



Preparing for Professional Careers



March 10, 2017

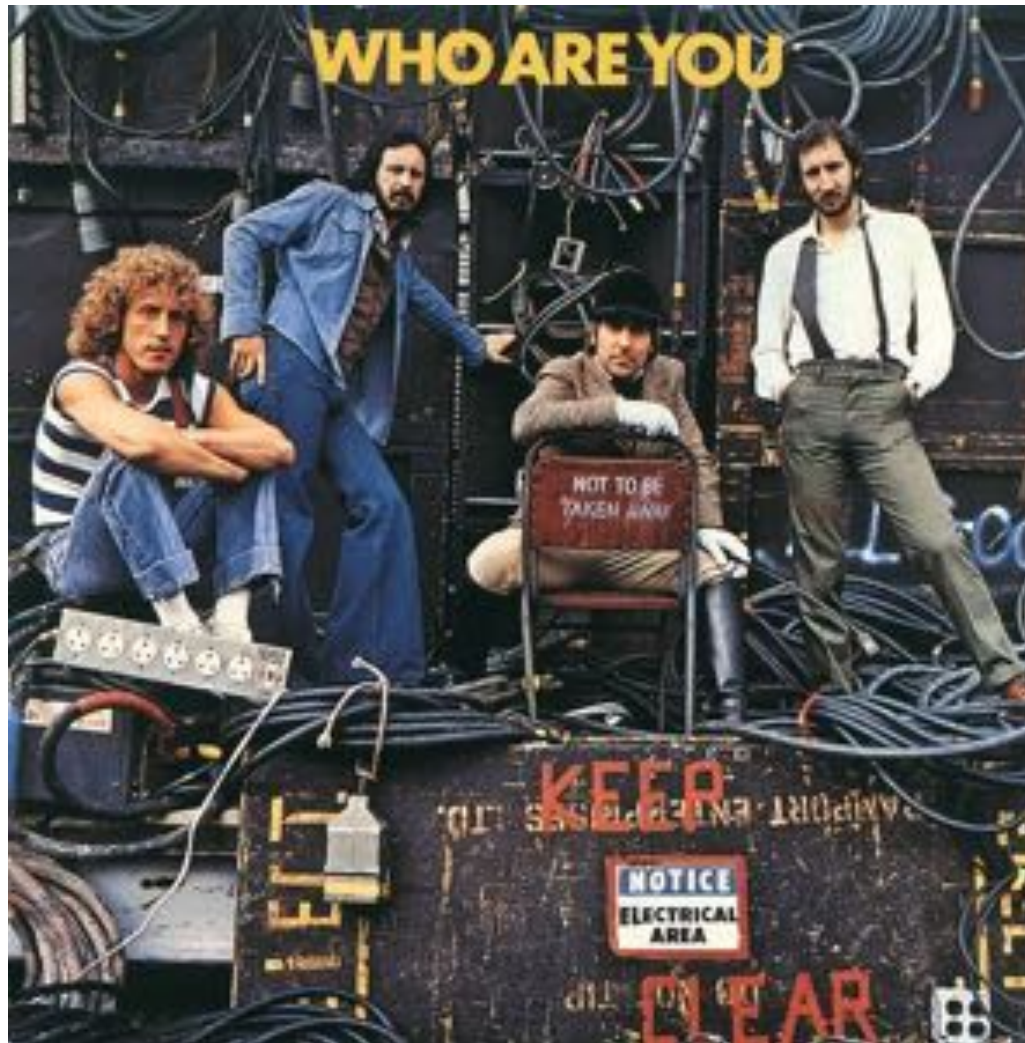
Randall Ribaud, PhD

Human Workflows, LLC

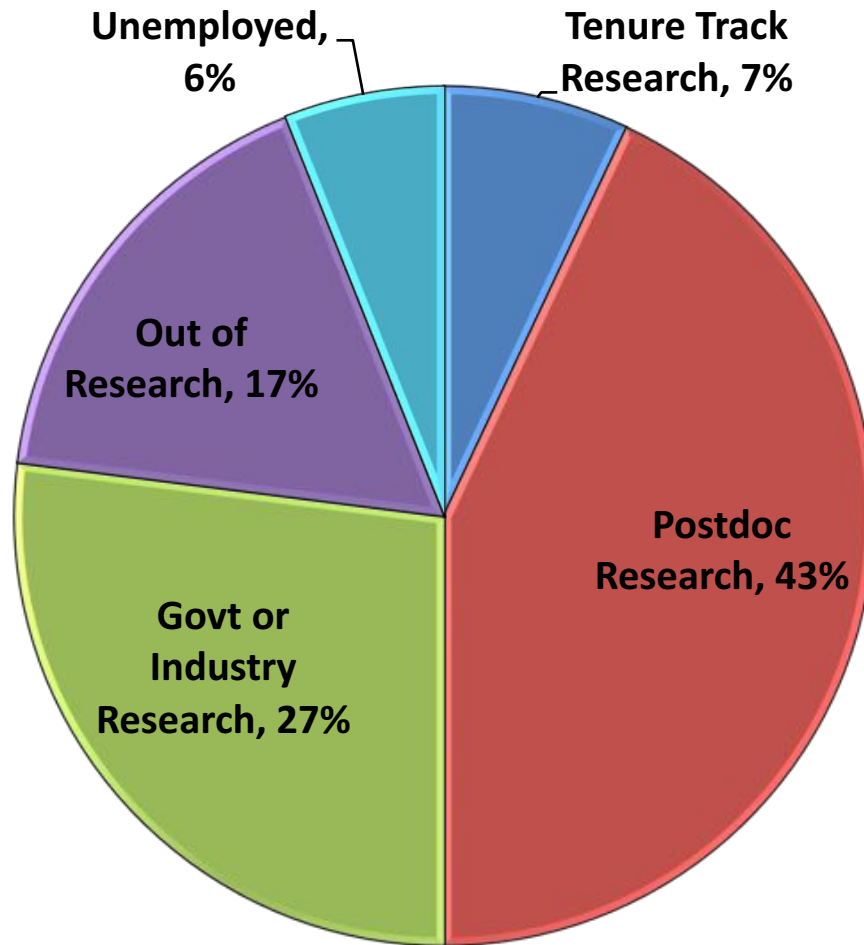
Co-founder, SciPhD.com



Who Do We Have Here?



Employment of Young Biomedical PhD's



Where Can I Work?

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



What Can I Be with a PhD?

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

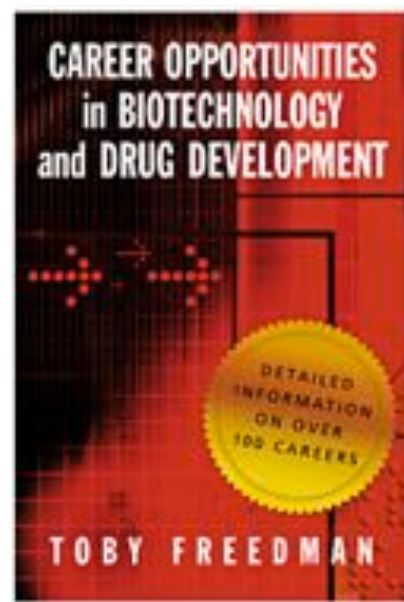
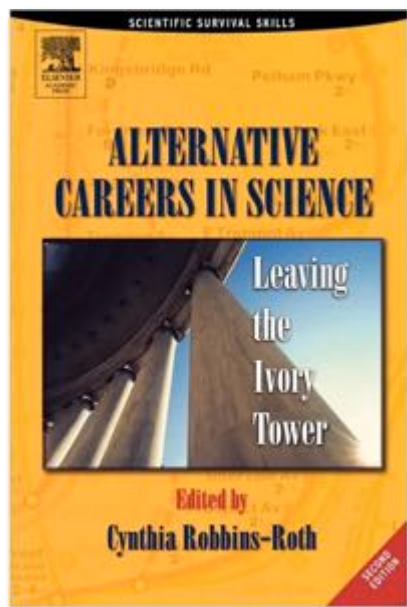
- Business Development
- Venture Capital & Banking
- Technology Transfer & Patenting
- Equity Analyst
- Executive Leadership

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 New York Academy of Sciences
Building communities, advancing science since 1817

Login | Not a member? Join now!

My Profile
e-Alerts


Events | Publications | **Programs** | Awards | Member Center | About Us | Donate

Career Path Videos




From Scientist to Outreach Director

Many scientists struggle with how to share their work with a wider audience, but Cesar Berrios-Otero found that his passion for science was equal to his love of outreach.




From Scientist to Venture Capital Investor

How does a bright young scientist become an entrepreneur and venture capital investor? Learn how Jorge M. Torres used his scientific background to help launch a career as a venture capital investor.




From the PhD to Medical Science Liaison

Interested in working as a Medical Science Liaison (MSL)? Dr. Arati Sadalge Kreibich discusses her work as an MSL and provides advice on how you can transition from the bench and into MSL positions.




From the PhD to Entrepreneur

Interested in starting your own company? Listen to Dr. Joshua Spodek discusses his exciting path from a PhD in physics to a career as entrepreneur.



From the PhD to the U.N. Security Council, 1540 Committee

Interested in working in science and international policy? Dr. Dana Perkins discusses her extensive career in government and provides advice on how you can transition from the bench and into the exciting world of policy.



From the PhD to Science Education and Research

Interested in promoting the next generation of researchers through innovative education initiatives? Dr. Oscar Pineda-Catalan, Manager of the American Museum of Natural History's Science Research Mentoring Program, discusses the importance of engaging youth in science education and how to develop skills to be an effective educator and mentor that can help young professionals to develop alternative careers in science.

Topics

Close

Browse NYAS.org for information in your field of interest.

- Life Sciences & Biomedical Research
- Physical Sciences & Engineering
- Environmental Sciences & Sustainability
- Social Sciences
- Science, Society & Culture
- Career Development
- Science Education
- Nutrition Science



Best Job in America



Job Title: Data Scientist

Median Base Salary: \$110,000

Job Score: 4.8/5.0

Job Satisfaction : 4.4/5.0

Job Openings: 4,184



This report ranks jobs according to each job's Glassdoor Job Score, determined by combining three factors: number of job openings, salary, and overall job satisfaction rating.

Source: [glassdoor.com](https://www.glassdoor.com)

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Highest Paying Job in America



#4 Job Title: Medical Science Liaison

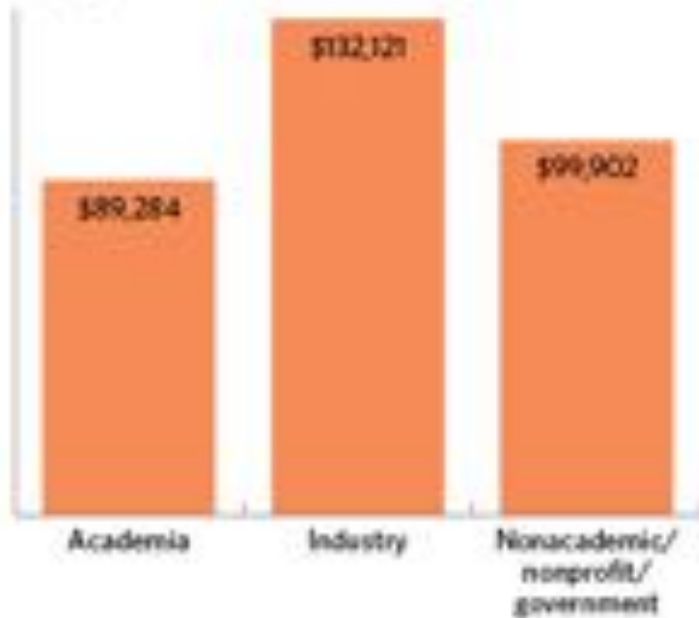
Median Base Salary: \$132,842

Job Openings: 391

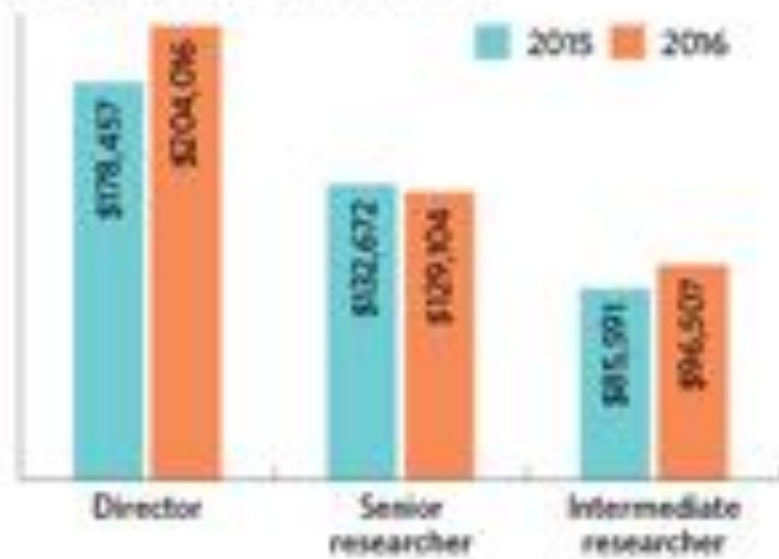


Average Salaries

Average US salaries by sector




Average industry salaries in the U.S.




Source: The Scientist Nov 1, 2016




myIDP: Self Assessment



LOG ON | CONTACT US | ABOUT myIDP | ABOUT Science Careers





You have put a lot of time and effort into pursuing your PhD degree. Now it's time to focus on how to leverage your expertise into a satisfying and productive career. An individual development plan (IDP) helps you explore career possibilities and set goals to follow the career path that fits you best.

myIDP provides:

- Exercises to help you examine your skills, interests, and values
- A list of 20 scientific career paths with a prediction of which ones best fit your skills and interests
- A tool for setting strategic goals for the coming year, with optional reminders to keep you on track
- Articles and resources to guide you through the process

There is no charge to use this site and we encourage you to return as often as you wish. To learn more about the value of IDPs for scientists, read the first article in our myIDP series.

