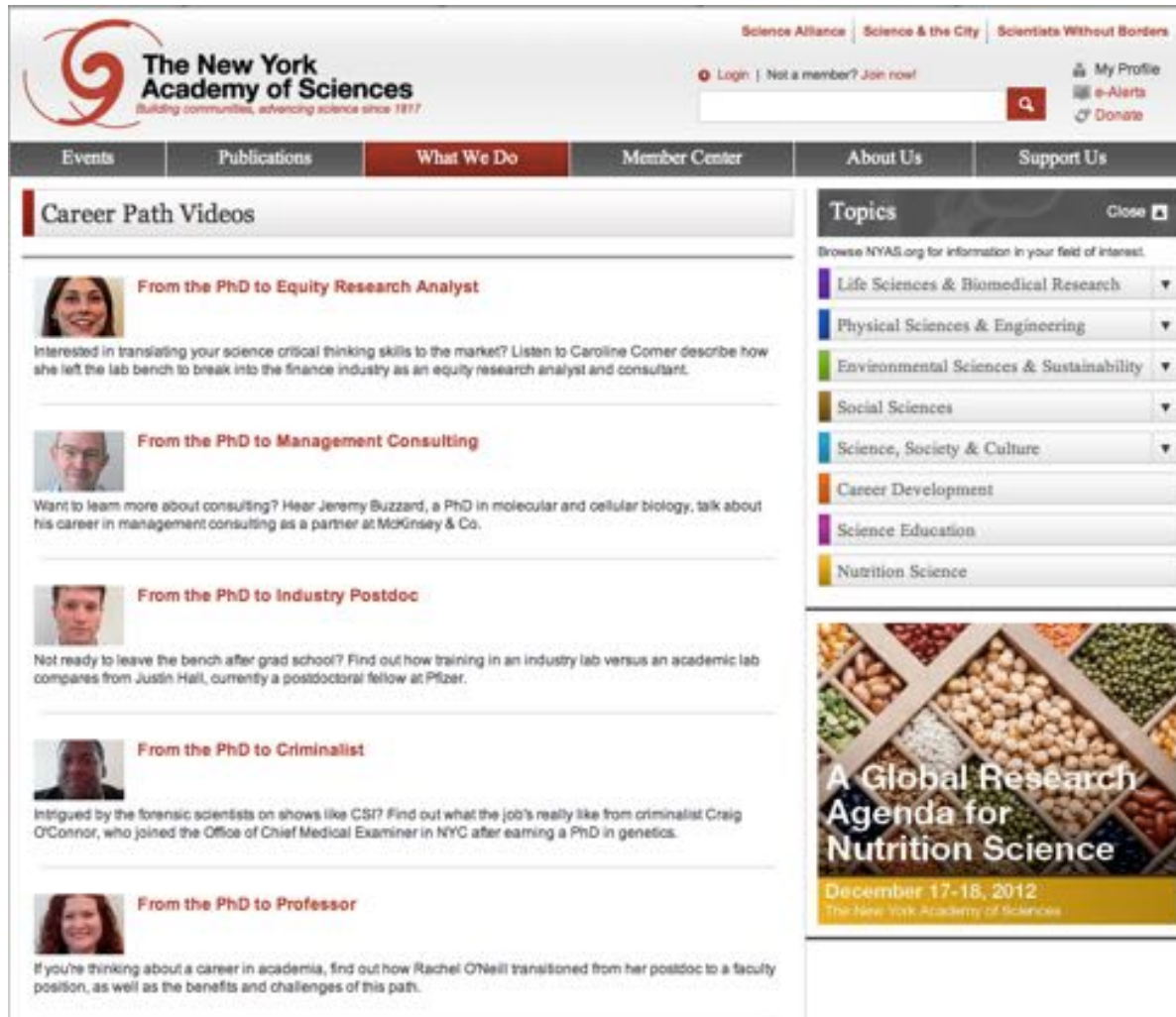
- Medical Affairs
- Regulatory Affairs
- Patent Agent
- Patent Examiner
- General Counsel
- IP Counsel
- Litigation
- Technology Transfer



References for Industry Jobs



Career Path Videos: New York Academy of Sciences



The screenshot displays the website for The New York Academy of Sciences. The header includes the organization's logo and name, along with navigation links for Science Alliance, Science & the City, and Scientists Without Borders. A search bar and user options like 'Login', 'Not a member? Join now!', 'My Profile', 'e-Alerts', and 'Donate' are also present. The main navigation menu features 'Events', 'Publications', 'What We Do', 'Member Center', 'About Us', and 'Support Us'. The 'What We Do' section is active, showing a 'Career Path Videos' page. This page lists five video titles with corresponding speaker photos and brief descriptions:

- From the PhD to Equity Research Analyst**: Caroline Comer describes her transition from a lab bench to an equity research analyst and consultant.
- From the PhD to Management Consulting**: Jeremy Buzzard, a PhD in molecular and cellular biology, discusses his career in management consulting at McGinsey & Co.
- From the PhD to Industry Postdoc**: Justin Hall compares training in an industry lab versus an academic lab as a postdoctoral fellow at Pfizer.
- From the PhD to Criminalist**: Craig O'Connor, a geneticist, shares his experience as a criminalist on shows like CSI.
- From the PhD to Professor**: Rachel O'Neill discusses her transition from a postdoc to a faculty position, including the benefits and challenges.

On the right side, there is a 'Topics' sidebar with a 'Close' button. It lists various fields of interest with dropdown menus: Life Sciences & Biomedical Research, Physical Sciences & Engineering, Environmental Sciences & Sustainability, Social Sciences, Science, Society & Culture, Career Development, Science Education, and Nutrition Science. Below the sidebar is a promotional banner for 'A Global Research Agenda for Nutrition Science' held on December 17-18, 2012, at The 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 screenshot shows a LinkedIn group page for "PhD Careers Outside of Academia". The main discussion is titled "How to Survive the 'Overqualified, but under experienced' curse?". The post is by Folke Pei and asks for advice on career options after a PhD. It has 376 comments, which is circled in red. The "Latest Updates" sidebar shows several interactions, including likes and comments from other members.

LinkedIn Account Type: Basic | Randall Ribeiro | Add Connections

Home Profile Contacts Groups Jobs Inboxes Companies News More | Groups Search

PhD Careers Outside of Academia | Discussions Members Promotions Jobs Search More... | Start a discussion

Groups in the LinkedIn app for iPhone and Android.

How to Survive the "Overqualified, but under experienced" curse?
Having graduated with PhD last year, I was often told by people either I was overqualified, or I did not have enough experience. I am currently exploring my career options, and wish to avoid this "curse". Does anyone have any suggestions and advice?
I am also looking into non-traditional science careers i.e. non-bench. I am finding that this is generally not well received and definitely falls under the "you do not have any relevant experience". Any advice about this is, of course, appreciated.
March 14, 2010

Unlike Comment Follow Flag More

You, Dr. Alex Krizan (PhD), Dong Liu, Ph.D. and 76 others like this
376 comments

Show previous comments

Tuija Kannisto-Karonen • Manohara, thank you for your comment! I really think that's just the issue here.
2 months ago • Like • Reply privately • Flag as inappropriate

Latest Updates:

- Li Tai Fang likes this discussion by Stefan Taal
Any PhD's here who made it into consulting? Would love to hear your story.
Like (1) • 28 minutes ago
- James Miller commented in the group
How to Answer Tough Interview Questions?: For example, if you are dynamic throughout the interview but your demeanor noticeably changes when asked tough yet reasonable questions, the...
Like (1) • Comment (1) • 1 hour ago
- James Miller likes this discussion by James Miller
How to Answer Tough Interview Questions?
Like (1) • 1 hour ago