Click below to get started.


[First Time Here?](#)

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Authored by:
Cynthia N. Fuhrmann, Ph.D. (UCSF) Jennifer A. Hobin, Ph.D. (FASEB)
Bill Lindstaedt, M.S. (UCSF) Philip S. Clifford, Ph.D. (MCW)


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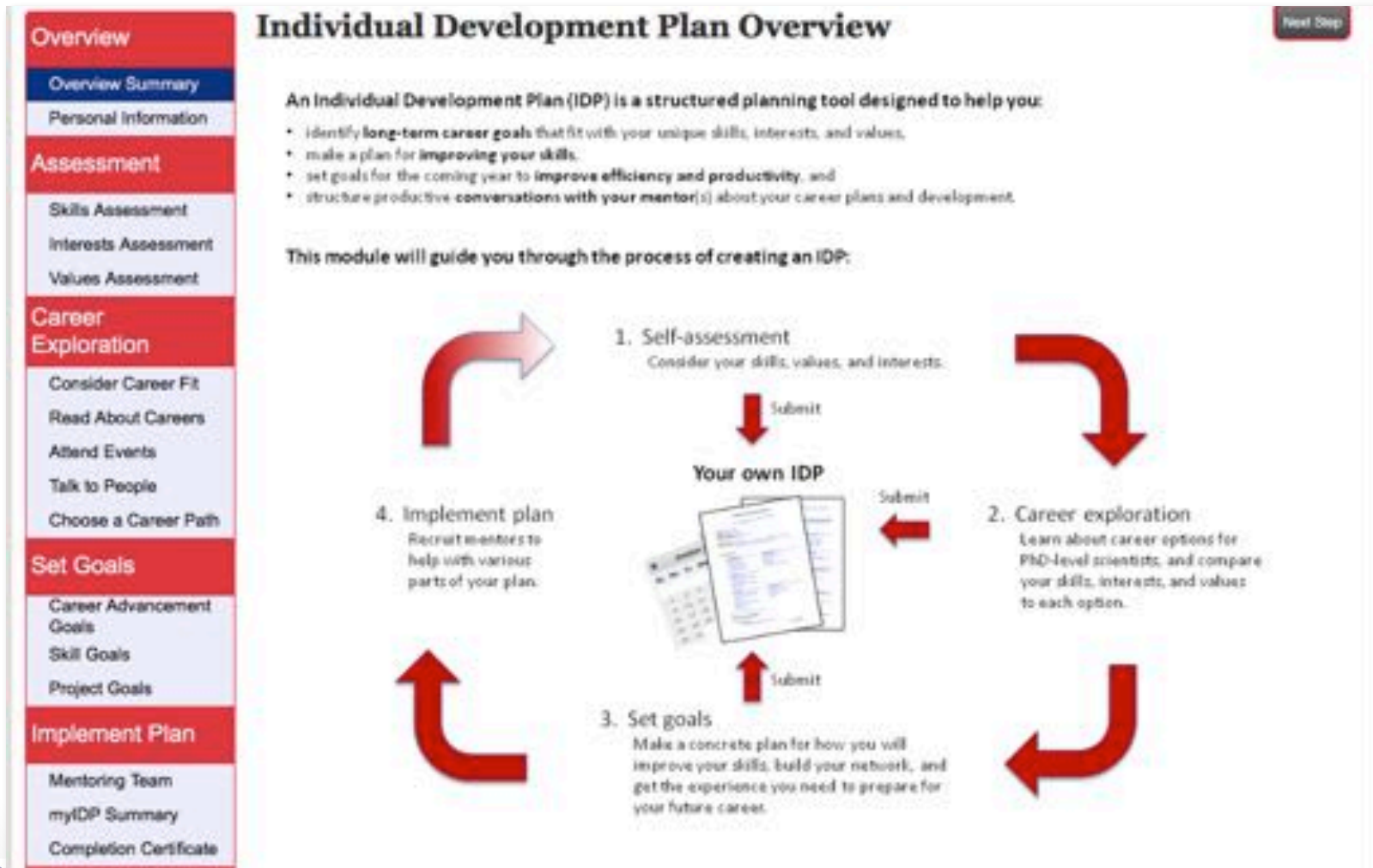
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WELLCOME
FUND** 

UCSF
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San Francisco


**MEDICAL
COLLEGE
OF WISCONSIN**

 **FASEB**
Federation of American Societies for Experimental Biology

myIDP:



Class Activity: What About Leaving Academia?

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 interface for a group named "PhD Careers Outside of Academia". The main discussion is titled "How to Survive the 'Overqualified, but under experienced' curse?" and is posted by a user named "Folke Pål". The post text reads: "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?" and "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." The post is dated March 14, 2010. Below the post, it says "You, Dr. Alex Krizan (PhD), Dong Liu, Ph.D. and 76 others like this" and "376 comments", with the latter circled in red. A button "Show previous comments" is visible. On the right, the "Latest Updates" section shows interactions: "Li Tai Fang likes this discussion by Stefan Tsai", "James Miller commented in the group", and "James Miller likes this discussion by James Miller".

LinkedIn Account Type: Basic

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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?

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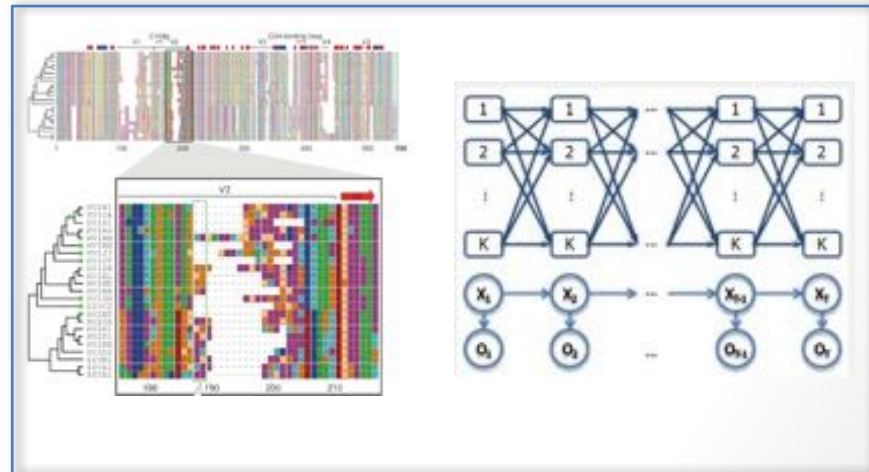
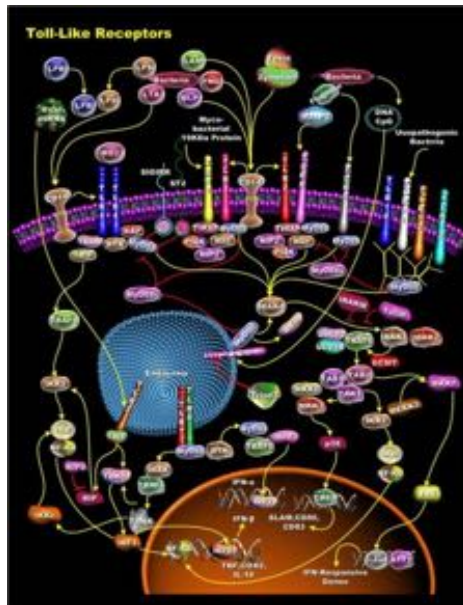
The “Science of Science”...

...and the “Business of Science”



What is the “Science of Science”?

- What drives your science?
 - Knowledge
 - Solving a problem
 - Understanding mechanisms



How do we do our Science?

- 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)

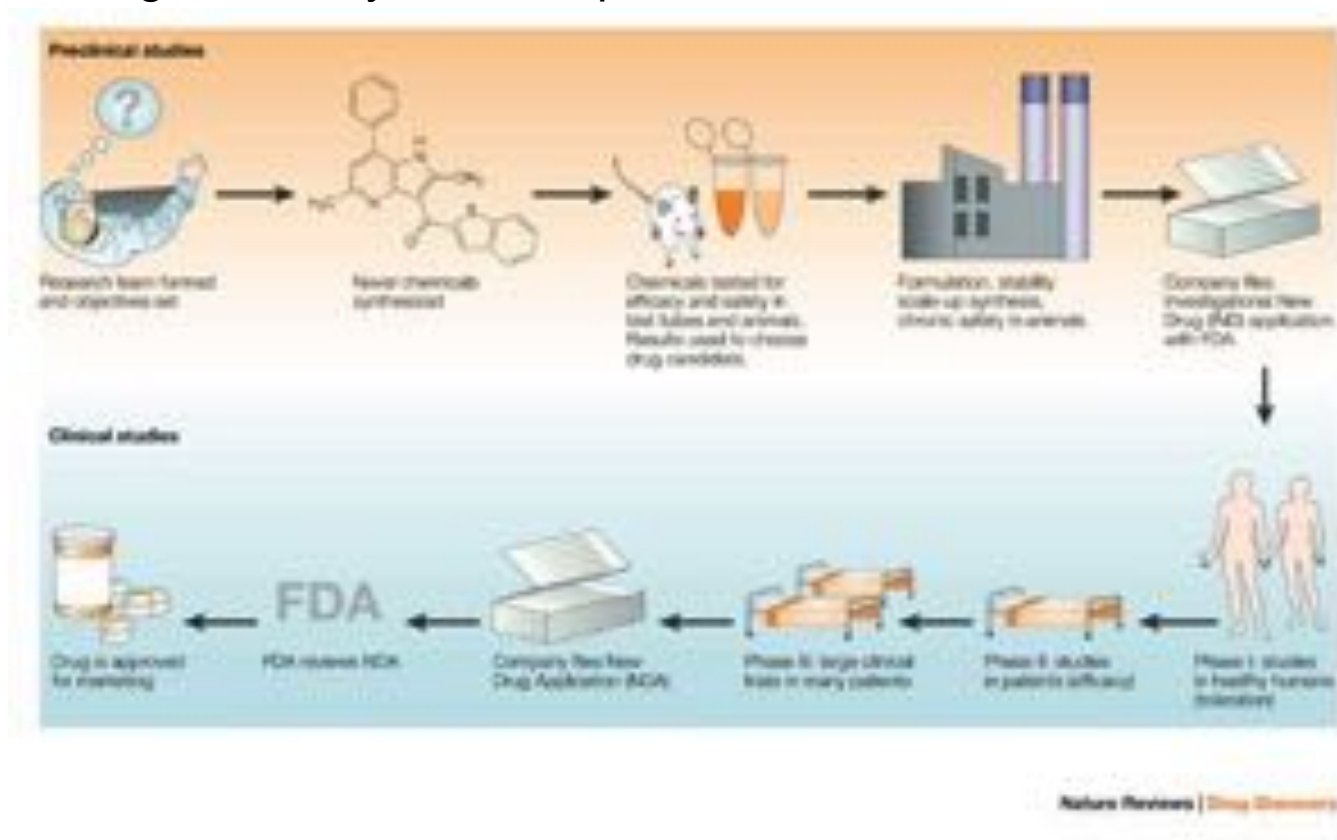
- ◆ By definition, a Business must make a profit. The tax code requires a profit status. Investors require a profit status.
- ◆ A business must constantly compete globally and improve its products and services as well as productivity standards: revenue per employee, return on capital deployed, new drug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

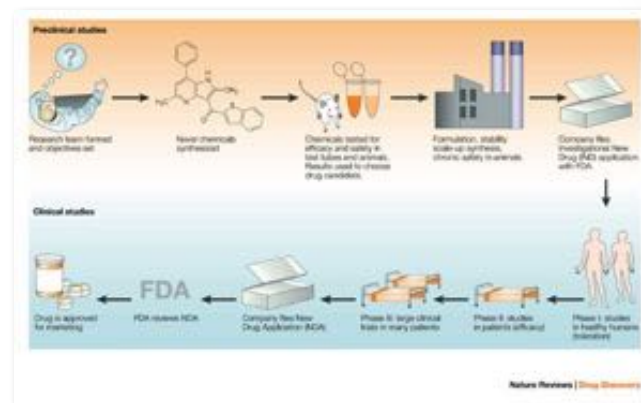


\$800 Million - \$ 1 Billion



“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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Teamwork is essential to success!!

...and therefore requires additional skills



What are the Critical Skills?



Homework

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



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

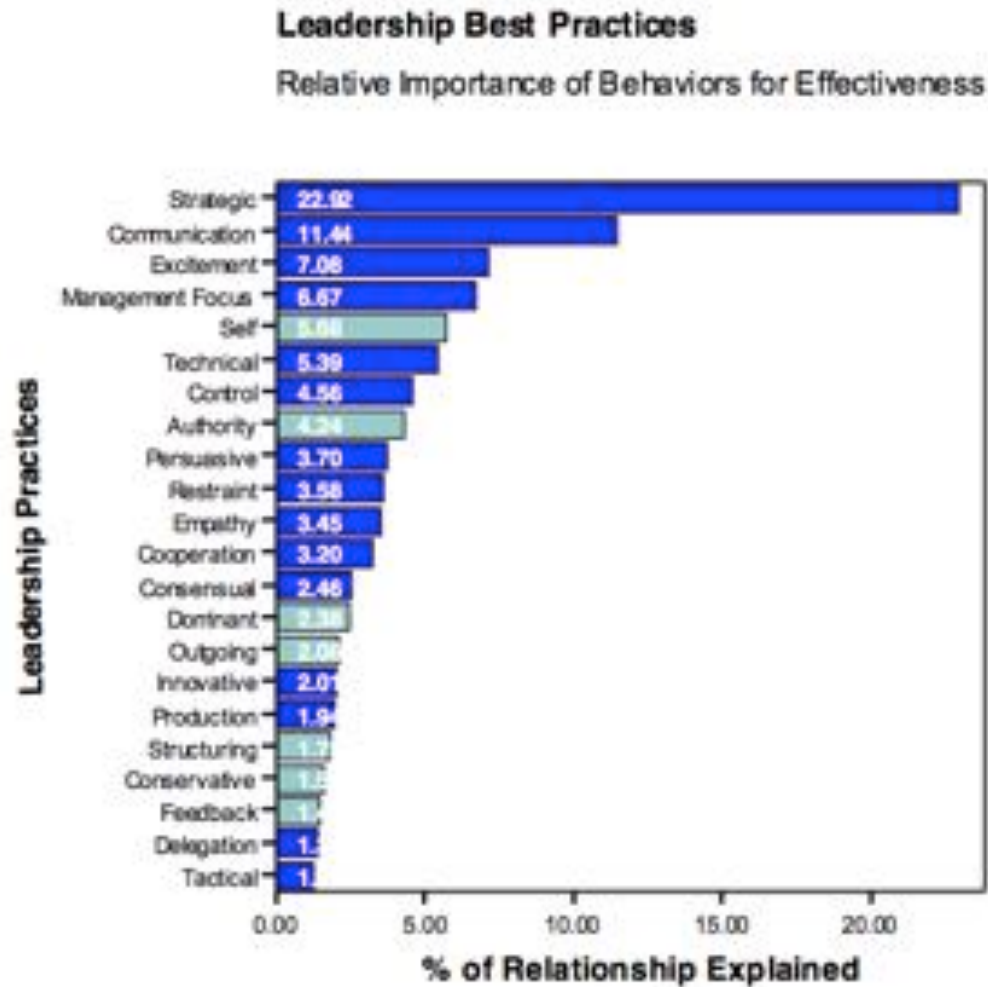
(Source: Management Research Group[®])

- 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 (*what* you do)
- Business Identity (*how* you do it)
- Social Identity (how you *interact with others*)



My Scientific Identity

- Formal training
- Publications
- References
- Ability to discuss relevant scientific areas



My Business Identity

- Lead a group
- Develop novel technologies
- Independently plan, design and execute
- Ability to work independently with minimal day-to-day supervision
- Develop creative solutions
- Problem solving



My Social Identity

- Manage internal and external collaborations
- Management skills
- Be passionate
- Communications
- Work with a team of scientists
- Project team participation
- Take a lead role
- Ability to work well in a cross-functional team-oriented environment



Social Identity Matters!



Hire For Attitude

36 comments, 2 called-out + Comment now

Subscribe to my updates at
[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](#).

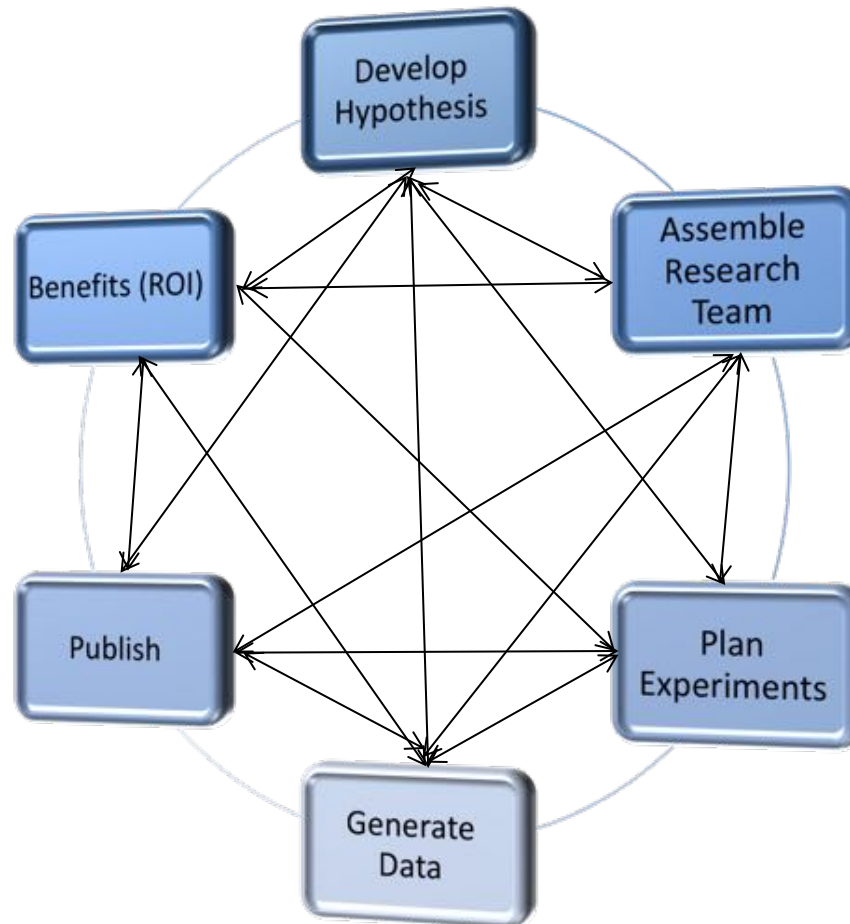


Mark Murphy

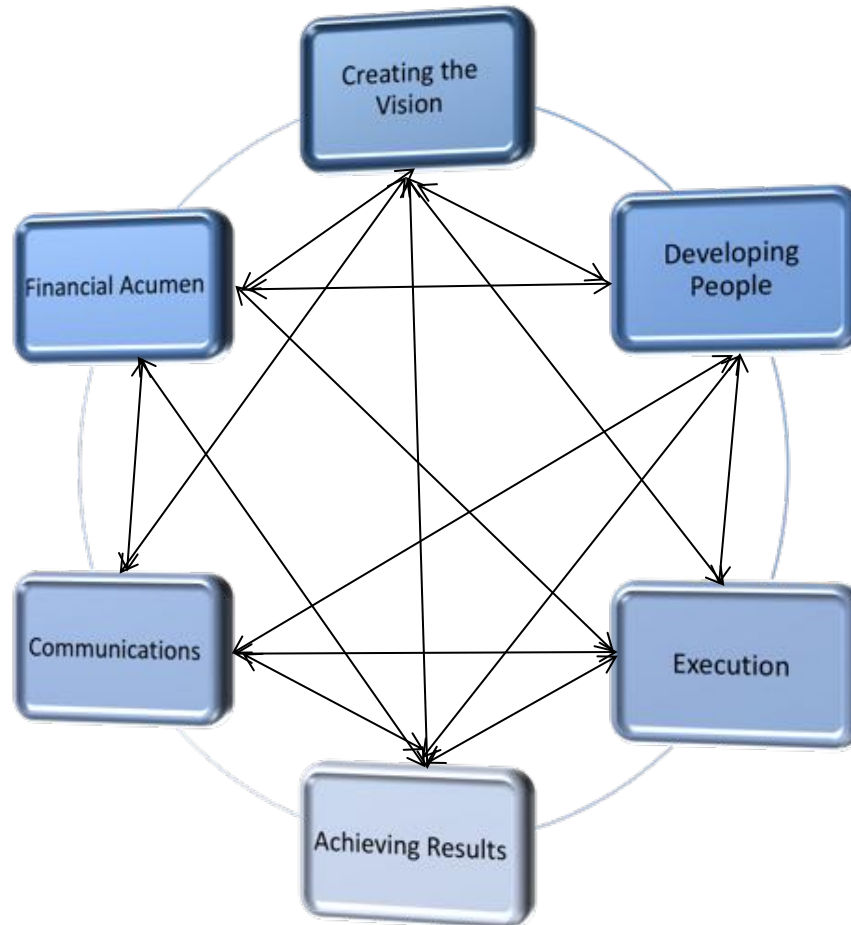
Why do so many fail within the first 18 months of taking a job? When our research tracked 20,000 new hires, **46% of them failed within 18 months.** But even more surprising than the failure rate, was that when new hires failed, **89% of the time it was for attitudinal reasons and only 11% of the time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



SciPhD 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

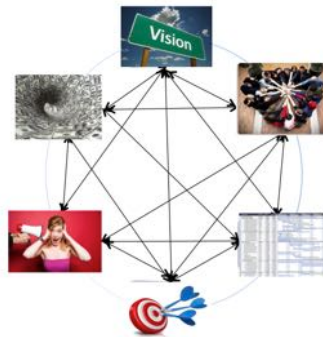
- ☐ Production
- ☐ Focus
- ☐ Competition

☐ Communications

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

☐ Financial Acumen

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



SciPhD Job Ontology

☐ Creating the Vision

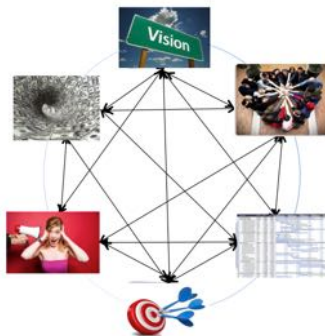
- ☐ Executive Leadership (C-level)
- ☐ Vice President
- ☐ Director
- ☐ Business Development
- ☐ Clinical Research
- ☐ Clinical Development
- ☐ Medical Affairs

☐ Developing People

- ☐ Team Leader
- ☐ Technical Training
- ☐ Business Training
- ☐ Relationship Training
- ☐ Recruiting

☐ Execution

- ☐ Project Management
- ☐ Quality Assurance/Control
- ☐ Requirements Gathering
- ☐ Technician
- ☐ Consultant



☐ Achieving Results

- ☐ Scientist
- ☐ Manufacturing
- ☐ Business Research Analyst
- ☐ Requirements Gathering
- ☐ Regulatory Affairs
- ☐ Data Analyst
- ☐ Consultant

☐ Communications

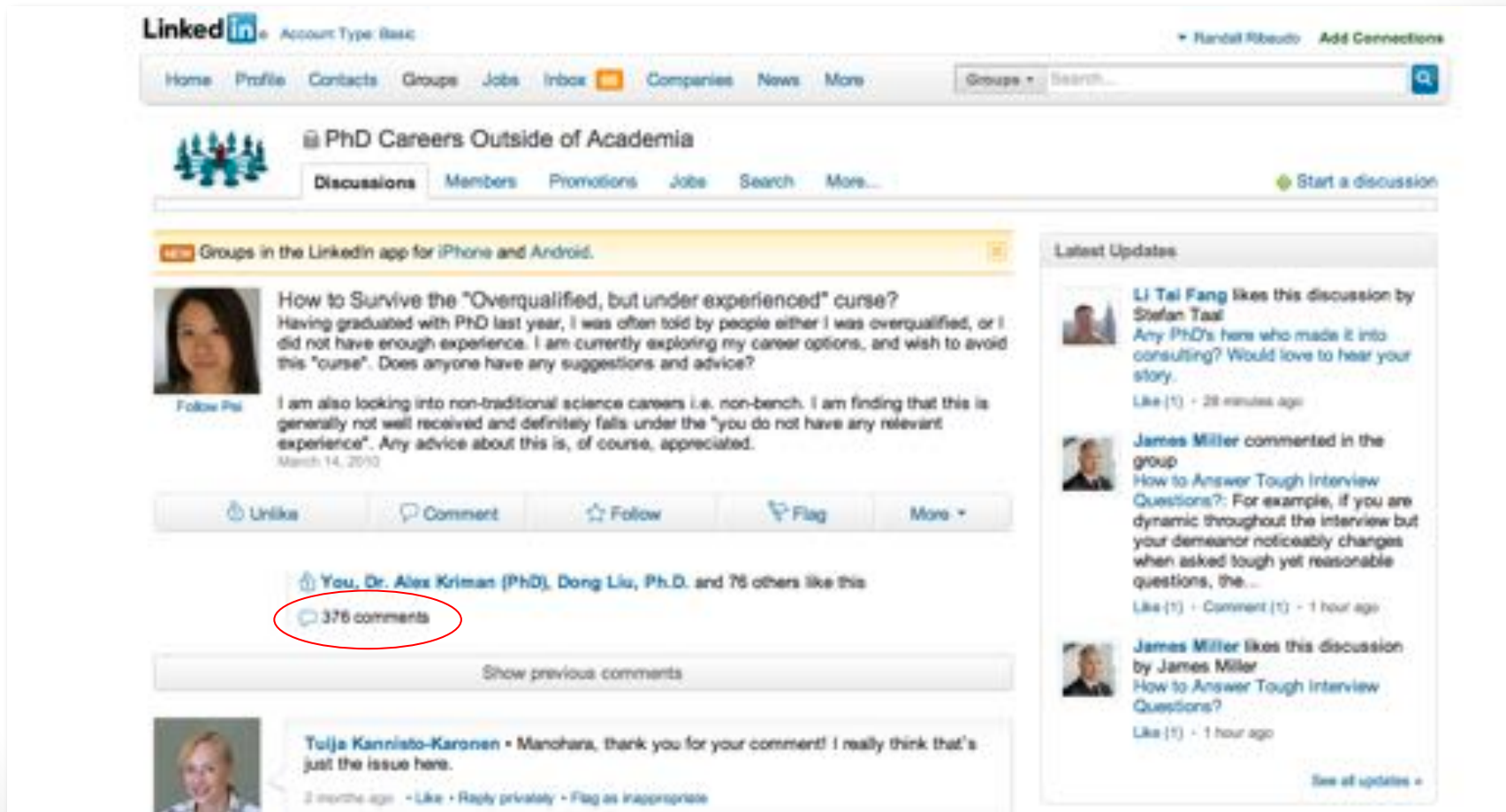
- ☐ Sales
- ☐ Applications Specialist
- ☐ Technical Support
- ☐ Product Support
- ☐ Client Management
- ☐ Marketing
- ☐ Medical Science Liaison/Science Writing
- ☐ Corporate Communications

☐ Financial Acumen

- ☐ Venture Capital
- ☐ Intellectual Property
- ☐ Technology Transfer
- ☐ Legal, General Counsel
- ☐ Patent Examiner, Patent Law



Myth: “Over-qualified and Under-experienced” Curse (the industry conundrum)



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?" and was posted by Fokke Pei on March 14, 2010. The post describes the difficulty of finding non-traditional science careers after a PhD. The post has 376 comments, which is circled in red. Below the post, there is a "Show previous comments" button and a comment from Tuija Kannisto-Karonen. On the right side, there is a "Latest Updates" section showing recent activity in the group.