See all updates



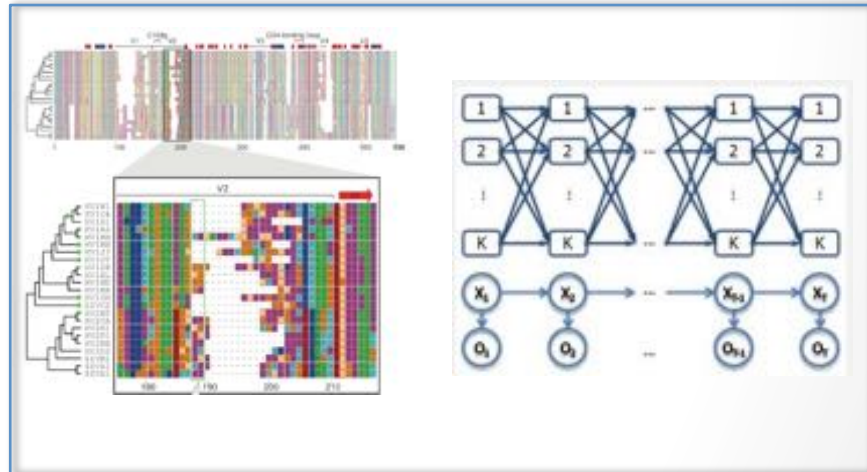
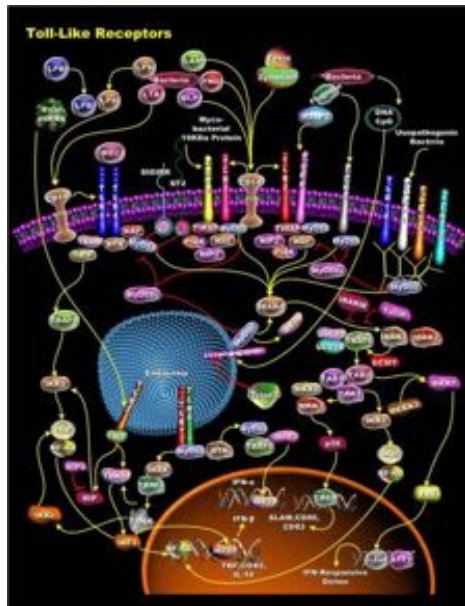
The “Science of Science” ...

...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)

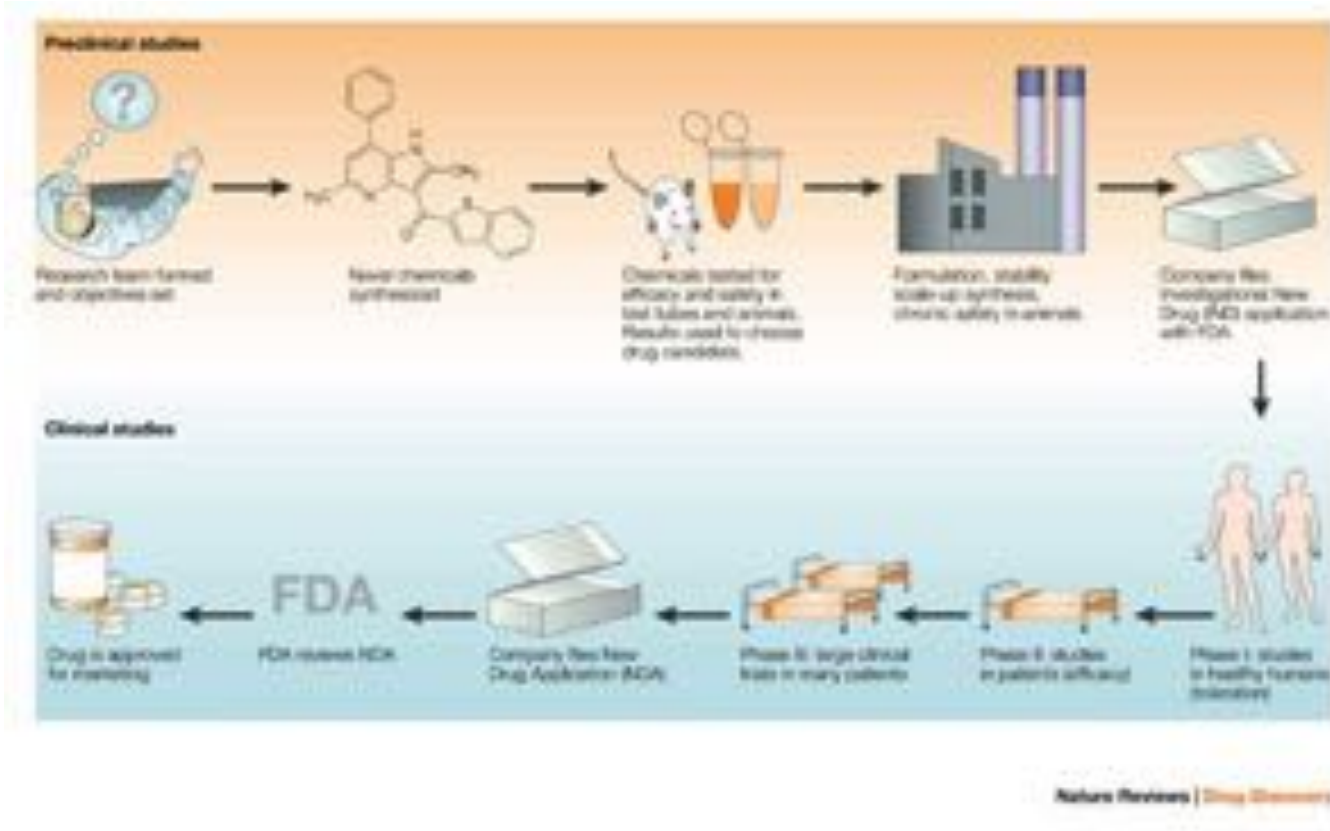
- ◆ By definition, a Business must make a profit. The tax code requires a profit status. Investors require a profit status.
- ◆ A business must constantly compete globally and improve its products and services as well as productivity standards: revenue per employee, return on capital deployed, new drug 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

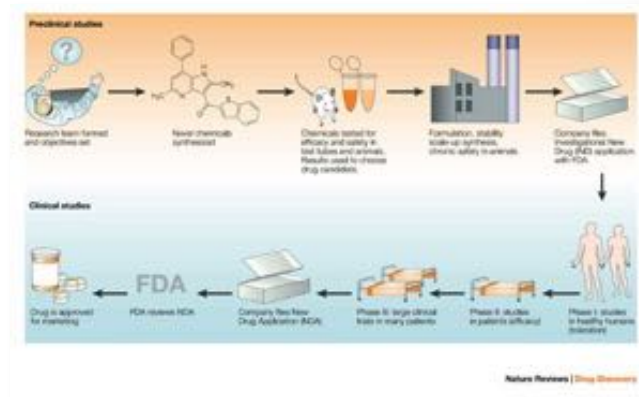


\$800 Million - \$ 1 Billion



“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
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- Tight Coordination
- Tight Communication

Teamwork is essential to success!!

...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/selection are preferred. Strong interdisciplinary problem solving, communication, presentation and writing skills are essential.