LinkedIn Account Type: Basic

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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.

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March 14, 2010

Follow Pei

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 • Manchana, 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 Tsai
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

Truth: “Best-qualified with Relevant-experience” (the industry conundrum)

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James Miller likes this discussion by James Miller
How to Answer Tough Interview Questions?
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Job Example: Senior Scientist, Antibody Engineering

Job Description

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

Desired Skills & Experience

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



Answer this question...

Experience Statement

☐ 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



Answer this question...

“develop innovative solutions...”

Experience Statement

We were studying how individual proteins assemble to make a functional complex. We ran into obstacles in getting the newly synthesized proteins to fold properly. So we used our network to connect with a protein folding expert (no expertise in our area of immunology), who gave us great insight that resulted in our finally getting functional complexes that then led to important understandings of how the immune system recognizes viruses and cancer cells. This was a demonstration of how the whole is greater than the sum of the parts. We gave credit to our source, which then led to further productive collaborations.

☐ 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



Business Competency Matrix



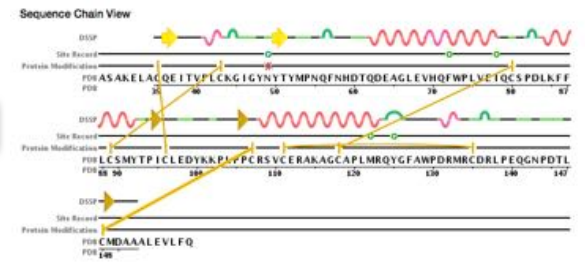
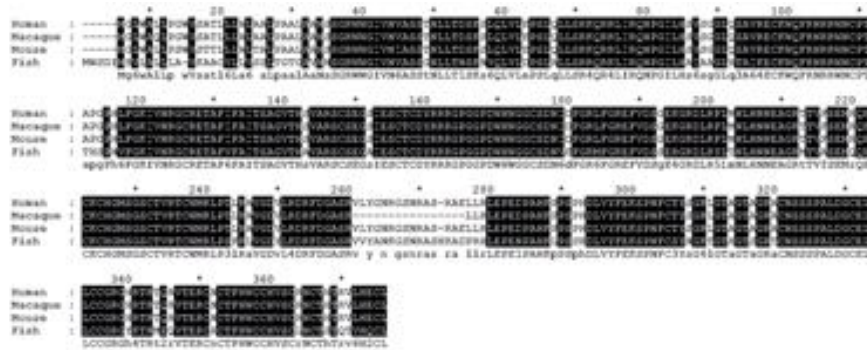
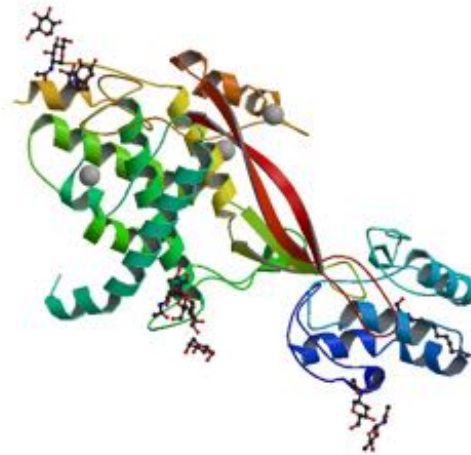
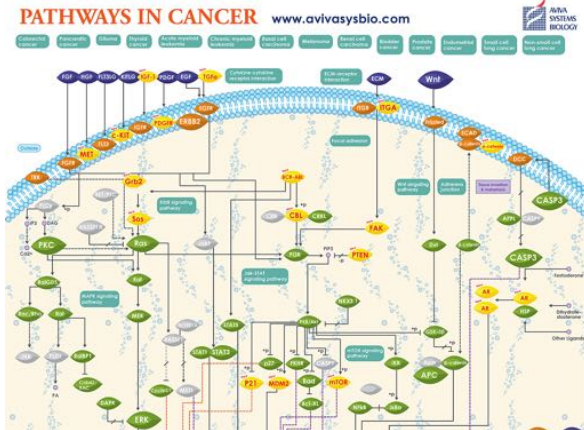
SciPhD Business Competency Matrix

My SciPhD Competency Profile

SciPhD Competencies	My Experiences	Notes
Creating the Vision		
Strategic		
Innovative	X	
Risk Management	X	
Champion/Energy		
Developing People		
Collaboration	X	
Enabling		
Empathy		
Rapport	X	
Execution		
Structuring	X	
Control	X	
Tactical		
Delegation		
Achieving Results		
Production		
Focus	X	
Competition		
Communications		
Technical Literacy	X	
Style Flexibility		
Emotional Intelligence		
Social Intelligence		
Financial Acumen		
Return on Investment		
Internal Rate of Return		
Performance Metrics		



The Language of Science



The Language of Business



RESEARCH & INNOVATION - FOCUS AREAS

ASPIRING TO IMPACT PATIENT CARE

We discover and develop new drugs in several therapeutic areas where we believe we can make a significant impact on the disease and its management.



PROVEN EXPERTISE

Our discovery and development efforts are focused on a core set of therapeutic areas where we have proven expertise and where we believe we can have an even greater impact on the disease and how it is managed. These core areas of focus include immunology, kidney disease, liver disease, neuroscience, oncology and women's health. We are investigating both small and large molecule approaches, and our internal research efforts are balanced with external collaborations across industry, academia and healthcare authorities.

See the medicines we're developing in these areas in Pipeline.

ADDRESSING SERIOUS HEALTH ISSUES

IMMUNOLOGY

As leading experts in autoimmune diseases and therapies, AbbVie is focused on developing new medicines to address chronic progressive diseases in the field of immunology, including rheumatology and dermatology. AbbVie is investigating several diseases which have few or no treatments, including uveitis, hidradenitis suppurativa, pediatric Crohn's disease, osteoarthritis and lupus. In addition, we are progressing next-generation therapies in rheumatoid arthritis with the objective to improve the current standard of care.

KIDNEY DISEASE

Kidney Disease affects 50 million people in the U.S. and Europe alone. We are researching potential therapies for CKD resulting from diabetes and for acute kidney injury in association with major surgeries.

LIVER DISEASE

Our antiviral program focuses on the development of treatments for chronic hepatitis C virus (HCV), a liver disease that affects more than 180 million people worldwide, with approximately three to four million new cases of infection every year. HCV infections potentially lead to long-term complications and chronic liver disease. AbbVie scientists are investigating a new oral combination treatment regimen that is interferon-free for patients with genotype 1 HCV. Genotype 1 HCV

by a memo



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 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
- 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

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



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



Mapping Job Posting to Business Competencies

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 HGS therapeutic protein and antibody programs in autoimmune, oncology and infectious disease areas. In addition, the candidate will **manage internal collaborations** with other HGS research and development groups on relevant projects as well as **external collaborations/contracts** with current or future HGS 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.



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			



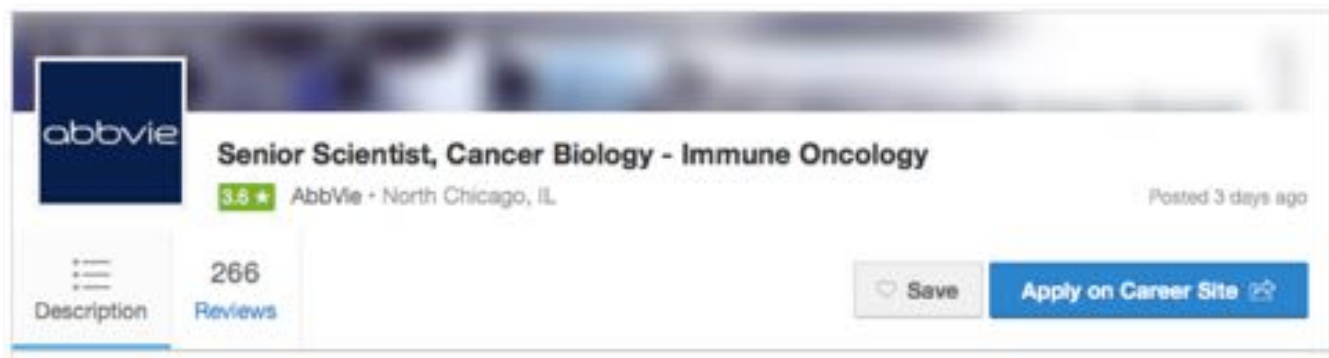
Lets take a break...

When we come back...

- Deciphering and leverage Job Ads
- Preparing Resumes



DISSECTING A JOB AD TO IDENTIFY THE CRITICAL SKILLS AND DEVELOP A TARGETED RESUME





Senior Scientist, Cancer Biology - Immune Oncology

3.6 ★ AbbVie • North Chicago, IL

Posted 3 days ago

Description

266
Reviews

Save

Apply on Career Site

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
- 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



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 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.

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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



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
Independently conceive, execute and communicate novel multi-disciplinary research strategies	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
	Raises the bar and is never satisfied with the status quo	can change the course quickly	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	Independently conceive, execute and communicate novel multi-disciplinary research strategies	Independently conceive, execute and communicate novel multi-disciplinary research strategies		Independently conceive, execute and communicate novel multi-disciplinary research strategies	Independently conceive, execute and communicate novel multi-disciplinary research strategies	
Effectively lead efforts	Effectively lead efforts			Effectively lead efforts	Effectively lead efforts	
innovative infrastructure	innovative infrastructure					
				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 the research and 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	



Mapping Job Posting to Business Competencies

Senior Scientist, Cancer Biology - Immune Oncology

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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



SciPhD Business Competency Matrix

Company: Abbvie

Job Title: Senior Scientist, Cancer Biology

SciPhD Competencies	My Experiences	Notes
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	XXXXXXXXX	
Focus	XXXXXXXXX	
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		

Mapping Operational Competencies

Structuring	Execution			Production	Achieving Results	
	Control	Tactical	Delegation		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	independently conceive, execute and communicate novel multi-disciplinary research strategies	independently conceive, execute and communicate novel multi-disciplinary research strategies	independently conceive, execute and communicate novel multi-disciplinary research strategies	independently conceive, execute and communicate novel multi-disciplinary research strategies	independently conceive, execute and communicate novel multi-disciplinary research strategies	
Effectively lead efforts	Effectively lead efforts			Effectively lead efforts	Effectively lead efforts	
innovative infrastructure	innovative infrastructure					
				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

Technical Literacy	Communications			Financial Acumen			
	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 Develop compelling scientific presentations and reports	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				
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 managing research associates Builds strong relationships with peers and cross functionally with partners outside of team to enable higher performance	managing research associates Builds strong relationships with peers and cross functionally with partners outside of team to enable higher performance	Experience in communicating technical information to a broad scientific audience managing research associates Builds strong relationships with peers and cross functionally with partners outside of team to enable higher performance Learn to feel, grasp the essential and change the course quickly	Experience in communicating technical information to a broad scientific audience managing research associates Builds strong relationships with peers and cross functionally with partners outside of team to enable higher performance				
Creates a learning environment	Creates a learning environment	Creates a learning environment open to suggestions and experimentation for improvement	Creates a learning environment	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			Embraces the ideas of others, nurtures innovation and manages innovation to reality	



TBS Matrix

SciPhD TBS Matrix

Job Title:

Company:

Job Sector:

Scientific/Technical Requirements	Business Requirements	Social Requirements
Immune Oncology Immunology mechanisms Immune suppression Extensive Lab experience Publications and patents I-O therapeutics knowledge biochemistry Cellular immunology Molecular Immunology In vivo, ex vivo, in vitro Phd, postdoc	Proven track record of accomplishments Ability to prioritize Highly motivated Effectively lead Raise the bar and never settle for the status quo Nurture innovation	Embrace ideas of others Interact and communicate with diverse groups of experts Build strong relationships with peers Create learning environment

Competency	Experience Statement & Accomplishments

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Targeted Resume

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jbiglows@nyu.edu

Summary of Qualifications

Self-motivated highly productive cancer biologist with experience in developing and studying models of immune-based tumor suppression. Independently led collaborative research teams as liaison between departments and applied my project management skills in order to keep projects on time, on budget, and meeting objectives. Effectively prioritized multiple research activities, effectively communicated with diverse team members with varying backgrounds and manage teams with diverse personalities and skill sets. My past performance demonstrates an ability to keep focused on strategic goals and manage the energy of my group to develop high performing teams that succeed!

Education

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

Relevant Technical Skills

- Immune oncology mechanisms
- Transgenic technologies
- Models of adaptive immunity
- Innate immune response assays
- Immunolabeling
- Computational bioinformatics
- Multiplex ELISA
- Transcript profiling
- Animal models for tumor suppression
- Molecular Biology

Relevant Business and Social Skills

- Led collaborative teams
- Project management
- Oral communications
- Managing multiple projects
- Mentoring students
- Written communications

Education and Professional Development

Postdoctoral Fellow, Mentor: Dr. James Keisenberg 2011 - Present

College of Dentistry, Rutgers University, New Brunswick, NJ
Identification of mis-regulated immune pathways resulting in tumor growth in rat models using in vivo imaging, laser micro-dissection and molecular analysis of large datasets resulting in 2 peer-reviewed publications.

Adjunct Faculty

Ramapo Community College, NJ 2011
Developed and taught "Principles of Biology"

Graduate Assistant

Mentor: Dr. Janice Bellances 2005 - 2011
Salk Institute, Jefferson University, Philadelphia, PA
Development of transgenic mice, mastered immunofluorescence microscopy, micro-dissection, development of animal models and molecular techniques, resulting in 3 peer-reviewed publications

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

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 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, Gearnal 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, Wessmith H, Hunstein RK. *Developmental Dynamics*, 2012.
- Rantes has a non-essential role in acentrosomal suppression assembly in *heliomyx* oocytes. Biglow J, McKnight BS. *Journal of Cell Science* 2011.