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Performance Evaluations



Leadership Skills for Successful Scientists

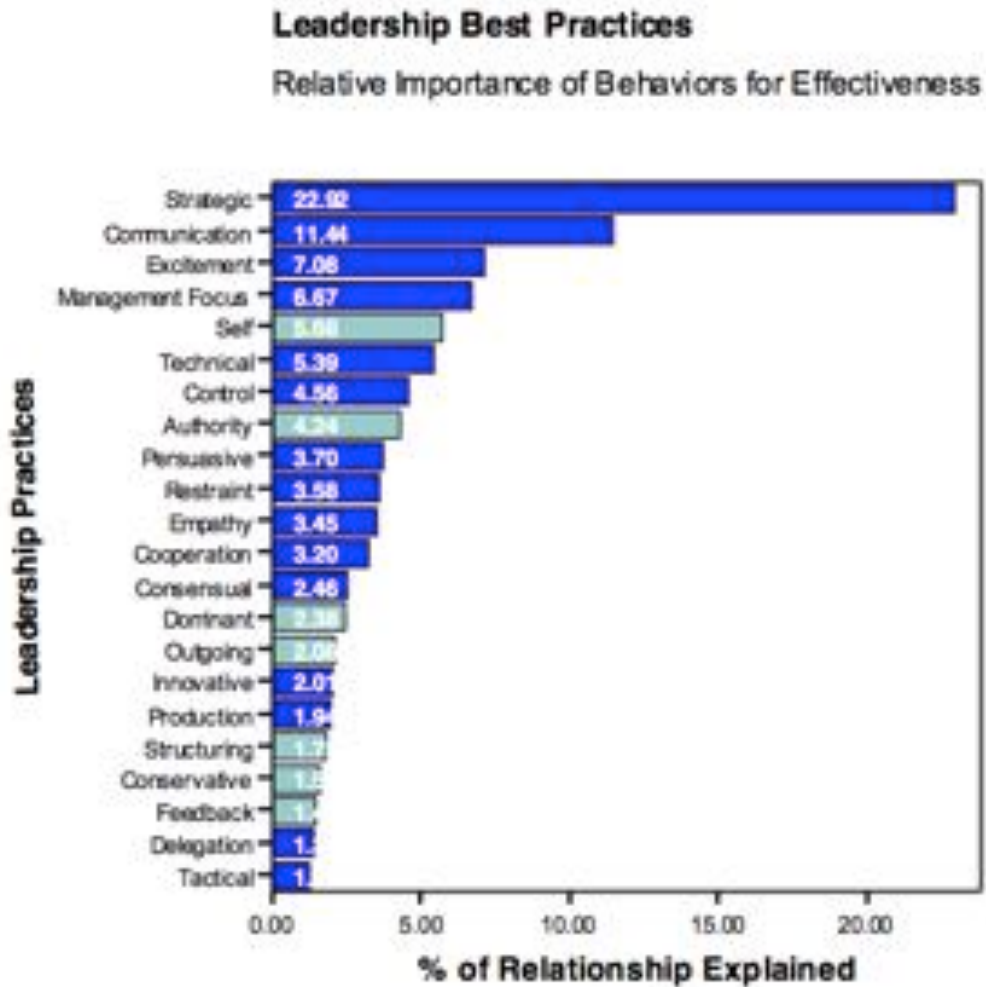
(Source: Management Research Group[®])

- 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



Perceived Value of Doctoral Graduates in Industry



Highly value doctoral graduates
(6%)



Strong interest in doctoral graduates
(25%)



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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



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The SciPhD Blog

Observations from the "Get That Job" world
Observations on the realities of career development and the job market, the challenges, and potential solutions. We'll share here our views on current events, respond to questions and challenges experienced by the clients we are helping, and hopefully through it all brighten your outlook in advancing your own careers.

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BOOK REVIEW: GIVE AND TAKE July 7, 2014
We have all been in situations where we've put in too many hours in the lab with seemingly unending experiments, grant deadlines and presentations. Imagine it is one of those days, it's late and you're finally getting ready to head home. What if the undergraduate student in the lab wants your help with something – to be more specific, something that is not necessarily going to help you in the form of a publication? When confronted with situations like these, we think that it's better to look...

[Read more...](#)

WHAT INDUSTRY REALLY WANTS May 14, 2013
Where are the jobs? Where are the jobs going to be? A recent in-depth report co-authored by the Coalition of State Bioscience Institutes (CSBI) and Booz & Company takes an in-depth look at these two questions. They combined data mined from over 25,000 job listings with interviews with 25 strategic decision makers in life science companies, staffing agencies, and contract research organizations (CROs). The conclusions of this report should not be a surprise to anyone who reads these blogs or...

[Read more...](#)

MALAYSIA GETS IT! February 6, 2013
We just returned from 12 days at the National University of Malaysia (UKM) in Bangi, Selangor Malaysia with the New York Academy of Sciences where we brought SciPhD training programs to the other side of the world. This is part of the "Malaysian Nobel Mindset" program that UKM and the New York Academy of Sciences have developed, with the goal of maximally leveraging UKM's educational programs made up of high school students, teachers, and young scientists in order to foster a world-class...

[Read more...](#)

CAN'T WE ALL...JUST GET ALONG? PERCEPTION GAP ON CRITICAL SKILLS December 13, 2012
The McKinsey group released a report the first week of December 2012 that took a careful look at the interplay for lack thereof between employers, potential entry-level new hires (students) and educational providers. There's a ton of data in this 156 page report, that looks across industries in nine countries to determine how well prepared new talent is for the workforce demands. One of the most provocative observations is the apparent disconnect between the perceptions of students, hiring...

[Read more...](#)



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!



Hire For Attitude

36 comments, 2 called-out [+ Comment now](#)

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[Facebook.com/DanSchaubel](https://www.facebook.com/DanSchaubel).

Mark Murphy is the author *Hiring for Attitude*, as well as the bestsellers *Hundred Percenters* and *HARD Goals*. The founder and CEO of *Leadership IQ*, a top-rated provider of cutting-edge research and leadership training, Mark has personally provided guidance to more than 100,000 leaders from virtually every industry and half the Fortune 500. His public leadership seminars, custom corporate training, and online training programs have yielded remarkable results for companies including *Microsoft*, *IBM*, *GE*, *MasterCard*, *Merck*, *AstraZeneca*, *MD Anderson Cancer Center*, and *Johns Hopkins*.

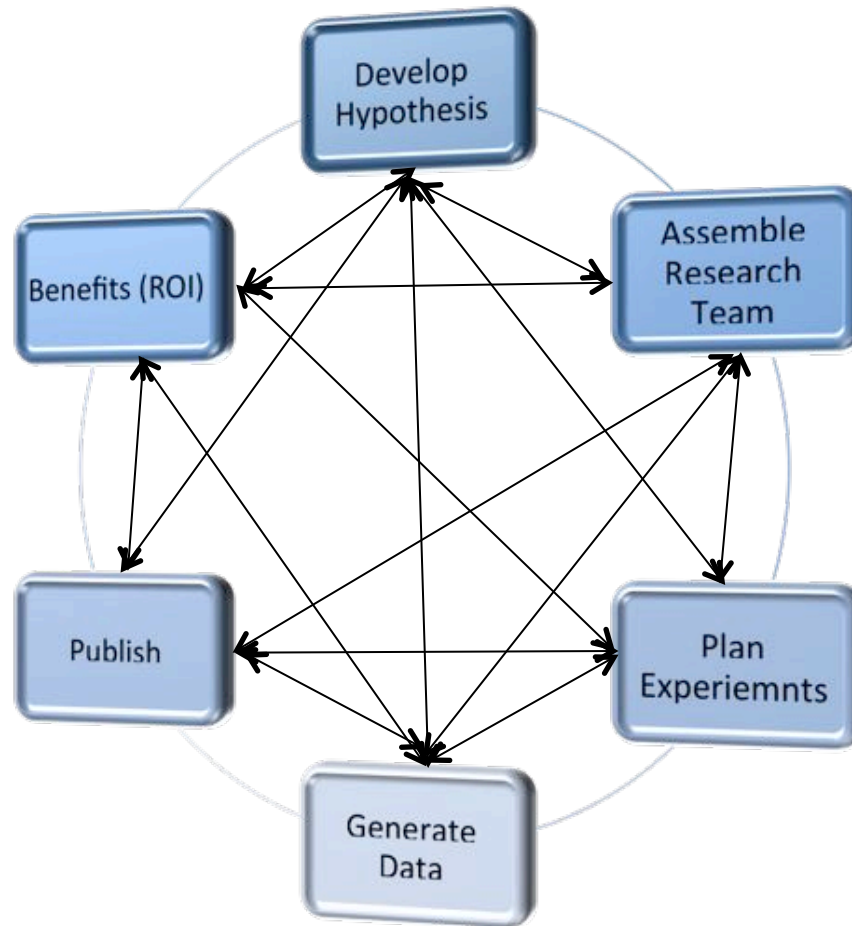


Mark Murphy

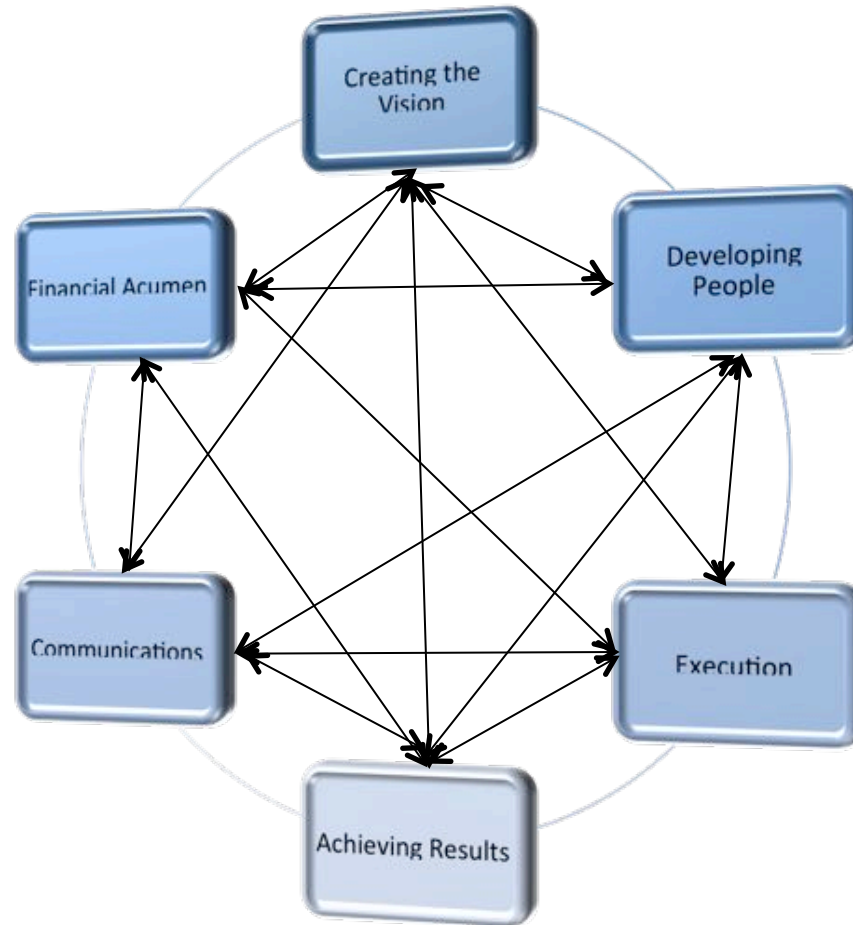
Why do so many fail within the first 18 months of taking a job? When our research tracked 20,000 new hires, **46% of them failed within 18 months**. But even more surprising than the failure rate, was that when new hires failed, **89% of the time it was for attitudinal reasons and only 11% of the time 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.



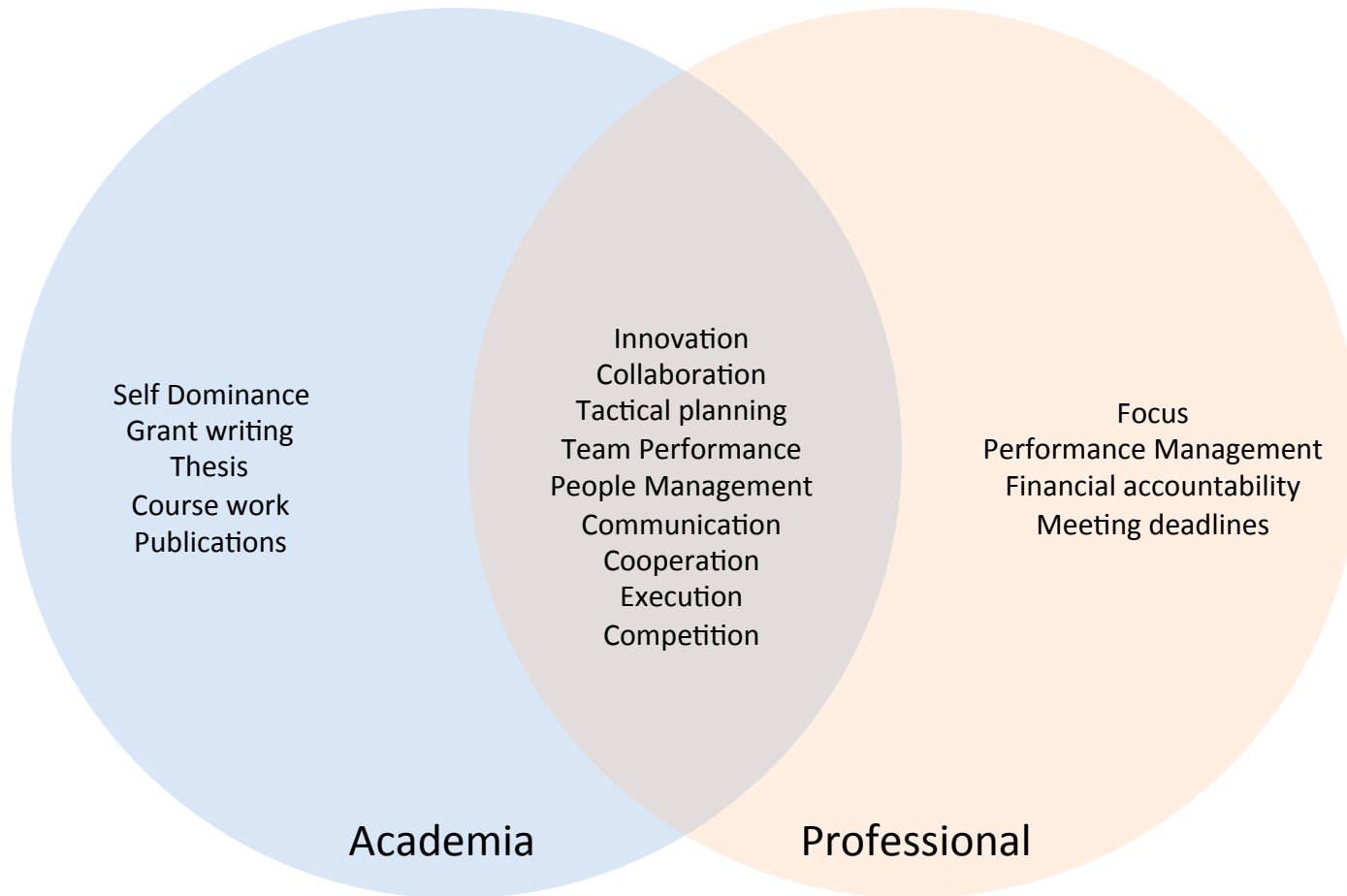
PhD Thesis LifeCycle



Business LifeCycle



Skills in and out of Academia



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. [PF](#).