Summary of Qualifications

Summary of Qualifications

Self-motivated highly productive cancer biologist with experience in developing and studying models of immune-based tumor suppression. Independently led collaborative research teams as liaison between departments and applied my project management skills in order to keep projects on time, on budget, and meeting objectives. Effectively prioritized multiple research activities. Effectively communicated with diverse team members with varying backgrounds and manage teams with diverse personalities and skill sets. My past performance demonstrates an ability to keep focused on strategic goals and manage the energy of my group to develop high performing teams that succeed!

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, I 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

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



OITE CAREER SERVICES

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



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@nysu.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 Byrne

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.

Salik Institute, Jefferson University, Philadelphia, PA
Graduate Assistant
Mentor: Dr. Janice Bellances

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

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 Bioscientist

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, Gicarmi N, Cian V, Jelenc 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, Hunstein RK. *Developmental Dynamics*, 2012.
- Kates has a non-essential role in acentrosomal suppression assembly in helfer 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, Erdin 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 |
| • <u>Koif</u> - <u>Lindreit</u> 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

Self-motivated highly productive developmental biologist with experience in designing and manipulating animal models using in vivo imaging and in vitro studies including cell culture, immunoassays, and statistical analyses to elucidate pathways underlying the pathophysiology of inherited diseases. Led collaborative research teams as liaison between departments and applied my project management skills in order to keep projects on time, on budget, and meeting objectives. I effectively communicate clinical and pre-clinical concepts to team members with varying backgrounds and manage teams with diverse personalities and skill sets. My past performance demonstrates an ability to keep focused on strategic goals and manage the energy of my group to develop high performing teams that succeed!

Education

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

Relevant Technical Skills

- Mouse handling
- Tissue preparation
- Tissue culture
- Laser micro-dissection
- Transgenic technologies
- Immunolabeling
- Multiplex ELISA
- Transcript profiling
- In vivo imaging
- In vitro imaging
- Electron microscopy
- Computational bioinformatics

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
College of Dentistry, Rutgers University, New Brunswick, NJ
Identification of mis-regulated pathways during ocular development in rat models using in vivo imaging, laser micro-dissection and molecular analysis of large datasets 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 transgenic mice, mastered immunofluorescence microscopy, micro-dissection, development of animal models and molecular techniques, 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 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.

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Focus: the development of intellectual property into a marketable product

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• **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

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- ***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, Wessmith H, Hunstein RK. *Developmental Dynamics*, 2012.
- Rantes has a non-essential role in acentrosomal suppression assembly in *helminth* oocytes. Biglow J, McKnight BS. *Journal of Cell Science* 2011.



Using tables to format resume

James Biglow, PhD		
1429 Terrace View Chester Springs, PA 10012 (215) 555-1212		NYU College of Dentistry 345 East 24 th Street New York, NY 10010 jbigls@nyu.edu
Summary of Qualifications		
Self-motivated highly productive developmental biologist with experience in designing and manipulating animal models using in vivo imaging and in vitro studies including cell culture, immunoassays, and statistical analyses to elucidate pathways underlying the pathophysiology of inherited diseases. Led collaborative research teams as liaison between departments and applied my project management skills in order to keep projects on time, on budget, and meeting objectives. I effectively communicate clinical and pre-clinical concepts to team members with varying backgrounds and manage teams with diverse personalities and skill sets. My past performance demonstrates an ability to keep focused on strategic goals and manage the energy of my group to develop high performing teams that succeed!		
Education		
McGill University, Montreal, Quebec, <u>Ph.D., Microbiology & Molecular Genetics</u>		2010
University of Connecticut, Storrs, CT, <u>B.S., Biochemistry</u>		2003
Relevant Technical Skills		
<ul style="list-style-type: none"> • Mouse handling • Tissue preparation • Tissue culture • Laser micro-dissection 	<ul style="list-style-type: none"> • Transgenic technologies • <u>Immunolabeling</u> • Multiplex ELISA • Transcript profiling 	<ul style="list-style-type: none"> • In vivo imaging • In vitro imaging • Electron microscopy • Computational bioinformatics
Relevant Business and Social Skills		
<ul style="list-style-type: none"> • Led collaborative teams • Rigorous statistical analytics 	<ul style="list-style-type: none"> • Project management • Mentoring students 	<ul style="list-style-type: none"> • Oral communications • Written communications
Educational and Professional Development		
Postdoctoral Fellow , Mentor: Dr. James <u>Keisner</u> College of Dentistry, Rutgers University, New Brunswick, NJ Identification of <u>mis</u> -regulated pathways during ocular development in rat models using in vivo imaging, laser micro-dissection and molecular analysis of large datasets 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 <u>Bellances</u> Salk Institute, Jefferson University, Philadelphia, PA Development of transgenic mice, mastered immunofluorescence microscopy, micro-dissection, development of animal models and molecular techniques, resulting in 3 peer-reviewed publications		2005 - 2011



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

Dear Hiring Manager,

April 18, 2016

Attached is my targeted resume in response to your job posting for Senior Scientist, Cancer Biology-Immune Oncology (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 jbigs@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:

April 18, 2016

I am an immunologist with a high level of expertise in cancer biology, specifically studying tumor suppression. I have developed animal models for immune-based tumor suppression as well as the in vivo and in vitro assays for target discovery and validation. As such, I believe that I am a strong candidate for the Senior Scientist position (Job ID: 36794), studying cancer biology and immune oncology. 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
- GFP-based in vitro cell-based assay development
- tissue dissection for use in histology and cell or tissue culture
- immunolabeling and histopathology
- genome wide transcriptional profiling
- elucidating pathways underlying mechanisms of innate and adaptive immune responses.

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



What do I do with this Targeted Resume?

Apply online?

Really?



Why Network Your Resume?

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



Why Network Your Resume?

THE WALL STREET JOURNAL.

CAREERS | Updated January 8, 2013, 10:52 p.m. ET

Beware the Phantom Job Listing

Jobs Go Unadvertised as Managers Rely on Their Own Contacts

“Many open jobs are never advertised at all, or are posted only after a leading candidate—an internal applicant or someone else with an inside track—has been identified.”



Networking: Make 4 Lists

- Current job
- Previous job
- Social contacts
- Alumnae

To be on the list, your contact should be willing to:

- Return your phone calls
- Reply to your e-mails
- Accept your invitation to lunch

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

...but they know someone who will!



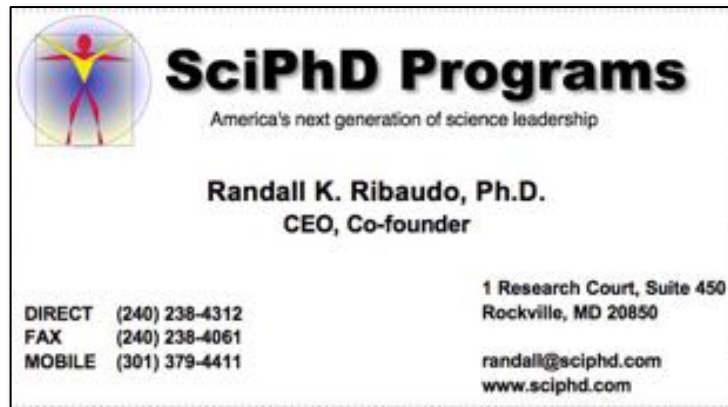
Building your Network in person

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

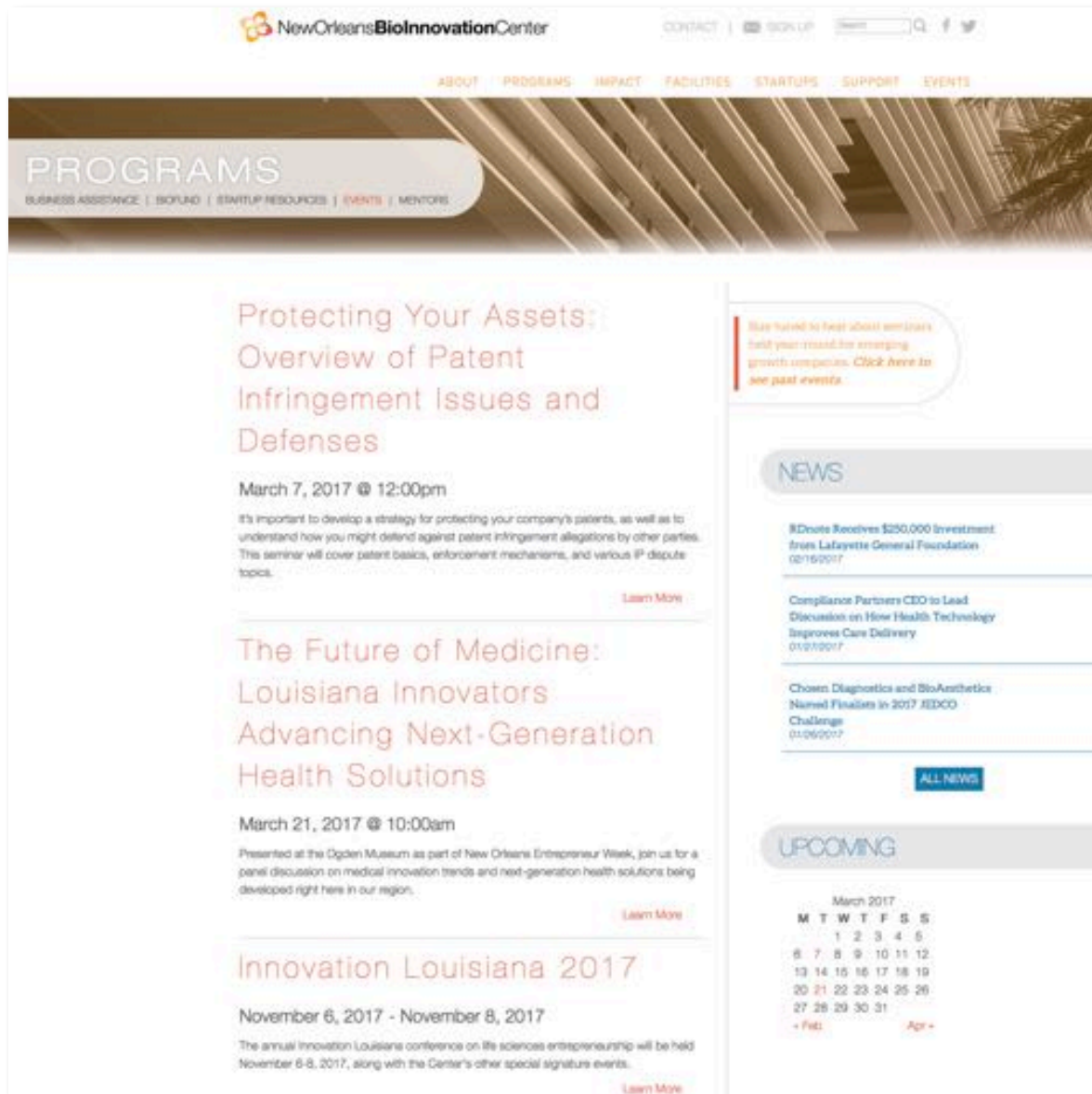


Business Cards

- You MUST have business cards
- VistaPrint: 250 cards for \$10 - \$20
- Use QR codes for Summary of Qualifications
- Exchange with new networking contacts
- Used to follow up with new connections
- Contact information should be “permanent”



Networking: Local Organizations



The screenshot displays the New Orleans BioInnovation Center website. The header includes the center's logo, navigation links (CONTACT, SIGN UP, SEARCH, and social media icons), and a secondary menu (ABOUT, PROGRAMS, IMPACT, FACILITIES, STARTUPS, SUPPORT, EVENTS). A 'PROGRAMS' banner features sub-links: BUSINESS ASSISTANCE, BOFUND, STARTUP RESOURCES, EVENTS, and MENTORS. The main content area highlights three events: 'Protecting Your Assets: Overview of Patent Infringement Issues and Defenses' (March 7, 2017), 'The Future of Medicine: Louisiana Innovators Advancing Next-Generation Health Solutions' (March 21, 2017), and 'Innovation Louisiana 2017' (November 6-8, 2017). Each event includes a brief description and a 'Learn More' link. A 'NEWS' sidebar on the right lists recent articles, such as 'iDroste Receives \$250,000 Investment from Lafayette General Foundation' and 'Compliance Partners CEO to Lead Discussion on How Health Technology Improves Care Delivery'. Below the news is an 'UPCOMING' calendar for March 2017.

Protecting Your Assets: Overview of Patent Infringement Issues and Defenses
March 7, 2017 @ 12:00pm
It's important to develop a strategy for protecting your company's patents, as well as to understand how you might defend against patent infringement allegations by other parties. This seminar will cover patent basics, enforcement mechanisms, and various IP dispute topics.
[Learn More](#)

The Future of Medicine: Louisiana Innovators Advancing Next-Generation Health Solutions
March 21, 2017 @ 10:00am
Presented at the Ogden Museum as part of New Orleans Entrepreneur Week, join us for a panel discussion on medical innovation trends and next-generation health solutions being developed right here in our region.
[Learn More](#)

Innovation Louisiana 2017
November 6, 2017 - November 8, 2017
The annual Innovation Louisiana conference on life sciences entrepreneurship will be held November 6-8, 2017, along with the Center's other special signature events.
[Learn More](#)

NEWS

- iDroste Receives \$250,000 Investment from Lafayette General Foundation**
02/16/2017
- Compliance Partners CEO to Lead Discussion on How Health Technology Improves Care Delivery**
01/21/2017
- Chrom Diagnostics and BioAesthetics Named Finalists in 2017 JEDCO Challenge**
01/06/2017

[ALL NEWS](#)

UPCOMING

March 2017

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

[+ Feb](#) [Apr +](#)



Your elevator pitch has 3 legs

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

- 10 seconds
- Who is your audience
- What do you have in common
- What do they need to know



Elevator Pitch: Breaking Ice

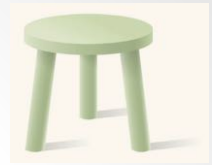
- What do you have in common?
- Shift from *expert* to *learner*
- Ask a question



Your Elevator Pitch

How do you use it?