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.

Execution

- ◆ 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



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.

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.*

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

- Production
- Focus
- Competition

Communications

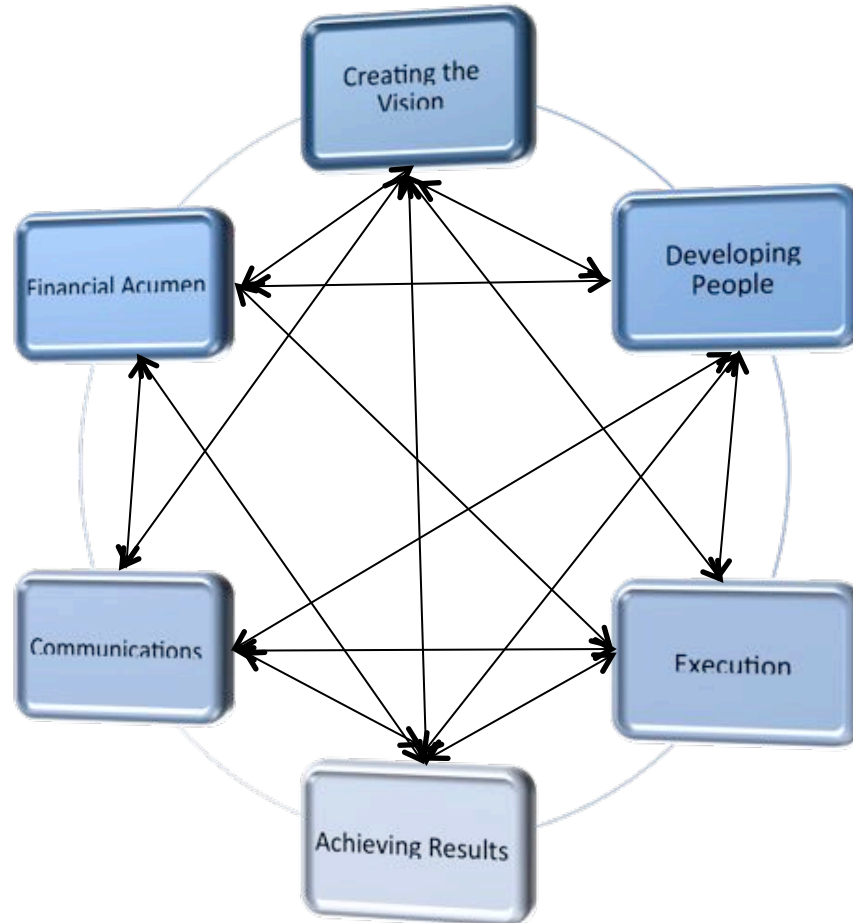
- Technical Literacy
- Style Flexibility
- Emotional Intelligence
- Social Intelligence

Financial Acumen

- Return on Investment
- Internal Rate of Return
- Performance Metrics
- Balance Sheet



Competencies Interact



Mapping Job Posting to Business Competencies

Job Description

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Business Competency Matrix

Company: MedImmune

Position: Scientist I/II

Competency	Job	Score	Comments
Creating the Vision			
Strategic	XX	5	
Technical/Scientific		5	
Innovative	XXX	5	
Risk Management	XXX	4	
Champion/Energy		4	
Developing People			
Collaboration	XXXXX	4	
Enabling	X	4	
Empathy	X	5	
Rapport	XXXX	5	
Execution			
Structuring	XXXXXXXX	4	
Control	XXXXXXXX	5	
Tactical	XXXXXXXX	4	
Delegation		3	
Achieving Results			
Production	XXXXXX	5	
Focus	XXXXXXXX	4	
Competition	X	4	
Communications			
Technical Literacy	XXXXXX	5	
Style Flexibility	XXXXXX	4	
Emotional Intelligence	XXXXX	5	
Social Intelligence	XXXXX	3	
Financial Acumen			
Return on Investment	XX	3	
Internal Rate of Return	X	3	
Performance Metrics	XX	3	
Balance Sheet			



Homework

Review your job ad and identify all the business and social skills necessary for the job.

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.

Job Qualifications Form

Name	
Class	
Date	
Job Title	
Technical Competency	
Industry (In what industry is this position?)	
List your top 3-5 skills for that job	1
	2
	3
	4
	5



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





Senior Scientist, Cancer Biology - Immune Oncology

3.6 ★ AbbVie • North Chicago, IL

Posted 3 days ago

Description

266
Reviews

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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 exciting 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
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Position will be hired based on level of experience



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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
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- 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



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

Strategic	Creating the Vision			Developing People			
	Innovative	Risk Management	Champion Energy	Collaboration	Enabling	Empathy	Support
	discovering and developing novel treatments new approach						
				proven track record of accomplishments to help lead research efforts			proven track record of accomplishments to help lead research efforts
	Independently conceive, execute and communicate novel multi-disciplinary research strategies		Independently conceive, execute and communicate novel multi-disciplinary research strategies				
	innovative infrastructure			Interact with cross-functional teams to establish productive collaborations			Interact with cross-functional teams to establish productive collaborations
	record of creativity			Ability to operate in a fast-paced multi-disciplinary environment interacting with diverse groups of experts within or outside of higher scientific discipline			Ability to operate in a fast-paced multi-disciplinary environment interacting with diverse groups of experts within or outside of higher scientific discipline
		Ability to prioritize and manage multiple research activities					
				Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance	Managing research associates	Managing research associates	Managing research associates
		can change the course quickly					
	Raises the bar and is never satisfied with the status quo		Raises the bar and is never satisfied with the status quo				
					Creates a learning environment		Creates a learning environment
				Embraces the ideas of others, nurtures innovation and manages innovation to reality	Embraces the ideas of others, nurtures innovation and manages innovation to reality		Embraces the ideas of others, nurtures innovation and manages innovation to reality



Mapping Operational Competencies

Execution				Achieving Results		
Structuring	Control	Tactical	Delegation	Production	Focus	Competition
						discovering and developing novel treatments new approach
proven track record of accomplishments to help lead research efforts	proven track record of accomplishments to help lead research efforts	proven track record of accomplishments to help lead research efforts	proven track record of accomplishments to help lead research efforts	highly motivated proven track record of accomplishments to help lead research efforts	highly motivated proven track record of accomplishments to help lead research efforts	
Independently conceive, execute and communicate novel multi-disciplinary research strategies Effectively lead efforts innovative infrastructure	Independently conceive, execute and communicate novel multi-disciplinary research strategies Effectively lead efforts innovative infrastructure	Independently conceive, execute and communicate novel multi-disciplinary research strategies		Independently conceive, execute and communicate novel multi-disciplinary research strategies Effectively lead efforts	Independently conceive, execute and communicate novel multi-disciplinary research strategies Effectively lead efforts	
				Develop compelling scientific presentations and reports	Develop compelling scientific presentations and reports	
				Ability to operate in a fast-paced multi-disciplinary environment	Ability to operate in a fast-paced multi-disciplinary environment	
Ability to prioritize and manage multiple research activities	Ability to prioritize and manage multiple research activities	Ability to prioritize and manage multiple research activities		Ability to prioritize and manage multiple research activities	Ability to prioritize and manage multiple research activities	
			managing research associates			
	can change the course quickly	can change the course quickly			Leans fast, 'grasps the essence'	
				Raises the bar and is never satisfied with the status quo	Raises the bar and is never satisfied with the status quo	Raises the bar and is never satisfied with the status quo
Embraces the ideas of others, nurtures innovation and manages innovation to reality		Embraces the ideas of others, nurtures innovation and manages innovation to reality		Embraces the ideas of others, nurtures innovation and manages innovation to reality	Embraces the ideas of others, nurtures innovation and manages innovation to reality	