-when you can prepare



- Research the person
- Research the institution
- Ask a question
 - I'm very interested in your research. Can you walk me through your presentation?
 - I've been thinking of making the jump to industry. How did you go about that?
 - I'm interested in learning more about working in industry. How do you like it compared to your academic experience?



Your Elevator Pitch

- when you can't prepare



Managing conversation by asking questions

- Hi. I don't believe we've met. I'm Mary Jones. I'm a postdoc here at Tulane. What brings you to this event?
- What is your role (at your institution)?
- I've been thinking about transitioning to industry. You've obviously already made that move. How did you go about it?



Class Activity:

Your Elevator Pitch

Ask Questions:



- Initiate conversation with three people
- Learn three new things about the person
 - What they do
 - What are the most important skills in their job
 - What are their career plans
- Exchange business cards
- Obtain at least three business cards by the end of the exercise



Building Your Network Online



Profile elements

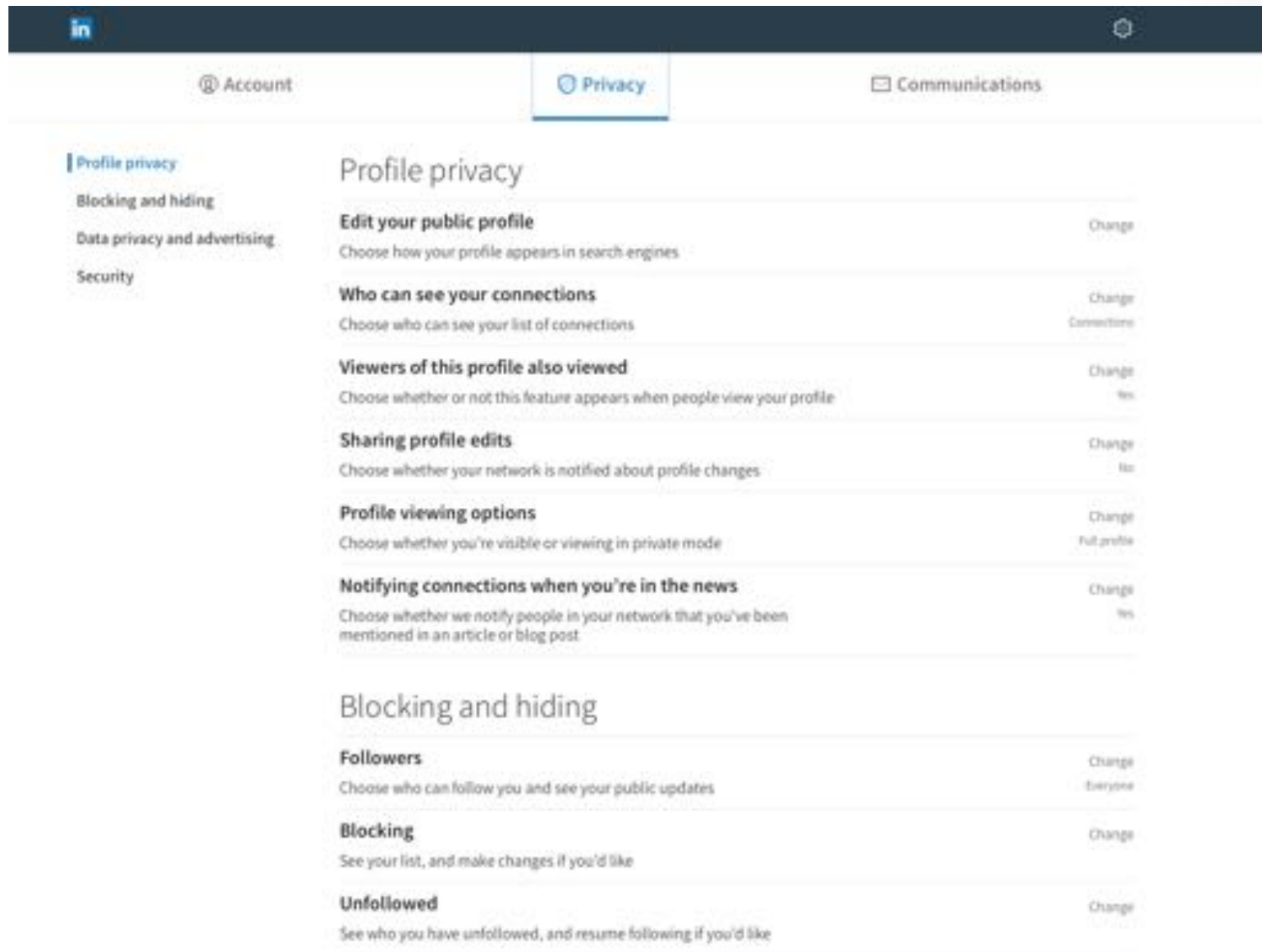


Networking Online: LinkedIn

The screenshot shows the LinkedIn profile of Randall Ribaudo. At the top, the navigation bar includes icons for Home, My Network, Jobs, Messaging, Notifications, and 'Me' (highlighted with a red circle). Below the navigation bar is a banner image with the text 'The Future of Agtech - Big data, smart farming, precision ag & more in Missouri. Come join us.' The profile header features a circular profile picture of Randall Ribaudo. Below the picture, his name 'Randall Ribaudo' is displayed, followed by his title 'Co-founder, CEO, SciPhD.com, Human Workflows, LLC Professional Training, Business Skills for Scientists' and his location 'Rockville, Maryland • 500+ in'. A brief description of his work is provided, along with a 'See more' link. To the right of the profile, there are options to 'Update background photo', 'Add new profile section', 'Edit your public profile', and 'Add profile in another language'. Below these are two statistics: '143 Who's viewed your profile' and '747 Shares of your share'. The 'Your Articles & Activity' section shows three items: an article titled 'Understanding Institutional Culture in Industry ...', a post about SciPhD's workshop at the National Postdoctoral Association, and a post about project management software. The 'Experience' section lists his role as 'Co-founder' at 'SciPhD.com' from July 2009 to the present. On the right side, there is a 'See connections (500+)' section, a 'Contact and Personal Info' section, and a 'People Also Viewed' section featuring profiles of Larry Petrovic and Emma M. Flores.



Networking Online: LinkedIn



The screenshot shows the LinkedIn 'Privacy' settings page. At the top, there's a dark blue header with the LinkedIn logo and a gear icon. Below this, a navigation bar contains 'Account', 'Privacy' (which is highlighted with a blue underline), and 'Communications'. On the left side, there's a sidebar with 'Profile privacy' selected, and other options like 'Blocking and hiding', 'Data privacy and advertising', and 'Security'. The main content area is titled 'Profile privacy' and lists several settings:

- Edit your public profile**: Choose how your profile appears in search engines. [Change](#)
- Who can see your connections**: Choose who can see your list of connections. [Change](#) (Current setting: Connections)
- Viewers of this profile also viewed**: Choose whether or not this feature appears when people view your profile. [Change](#) (Current setting: Yes)
- Sharing profile edits**: Choose whether your network is notified about profile changes. [Change](#) (Current setting: No)
- Profile viewing options**: Choose whether you're visible or viewing in private mode. [Change](#) (Current setting: Full profile)
- Notifying connections when you're in the news**: Choose whether we notify people in your network that you've been mentioned in an article or blog post. [Change](#) (Current setting: Yes)

Below the 'Profile privacy' section, there's another section titled 'Blocking and hiding' with the following settings:

- Followers**: Choose who can follow you and see your public updates. [Change](#) (Current setting: Everyone)
- Blocking**: See your list, and make changes if you'd like. [Change](#)
- Unfollowed**: See who you have unfollowed, and resume following if you'd like. [Change](#)



Networking Online: LinkedIn

The image shows a screenshot of the LinkedIn 'Edit intro' form. The form is divided into several sections for editing profile information. On the left, a sidebar shows the user's current profile summary, including their title 'Co-founder, CEO, SciPhD', a follower count of 143, and a recent article titled 'Understanding Institute'. The main form area contains the following fields:

- Profile photo:** A circular profile picture of a man.
- First Name:** Randall
- Last Name:** Ribaud
- Headline:** Co-founder, CEO, SciPhD.com, Human Workflows, LLC Professional Training, Business Skills for Scientists
- Current Position:** Co-founder at SciPhD.com
- Education:** University of Connecticut
- Country:** United States
- ZIP code:** 20850
- Locations within this area:** Rockville, Maryland
- Industry:** Biotechnology
- Summary:** Developing and offering training programs to prepare academic scientists for industry careers. Develop and deploy customized programs to fast-track scientists into a business culture environment. Training in communications, project management, leadership, mentoring and delegation, negotiation, team.
- Media:** Add or link to external documents, photos, sites, videos, and presentations. Includes 'Upload' and 'Link to media' buttons.

At the bottom of the form, there is a 'Save' button and a message: 'Your edits above won't be shared with your network.'

Networking Online: LinkedIn

The screenshot displays the LinkedIn profile of Randall Ribaudo. The profile header includes a search bar, navigation icons, and a banner image. The profile information section shows his name, title, and a brief description of his work. The right-hand sidebar contains several interactive elements: a button to 'Add new profile section', a button to 'Edit your public profile' (highlighted with a red circle), and a button to 'Add profile in another language'. Below these are sections for 'Who's viewed your profile' (143), 'Who's viewed your share' (747), 'Your Articles & Activity' (3,130 followers), 'See connections (500+)', 'Contact and Personal Info', and 'People Also Viewed'.

The screenshot shows a LinkedIn profile for Randall Ribaudo. The profile includes a photo, a headline, and a summary. The 'Customize Your Public Profile' panel is open, showing various settings that can be toggled on or off. A blue circle highlights the option 'Make my public profile visible to everyone', and a blue arrow points to the 'Your public profile URL' field.

Public Profile

Randall Ribaudo 500+ connections
Co-founder, CEO, SciPhD.com, Human Workflows, LLC Professional Training, Business Skills for Scientists
Rockville, Maryland | Biotechnology

Current: SciPhD.com, Human Workflows, LLC
Previous: Montgomery College, Celera Genomics, Applied Biosystems
Education: University of Connecticut
Recommendations: 1 person has recommended Randall
Websites: Human Workflows, SciPhD.com

Published by Randall

SciPhD For Everyone
The Virtual Career Center for Graduate Students and Postdocs
Preparing Scientists for Professional Careers
April 17, 2015

There's lots to be excited about as a PhD
August 22, 2014

Summary

Developing and offering training programs to prepare academic scientists for industry careers.

Develop and deploy customized programs to fast-track scientists into a business culture environment.

Training in communications, project management, leadership, mentoring and delegation, negotiation, team performance, continuous improvement and financial acumen.

Training programs in over 60 institutions across the United States and Canada.

Your public profile URL

Enhance your personal brand by creating a custom URL for your LinkedIn public profile.

www.linkedin.com/in/randallribaudo

Customize Your Public Profile

Control how you appear when people search for you on Google, Yahoo!, Bing, etc.
Learn more >

- ☐ Make my public profile visible to no one
- ☒ Make my public profile visible to everyone

- ☒ Picture
- ☒ Headline
- ☒ Websites
- ☒ Posts
- ☒ Summary
- ☒ Current Positions
 - ☒ Details
- ☒ Past Positions
 - ☒ Details
- ☒ Volunteer Experiences & Causes
- ☒ Skills
- ☒ Projects
- ☒ Publications
- ☒ Patents
- ☒ Education
 - ☒ Details
- ☒ Recommendations
- ☐ Languages
- ☐ Organizations
- ☒ Groups

Save **Cancel**

Profile settings

- customize your URL (add to resume, business card)
- make your profile visible
- edit information relevant to jobs you want

Be active = get noticed

- participate in group discussions
- write posts
- follow companies and comment on their news



Networking Online: LinkedIn

Edit experience

Title

Co-founder

Company

SciPhD.com

Location

Rockville, MD

Time period

From

July

2009

- Present

☒ I currently work here

Description

SciPhD provides professional training to scientists who want to transition to industry careers. Focus on developing your business and social identities by learning the skills industry values. These include advanced communications, project management, mentoring, leadership, continuous improvement, negotiation and financial acumen. SciPhD offers programs ranging from half-day workshops to 36 hour certificate programs in over 60 institutions across the United States.

Media

Add or link to external documents, photos, sites, videos, and presentations.


Upload

Link to media

Paste or type a link to a file or video

Add

Uploaded files



The SciPhD Blog

Supported formats

Your edits above won't be shared with your network.

Delete

Save




Skills & Endorsements


Featured Skills & Endorsements

[Add a new skill](#)


Career Developm... · 15

 Rajit Rajappa, PhD and 14 connections have given endorsements for this skill

Teaching · 12

 Rajit Rajappa, PhD and 11 connections have given endorsements for this skill

Cross-functional ... · 12

 M.Reza (Amir) Khoshi and 11 connections have given endorsements for this skill

Randall is also good at...

Public Speaking · 13	Strategy · 10	Strategic Planning · 24
Immunology · 11	Biotechnology · 72	Life Sciences · 27
Molecular Biology · 49	Bioinformatics · 43	Genomics · 34
Lifesciences · 28	Science · 32	Project Managem... · 24
Biochemistry · 19	Genetics · 14	Proteomics · 12
Cell · 8	Sequencing · 6	Cancer · 4
Cell Culture · 3	PCR · 2	Cell Biology · 3
Research	Leadership · 3	Western Blotting
Laboratory	Management · 1	Data Analysis
Pharmaceutical L...	Protein Chemistry	Molecular Cloning
Microscopy	Science Communi... · 1	

[Adjust endorsement settings](#)

[See less](#)



Skills & Endorsements

Skills & Endorsements (35)

Delete

Reorder

×

Career Development · 15

×

Teaching · 12

×

Cross-functional Team Leadership

×

Public Speaking · 13

×

Strategy · 10

×

Strategic Planning · 24

×

Immunology · 11

×

Biotechnology · 72

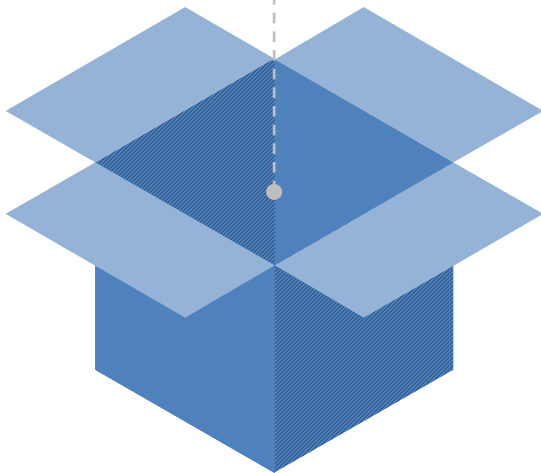
Adjust endorsement settings

Save

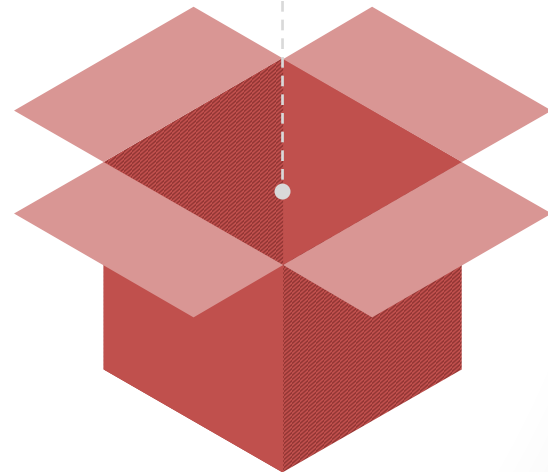


Validating your Profile

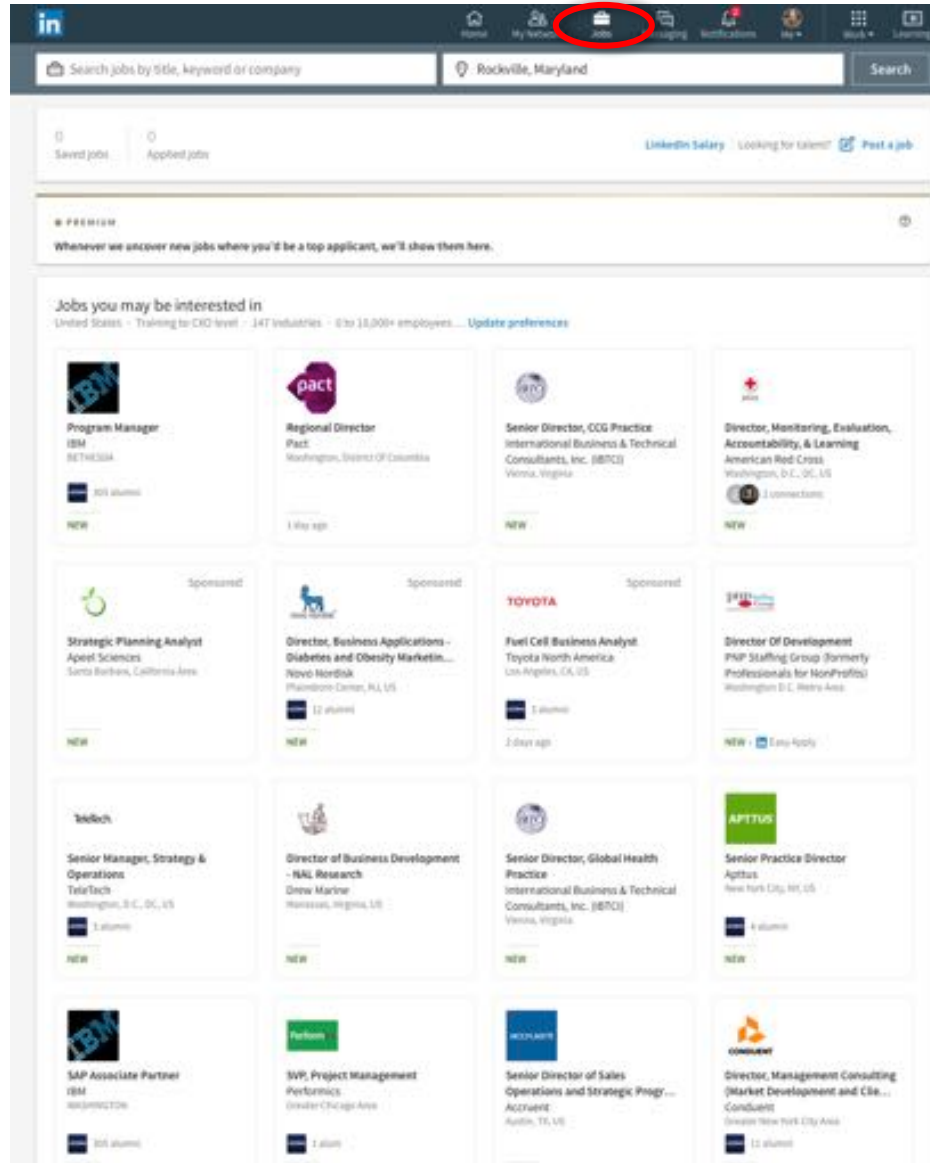
LI suggested
jobs



LI suggested
companies
(pulse)



LinkedIn Suggested Jobs



The screenshot displays the LinkedIn Jobs interface. At the top, the navigation bar includes the LinkedIn logo, a search bar with the text "Search jobs by title, keyword or company", and a location dropdown set to "Rockville, Maryland". The "Jobs" icon in the top navigation bar is circled in red. Below the navigation bar, there are links for "Saved jobs", "Applied jobs", "LinkedIn Salary", "Looking for talent?", and "Post a job". A premium banner states: "Whenever we uncover new jobs where you'll be a top applicant, we'll show them here." The main section is titled "Jobs you may be interested in" with filters for "United States", "Training to: CIO level", "147 industries", and "0 to 10,000+ employees". It lists 16 job suggestions in a 4x4 grid:

Company	Job Title	Location	Status
IBM	Program Manager	BETHESDA	NEW
pact	Regional Director	Rockington, District Of Columbia	1 day ago
IBRC	Senior Director, CCG Practice	International Business & Technical Consultants, Inc. (IBRC) Virginia	NEW
American Red Cross	Director, Monitoring, Evaluation, Accountability, & Learning	Washington, D.C., DC, US	NEW
Apel Sciences	Strategic Planning Analyst	Santa Barbara, California Area	NEW
Novartis	Director, Business Applications - Diabetes and Obesity Marketin...	Novartis Nordisk Pharmaceutical Center, NJ, US	NEW
TOYOTA	Fuel Cell Business Analyst	Toyota North America Los Angeles, CA, US	2 days ago
PNP Staffing Group	Director Of Development	PNP Staffing Group (Formerly Professionals for NonProfits) Washington D.C. Metro Area	NEW
Intellect	Senior Manager, Strategy & Operations	TetraTech Washington, D.C., DC, US	NEW
Drum Machine	Director of Business Development - R&D Research	Drum Machine Mechanics, Virginia, US	NEW
IBRC	Senior Director, Global Health Practice	International Business & Technical Consultants, Inc. (IBRC) Virginia	NEW
Apttus	Senior Practice Director	Apttus New York City, NY, US	NEW
IBM	SAP Associate Partner	IBM WASHINGTON	NEW
Perich	SVP, Project Management	Perich Performance Greater Chicago Area	1 day ago
ACCURENT	Senior Director of Sales Operations and Strategic Progr...	ACCURENT Austin, TX, US	NEW
CONDUENT	Director, Management Consulting (Market Development and Cile...	CONDUENT Greater New York City Area	NEW



So, where are we at?

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

NOW WHAT????



Preparing for Interviews



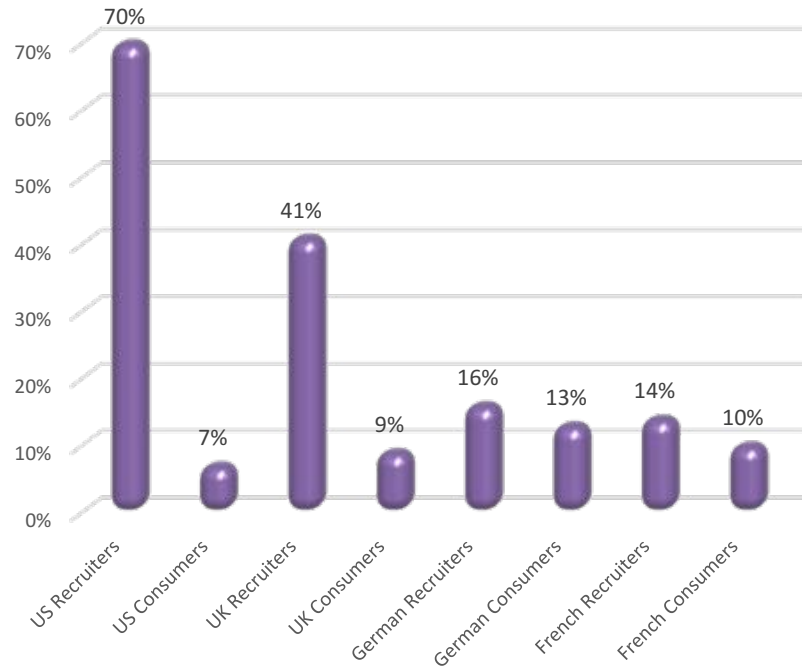
How do I Prepare Myself

- ◆ Research the company
- ◆ Research the players
- ◆ Research the interviewers
- ◆ Understand its products
- ◆ Express your skill-sets in terms of the company's needs
- ◆ Relate your personal experience with business-centric traits
- ◆ Google Yourself!



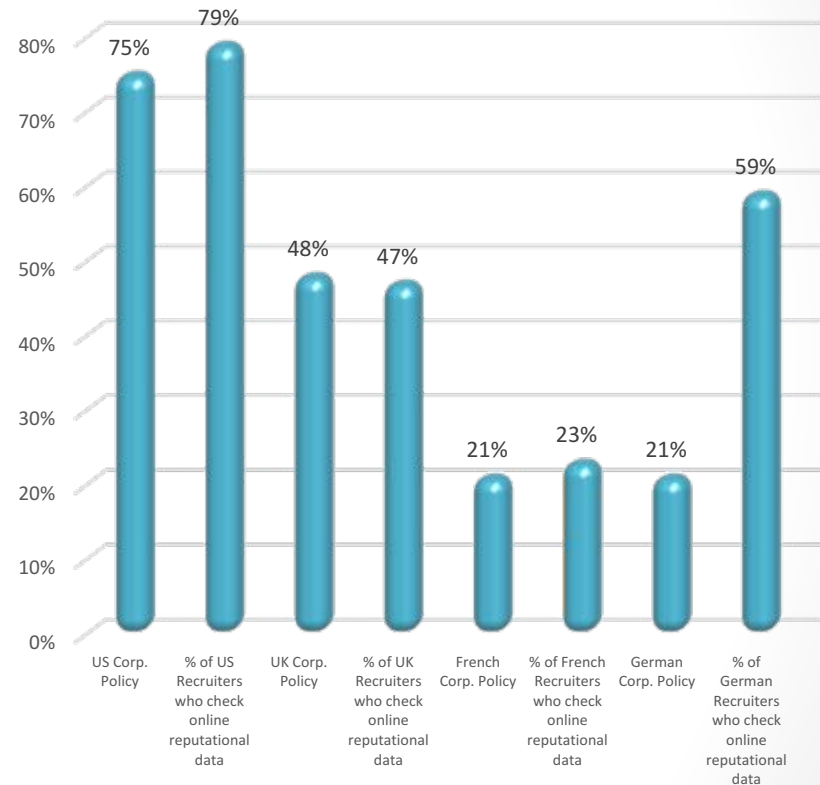
Your online presence matters!

Figure 1. Recruiters and HR professionals who have rejected candidates based on data found online vs. consumers who think online data affected their job search

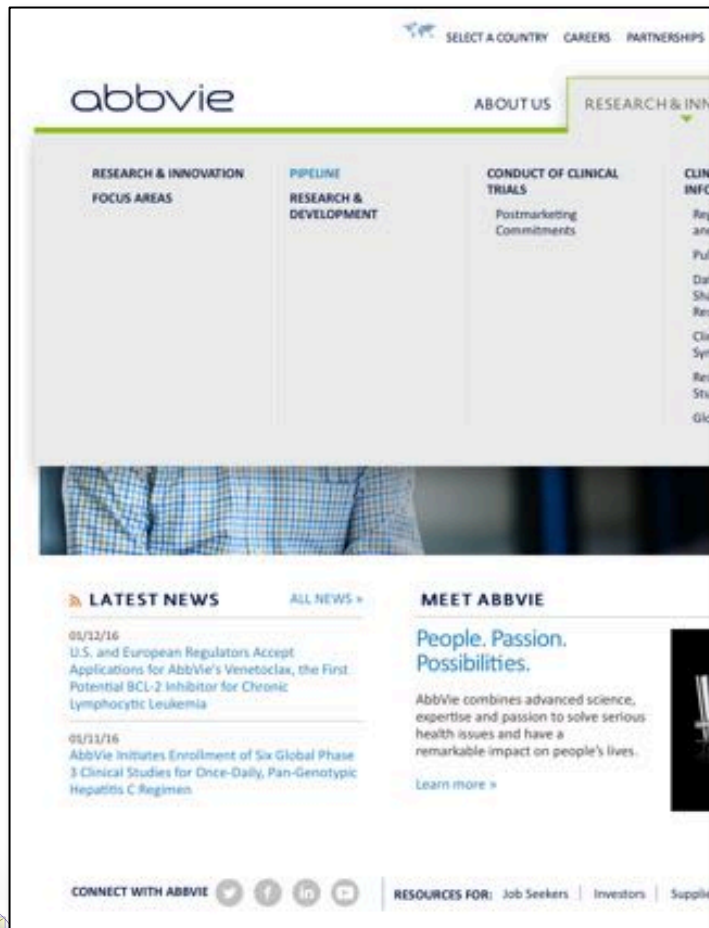


©Cross-Tab

Figure 2. Percent of companies with policies that require review of reputational data vs. percent of recruiters and HR professionals surveyed who seek it