Mapping Operational Competencies

Communications				Financial Acumen			
Technical Literacy	Style Flexibility	Emotional Intelligence	Social Intelligence	Return on Investment	Internal Rate of Return	Performance Metrics	Balance Sheet
Independently conceive, execute and communicate novel multi-disciplinary research strategies			Independently conceive, execute and communicate novel multi-disciplinary research strategies				
Interact with cross-functional teams to establish productive collaborations	Interact with cross-functional teams to establish productive collaborations	Interact with cross-functional teams to establish productive collaborations	Interact with cross-functional teams to establish productive collaborations				
Develop compelling scientific presentations and reports			Develop compelling scientific presentations and reports				
Interacting with diverse groups of experts within or outside of his/her scientific discipline	Interacting with diverse groups of experts within or outside of his/her scientific discipline	Interacting with diverse groups of experts within or outside of his/her scientific discipline	Interacting with diverse groups of experts within or outside of his/her scientific discipline				
Experience in communicating technical information to a broad scientific audience		Experience in communicating technical information to a broad scientific audience	Experience in communicating technical information to a broad scientific audience				
Managing research associates	Managing research associates	Managing research associates	Managing research associates				
Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance	Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance	Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance	Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance				
		Leads fast, groups that respond or change the course quickly					
				Raises the bar and is never satisfied with the status quo		Raises the bar and is never satisfied with the status quo	
Creates a learning environment	Creates a learning environment	Creates a learning environment open to suggestions and experimentation for improvement	Creates a learning environment				
	Embraces the ideas of others, nurtures innovation and manages innovation to reality	Embraces the ideas of others, nurtures innovation and manages innovation to reality	Embraces the ideas of others, nurtures innovation and manages innovation to reality			Embraces the ideas of others, nurtures innovation and manages innovation to reality	



Competency Mappings

The image shows a screenshot of a Microsoft Excel spreadsheet titled "SciPhD competency mapping.xls". The spreadsheet is a large grid with alternating yellow and grey shaded cells. The columns are organized into several groups, each with a header. The first group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The second group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The third group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The fourth group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The fifth group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The sixth group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The seventh group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The eighth group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The ninth group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The tenth group includes columns for "Competency", "Description", "Level", "Status", and "Notes". The spreadsheet is displayed in a window with a standard Windows interface, including a taskbar and a menu bar.



Mapping Job Posting to Business Competencies

Senior Scientist, Cancer Biology - Immune Oncology

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Business Competency Matrix

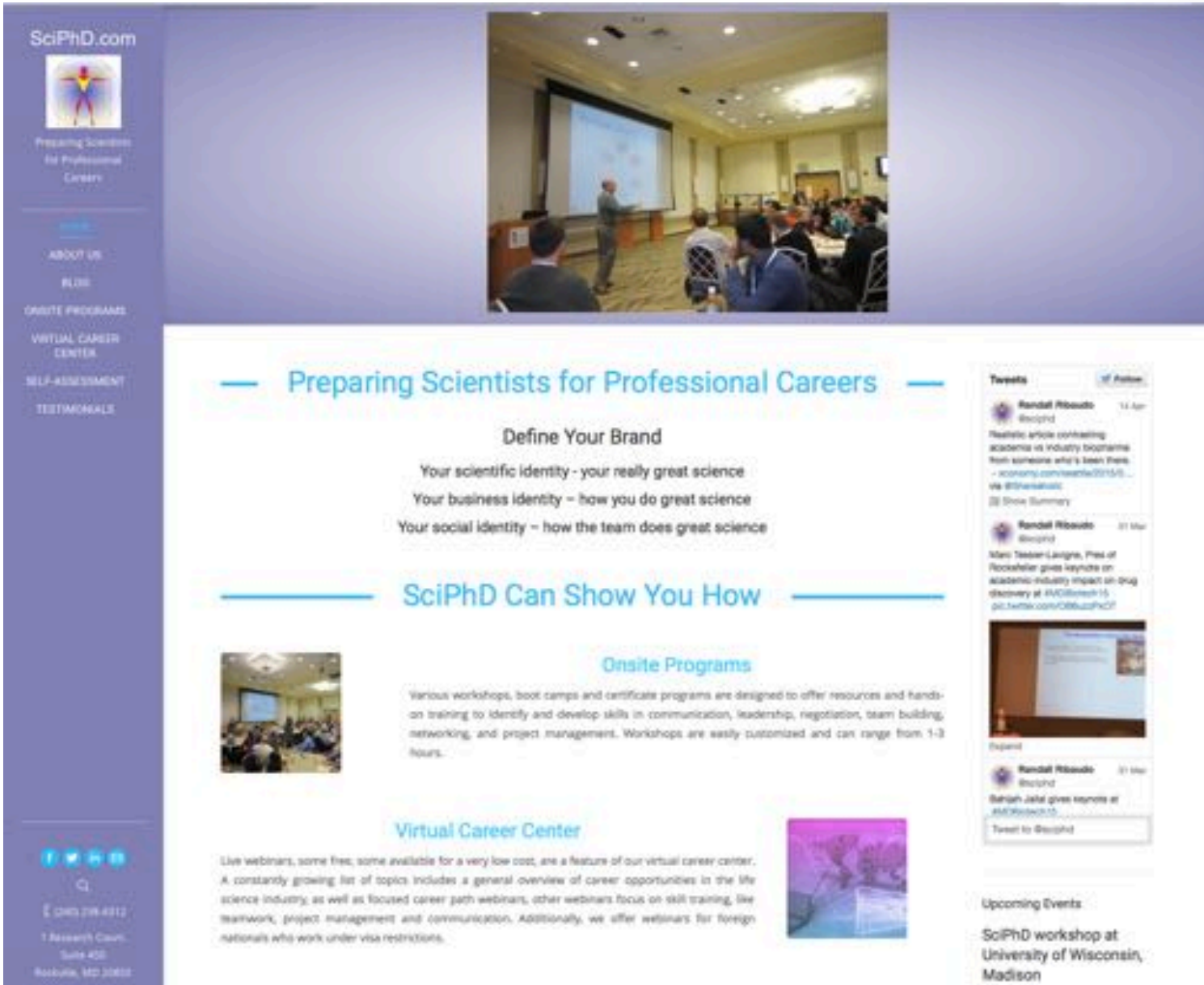
Company: Abbvie

Position: Senior Scientist, Cancer Biology

Competency	Job	Score	Experience Statements
Creating the Vision			
Strategic	X		
Innovative	XXXXXX		
Risk Management	XX		
Champion/Energy	XX		
Developing People			
Collaboration	XXXXXX		
Enabling	XXX		
Empathy	XX		
Rapport	XXXXXXXX		
Execution			
Structuring	XXXXXX		
Control	XXXXXX		
Tactical	XXXXX		
Delegation	XX		
Achieving Results			
Production	XXXXXXXXXX		
Focus	XXXXXXXXXX		
Competition	XXX		
Communications			
Technical Literacy	XXXXXXXXX		
Style Flexibility	XXXXXX		
Emotional Intelligence	XXXXXXXXXX		
Social Intelligence	XXXXXXXXXX		
Financial Acumen			
Return on Investment	X		
Internal Rate of Return			
Performance Metrics	XX		
Balance Sheet			



Self Assessment: www.sciphd.com



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Your business identity - how you do great science
Your social identity - how the team does great science

SciPhD Can Show You How

Onsite Programs

Various workshops, boot camps and certificate programs are designed to offer resources and hands-on training to identify and develop skills in communication, leadership, negotiation, team building, networking, and project management. Workshops are easily customized and can range from 1-3 hours.

Virtual Career Center

Live webinars, some free, some available for a very low cost, are a feature of our virtual career center. A constantly growing list of topics includes a general overview of career opportunities in the life science industry, as well as focused career path webinars, other webinars focus on skill training, like teamwork, project management and communication. Additionally, we offer webinars for foreign nationals who work under visa restrictions.

Upcoming Events

SciPhD workshop at University of Wisconsin, Madison

Tweets

Randal Riboudo @sciphd
Realistic advice contrasting academia vs industry bootcamps from someone who's been there...
- economy.com/news/2015/0...
via @TheAtlantic
Show Summary

Randal Riboudo @sciphd
Stem Ticker-Lindsay, Pres of Rockefeller gives keynote on academic-industry impact on drug discovery at #ACIBiosph 15
pic.twitter.com/08kLuzPhd?

Randal Riboudo @sciphd
Sahish Jaisl gives keynote at #ACIBiosph 15
Tweet to @sciphd

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
jbigl@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
- Tissue preparation
- Tissue culture
- Animal model development
- Respiratory inflammation models
- In vitro imaging
- Computational bioinformatics
- Immunoassays

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 2011 - Present
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.
- Adjunct Faculty** 2011
Ramapo Community College, NJ
Developed and taught "Principles of Biology"
- Graduate Assistant**, Mentor: Dr. Janice Bellances 2005 - 2011
Salk Institute, Jefferson University, Philadelphia, PA
Development of animal models and molecular techniques, and pharmacodynamics profiling resulting in 3 peer-reviewed publications
- Medical Education Consultant**, Mentor: Dr. David Germalny 2003 - 2005
Developed project management skills resulting in successful coordination of multiple simultaneous projects

Clinical Biostatistician Intern 2001

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 2014

New York University, New York, NY

- **Focus:** the core business competencies necessary for the transition from academia to industry.

From Idea to IPO: Technology Venture Course 2011

New York Academy of Sciences, New York, NY

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

Research Commercialization Introductory Course 2010

National Council of Entrepreneurial Tech Transfer, Washington, DC

- **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 an 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

- Deletion of Mdl leads to secondary immunosuppression with impaired shelf elevation. Bernice A*, Biglow J*, Bandine Walt A, Chao M, Gearmal N, Cjan V, Jelong J. *BMC Developmental Biology*, 2014.
*Co-first authors
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Validate Experiences

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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**.

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Guide to Résumés & Curricula Vitae



DISCLAIMER

This guide is to be used as a general overview and cannot take each reader's own unique experiences into account. It is intended to be used as a starting point for more in-depth discussions with mentors, career counselors, and others in your network. Please bear in mind that, in actuality, there are very few rules and many different opinions regarding CVs and résumés.

https://www.training.nih.gov/assets/Guide_to_Resumes_&_Curricula_Vitae.pdf



Organization matters!



Source: TheLadders



Original Resume

James Biglow, Ph.D.

1429 Terrace View
Chester Springs, PA, 19425
(732) 763-4190

NYU College of Dentistry
345 East 24th Street
New York, NY 10010
jbigl@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

SciPhD, New York, NY, The Business of Science for Scientists, 2014

- **Focus:** the core business competencies necessary for the transition from academia to industry

New York Academy of Sciences, New York, NY, From Idea to IPO: Technology Venture Course, 2011

- **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 **Byrge**

2011 - Present

- **Experience:** I designed and implemented scientific research relevant to human craniofacial development. While implementing these experiments, I became fully proficient at mouse genetics and colony management. Also, I vastly improved my technical skill set to include **qPCR**, electron scanning microscopy, in-situ hybridization, laser capture micro-dissection, chromatin 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 **Bellanca**

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 **Giernally**

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

- Deletion of Mdl leads to secondary immunosuppression with impaired shelf elevation. Bernice A*, **Biglow J***, Bandine Walt A, Chao M, **Giernally N**, **Cian V**, **Jelton J**. *BMC Developmental Biology*, 2014.
*Co-first authors
- Developmental defect of D12^{-/-} mutant mice is caused by lack of vertical outgrowth in the posterior spur. **Bandine W**, **Biglow J**, Chao M, Bens L, **Wesmith H**, **Huntstein RK**. *Developmental Dynamics*, 2012.
Kates has a non-essential role in **acentrosomal** suppression assembly in **helminth** oocytes.
- **Biglow J**, McKnight BS. *Journal of Cell Science* 2011.
- **Misregulation** of the **kinesin**-like protein **Subito** induces meiotic spindle formation in the absence of chromosomes and centrosomes. **Pain LB**, **Graham W**, **Strober WS**, **Biglow J**, **McKim KS**. *Genetics*, 2007.
- **Kinesin** 6 family member **Subito** participates in mitotic spindle assembly and interacts with mitotic regulators. **Biglow J**, **Pain JB**, **Eldin C**, **Stahl B**, **Graham W**, **McKnight LS**. *Journal of Cell Science*, 2006.

Awards & Memberships

- | | |
|---|-------------|
| • New York Academy of Sciences | 2009 - 2014 |
| • NYU Research Day Award | 2013 |
| • American Society of Human Genetics (ASHG) | 2010 - 2011 |
| • Busch Fellowship | 2009 - 2010 |
| • Koif - Lindreit Fellowship | 2008 - 2009 |

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
jbigl@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
- Tissue preparation
- Tissue culture
- Animal model development
- Respiratory inflammation models
- In vitro imaging
- Computational bioinformatics
- Immunoassays

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 2011 - Present
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.
- Adjunct Faculty** 2011
Ramapo Community College, NJ
Developed and taught "Principles of Biology"
- Graduate Assistant**, Mentor: Dr. Janice Bellances 2005 - 2011
Salk Institute, Jefferson University, Philadelphia, PA
Development of animal models and molecular techniques, and pharmacodynamics profiling resulting in 3 peer-reviewed publications
- Medical Education Consultant**, Mentor: Dr. David Germalny 2003 - 2005
Developed project management skills resulting in successful coordination of multiple simultaneous projects

Clinical Biostatistician Intern 2001

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 2014

New York University, New York, NY
• **Focus:** the core business competencies necessary for the transition from academia to industry.

From Idea to IPO: Technology Venture Course 2011

New York Academy of Sciences, New York, NY
Focus: the development of intellectual property into a marketable product

Research Commercialization Introductory Course 2010

National Council of Entrepreneurial Tech Transfer, Washington, DC
• **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 an 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

- Deletion of Mdl leads to secondary immunosuppression with impaired shelf elevation. Bernice A*, Biglow J*, Bandine Walt A, Chao M, Gearmal N, Cjan V, Jelong J. *BMC Developmental Biology*, 2014.
*Co-first authors
- Developmental defect of D1/2-/- mutant mice is caused by lack of vertical outgrowth in the posterior spur. Bandine W, Biglow J, Chao M, Bens L, Wesmith H, Hunstein RK. *Developmental Dynamics*, 2012.
- Rantes has a non-essential role in acentrosomal suppression assembly in *Aedes triseriatus* oocytes. Biglow J, McKnight BS. *Journal of Cell Science* 2011.

Cover Letters View 1: “Applying For...”

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



Cover Letters View 2: “My Introduction”

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 jbig5@nyu.edu. I have enclosed my resume for your review. I look forward to hearing from you.

Sincerely,
James Biglow, PhD



Networking: Local Organizations

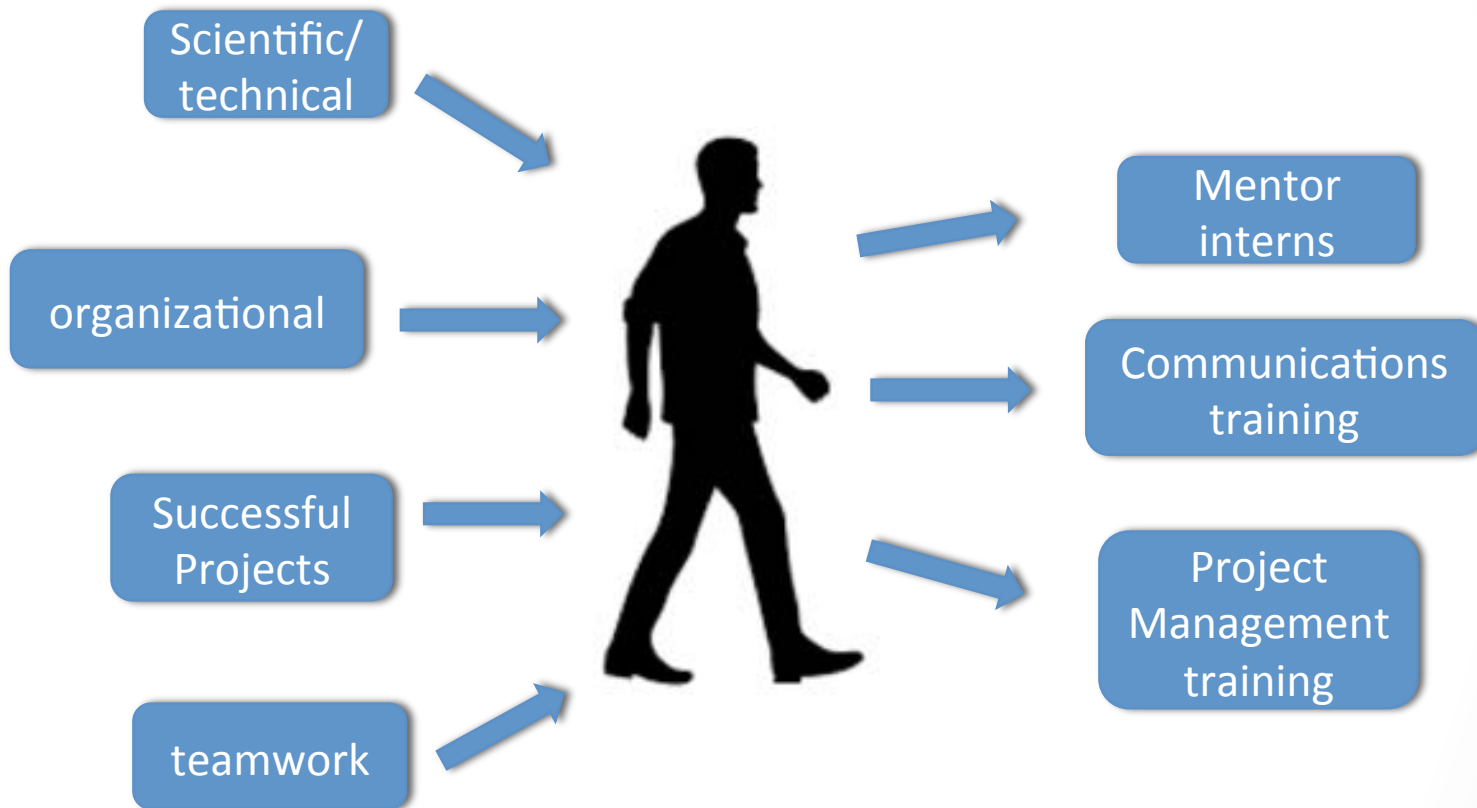


Local Groups

The image shows a screenshot of the website for the Office of Graduate and Postdoctoral Studies at the University of Louisville School of Medicine. The website has a red header with the university logo and navigation links for ACADEMICS, RESEARCH, PATIENT CARE, and OUTREACH. Below the header, the main title is "Office of Graduate and Postdoctoral Studies" with social media icons for Facebook, Twitter, and Google+. A navigation menu includes HOME, ABOUT US, CURRENT POSTDOCS, FOR FACULTY, GRADUATE STUDENTS, and PROSPECTIVE POSTDOCS. The main content area features a large red banner with the text "We appreciate and support the contributions of our postdocs". Below the banner are two images: one of a "Post Doc Appreciation Day" event with a "Welcome Postdocs" sign and a photo of a smiling woman, and another of a large group of people sitting at long tables in a dining hall, eating and talking.



What about your critical skills?



Strategic Action Plan form

Name: <i>Just Hatched PHD</i> (SAMPLE) <u>My Career Preparation Plan for 2015</u>			
Career Objectives: Upon completion of my <u>_PHD_</u> in the field of <u>_immunology_</u> at <u>_Unv Mich_</u> , I plan to compete for a career position in <u>_Pharma_</u> for positions to include: <ol style="list-style-type: none"> 1. <i>Scientist II</i> 2. <i>Application Scientist</i> 3. Analysis of my skills to compete for these jobs have identified the following areas in which to pursue training/development:			
Skill Objectives/Requirements	Actions – assignments, formal classes, etc...	Resources – Where to obtain etc...	Time Frame – expected time to complete action with dates
<i>Communications</i>	<i>Present in our <u>weekly Lab</u> meetings and to foundations who support our lab</i>	<i>See Lab Chief</i>	<i>Starting June 2015 until graduation</i>
<i>Personal Flexibility in Communications</i>	<i>Take MBTI</i>		
<i>Developing People: enabling</i>	<i>Train new tech in immunologic assays used n the lab</i>		
<i>Financial Literacy</i>	<i>Take course in "Finance for Non-finance Managers"</i>	<i>MOOC</i>	<i>By end of 2015</i>
<i>Project management</i>	<i>Take Project Management for Scientists, and then apply to current research project.</i>		



What do you do now???



Over-qualified / Under-experienced

When and why is a PhD not enough?
How much experience do I need and what kind?
Why and how is science in academia different from industry?
What particular skills is industry interested in and how do I get them?



Prior Industry Experience

Do companies really require prior industry experience?
How can you get a job without prior industry experience?
What are the parallels between academia and industry experience?
How do you analyze a job ad for required skills?



Job Security

Why do people lose their job?
How can you avoid losing your job?
How can you demonstrate your value to a company?



Culture Shock

What is culture shock?
What are similarities between academia and industry?
What are differences?
How to prepare for the different cultures?



Time Flexibility

What are the differences in time flexibility between academia and industry?
Why is academia so much more flexible?
Why is industry less flexible?
How is work-life balance in industry?



Can't Go Back

Is it true that once you leave academia, you can't go back?
What are the things that will stand in the way of a return?
What are the advantages of going to industry?
If people come back to academia, what positions do they get?



Visa Issues

What are the options to study or work in the US?
What does it take to get a visa?
What are the differences among visa categories?
Where do I get more information?
How do I improve my chances to get a work visa?

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Webinars: Job search

- + Career Opportunities
- + Resume Preparation
- + Job Interviews
- + Working in the US with visa restrictions

Webinars: Adding Skills

- + Transferable Skills: Teamwork
- + Transferable Skills: Project Management
- + Transferable Skills: Communication

Webinars: Career Paths

- + Career Path Focus: R&D
- + Career Path Focus: Project Management
- + Career Path Focus: Regulatory Affairs
- + Career Path Focus: Clinical Affairs

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Thank You



... keep on rowing!!!

Questions & Feedback

info@sciphd.com