Research their Science!!



abbvie SELECT A COUNTRY CAREERS PARTNERSHIPS

ABOUT US **RESEARCH & INNOVATION**

RESEARCH & INNOVATION FOCUS AREAS

PIPELINE RESEARCH & DEVELOPMENT

CONDUCT OF CLINICAL TRIALS
Postmarketing Commitments

CLINICAL INFO
Reg and
Pub
Dat
Sha
Res
Cln
Syn
Res
Str
Glo

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05/12/16
U.S. and European Regulators Accept Applications for AbbVie's Venetoclax, the First Potential BCL-2 Inhibitor for Chronic Lymphocytic Leukemia

05/11/16
AbbVie Initiates Enrollment of Six Global Phase 3 Clinical Studies for Once-Daily, Pan-Genotypic Hepatitis C Regimen

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RESOURCES FOR: Job Seekers | Investors | Suppliers

Oncology Immunology Neuroscience HCV / Liver Disease Other		
ACTIVE		SUBMITTED OR RECENTLY APPROVED
PHASE 1	PHASE 2	PHASE 3
ABBV-838 Multiple Myeloma	ABT-199 AML	ABT-199 CLL (Relapsed/Refractory)
ABT-399 Solid Tumors	ABT-199 INH/DLBCL	ABT-199 CLL (Front-line; Unfit)
ABT-165 Solid Tumors	ABT-199 Multiple Myeloma	Imbruvica Pancreatic Cancer
RTA-ABT 408 Solid Tumors	Duvelisib INH (R/R)	Imbruvica DLBCL (TN)
ABBV-075 Solid Tumors & Hem Onc	ABT-414 GBM	Imbruvica FL (R/R)
ABBV-221 Solid Tumors	Imbruvica Multiple Myeloma	Imbruvica MCL (TN)
BTK Inhibitor Autoimmune	Imbruvica AML	Duvelisib CLL (R/R)
Imbruvica Solid Tumors	Imbruvica ALL	Elotuzumab Multiple Myeloma (TN)
ABBV-084 SLE	Imbruvica MCL (R/R)	Velliparib NSCLC (Squamous)
ABBV-672 Alzheimer's	Imbruvica MCL (R/R)	Velliparib NSCLC (Non-squamous)
ABT-957 Alzheimer's	Imbruvica Graft V Host	Velliparib Breast Cancer (Neoadjuvant)
ABBV-8E12 PSP & AD	ABT-122 RA	Velliparib Breast Cancer (BRCA)
ABBV-974 Cystic Fibrosis	ABT-122 PsA	Velliparib Ovarian Cancer

Research their Science!!

abbvie

ABOUT US

RESEARCH & INNOVATION

PRODUCTS

RESPONSIBILITY

IT STARTS WITH SCIENCE AND
ENDS WITH A NEW WAY FORWARD

NEWSROOM > PRESS RELEASES

U.S. AND EUROPEAN REGULATORS ACCEPT APPLICATIONS FOR ABBVIE'S VENETOCLAX, THE FIRST POTENTIAL BCL-2 INHIBITOR FOR CHRONIC LYMPHOCYTIC LEUKEMIA

- PRIORITY REVIEW GRANTED BY THE U.S. FOOD AND DRUG ADMINISTRATION (FDA) FOR THE TREATMENT OF CHRONIC LYMPHOCYTIC LEUKEMIA (CLL) IN ADULTS WHO HAVE RECEIVED AT LEAST ONE PRIOR THERAPY, INCLUDING PATIENTS WITH 17P DELETION

- MARKETING AUTHORIZATION APPLICATION (MAA) VALIDATED BY EUROPEAN MEDICINES AGENCY (EMA) FOR TREATMENT OF PATIENTS WITH CHRONIC LYMPHOCYTIC LEUKEMIA (CLL) WITH 17P DELETION OR TP53 MUTATION

Jan 12, 2016

NORTH CHICAGO, Ill., Jan. 12, 2016 /PRNewswire/ — AbbVie (NYSE: ABBV), a global biopharmaceutical company, today announced that the U.S. Food and Drug Administration (FDA) accepted AbbVie's New Drug Application (NDA) granting priority review for venetoclax for the treatment of chronic lymphocytic leukemia (CLL) in adults who have received at least one prior therapy, including patients with 17p deletion. With priority review, the FDA's goals include a faster timeline for review of six months, compared to 10 months for the standard review period. Additionally, AbbVie announced the European Medicines Agency (EMA) has validated its Marketing Authorization Application (MAA) for venetoclax for the treatment of patients with chronic lymphocytic leukemia (CLL) with 17p deletion or TP53 mutation.

Venetoclax is an inhibitor of the B-cell lymphoma-2 (BCL-2) protein being developed in partnership with Genentech and Roche to treat CLL. Venetoclax is believed to lead some cells, including some cells with CLL, to undergo apoptosis, or cell death.

The FDA granted venetoclax Breakthrough Therapy Designation (BTD) in April 2015 for the treatment of CLL in previously treated patients with the 17p deletion genetic mutation, underscoring the potential for venetoclax to provide substantial improvement over current therapies in this difficult to treat patient population.

"The FDA acceptance and EMA validation of AbbVie's Venetoclax submissions mark a major step forward as we work to become a global leader in oncology, providing new therapies for patients with cancer," said Michael Severino, M.D., executive vice president of research and development and chief scientific officer, AbbVie.

"Patients are always our number one priority and we accelerated our efforts to bring venetoclax, the first BCL-2 inhibitor, to patients with CLL in need of new therapies, including those with 17p deletion who typically have a poor prognosis."

The NDA and MAA are supported by pivotal data from a Phase 2, open-label study of venetoclax in patients with relapsed/refractory CLL with 17p deletion, a genetic variation in CLL associated with a poor patient prognosis. In August 2015, AbbVie announced the Phase 2 study met its primary endpoint of achieving an overall response rate, according to an assessment by an independent review committee. The safety profile was similar to other venetoclax studies and no unexpected safety signals were reported.

▶ NEWSROOM

▼ PRESS RELEASES

▶ STATEMENTS & NOTICES

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Research their Science!!

NCBI Resources How To Sign in to NCBI

PubMed Abbie BCL Search

US National Library of Medicine
National Institutes of Health

Create RSS Create alert Advanced Help

Article types
Clinical Trial
Review
Customize ...

Text availability
Abstract
Free full text
Full text

PubMed
Commons
Reader comments
Trending articles

Publication dates
5 years
10 years
Custom range...

Species
Humans
Other Animals

Clear all
Show additional filters

Format: Summary + Sort by: Most Recent +

Search results
Items: 1 to 20 of 35

1. Pharmacokinetics of Venetoclax, a Novel BCL-2 Inhibitor, in Patients with Relapsed or Refractory Chronic Lymphocytic Leukemia or Non-Hodgkin's Lymphoma.
Salem AH, Agarwal SK, Dunbar M, Erschede SL, Humerickhouse RA, Wong SL.
J Clin Pharmacol. 2016 Aug 25. doi: 10.1002/jcp.821. [Epub ahead of print]
PMID: 27558332
[Similar articles](#)

2. Chemical paning: Dissecting cell dependencies with a toolkit of selective BCL-2 family inhibitors.
Levenson JD.
Mol Cell Oncol. 2015 May 26;3(1):e1050155. doi: 10.1080/23723556.2015.1050155. eCollection 2016 Jan.
PMID: 27308564 [Free PMC Article](#)
[Similar articles](#)

3. Venetoclax: First Global Approval.
Deeks ED.
Drugs. 2016 Jun;76(9):979-87. doi: 10.1007/s40265-016-0586-x.
PMID: 27260335
[Similar articles](#)

4. Clinical Predictors of Venetoclax Pharmacokinetics in Chronic Lymphocytic Leukemia and Non-Hodgkin's Lymphoma Patients: a Pooled Population Pharmacokinetic Analysis.
Jones AK, Freise KJ, Agarwal SK, Humerickhouse RA, Wong SL, Salem AH.
AAPS J. 2016 Sep;18(3):1192-202. doi: 10.1208/s12248-016-9927-9. Epub 2016 May 27.
PMID: 27233802
[Similar articles](#)

5. Development of a flow cytometric method for quantification of BCL-2 family members in chronic lymphocytic leukemia and correlation with sensitivity to BCL-2 family inhibitors.
Smith ML, Chyla B, McKeegan E, Tahir SK.
Cytometry B Clin Cytom. 2016 May 14. doi: 10.1002/cyto.b.21383. [Epub ahead of print]
PMID: 27177607
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Research their Business...

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Biotech/Pharmaceutical

What AbbVie Inc Might do to Make Up For Close To Expiry Humira Patent

Published by **Raheel Farooq** on April 12, 2016 at 2:25 pm EST


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ABBV




How to flush belly bloat

Cut a bit of belly bloat each day by avoiding these 3 foods



nutrific.com



The drugmaker is taking extraneous steps to compensate for Humira's patent expiration this year


AbbVie Inc. (NYSE:ABBV) is one the largest pharmaceutical companies involved in the research and development of novel drugs for the treatment of multiple diseases. The market capitalization of the company is \$90 billion. It is headed towards troublesome times, due to the patent expiration of its blockbuster drug, Humira, which is expected in December 2016. The drug generated \$14 billion in 2015, which is 63% of the drugmaker's total revenue.

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[Biotechnology Patent](#)

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9,000+ MD HOMES ARE STOKED ABOUT THEIR ENERGY BILL.
Why aren't you?
GO SOLAR

TRENDING

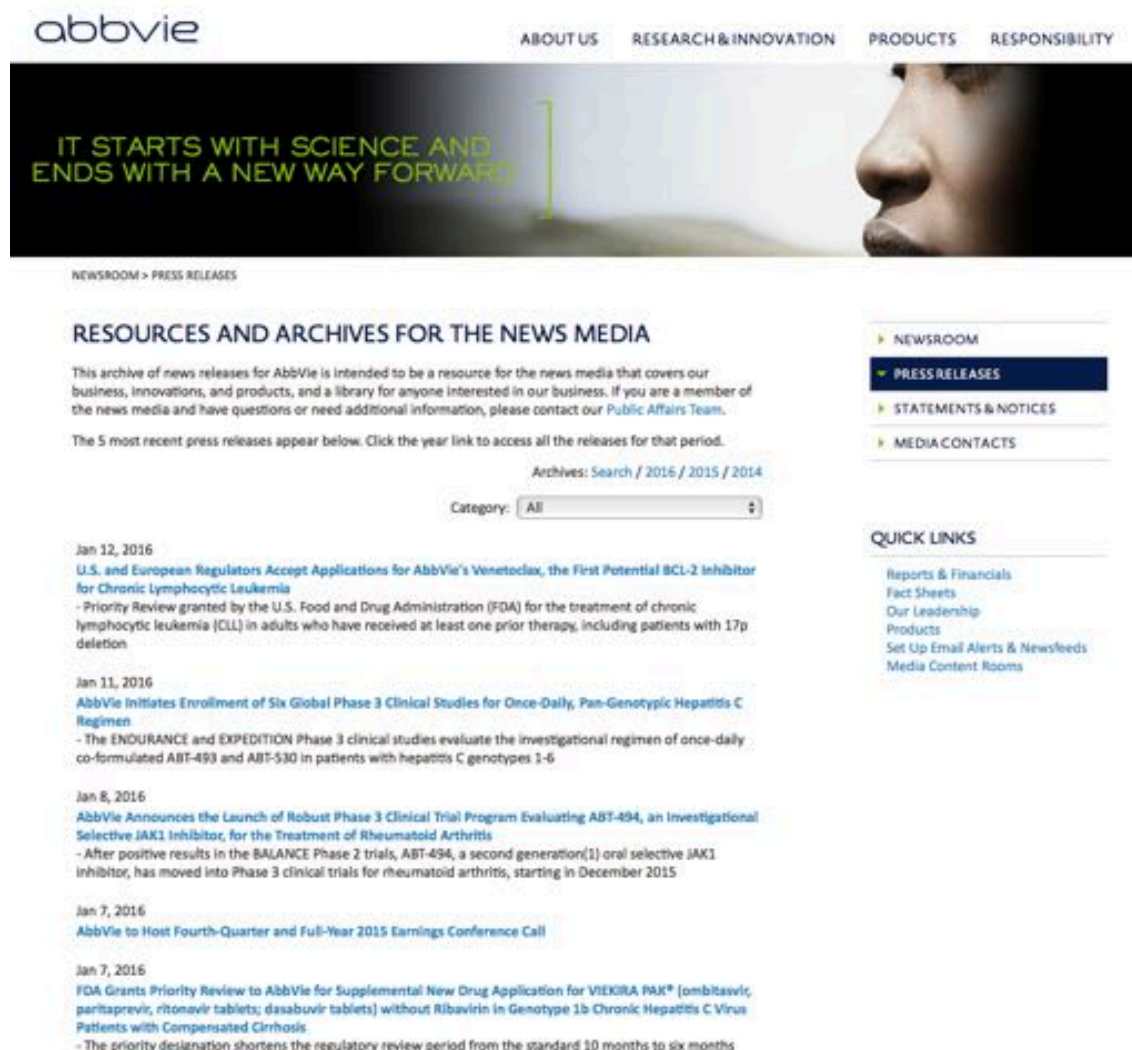


1. Exxon Mobil Corporation Cracks Deal with Eni SpA Over Mozambique LNG Projec...

2. Exxon Mobil Corporation, Chevron Corporation, BP plc: High Debt And Low Pro...

New Unauthorized Video Could Force Hillary to Give Up Her White House Dreams

Research their Business...



The screenshot shows the AbbVie corporate website. At the top is the AbbVie logo and a navigation bar with links for ABOUT US, RESEARCH & INNOVATION, PRODUCTS, and RESPONSIBILITY. Below this is a large banner with the text "IT STARTS WITH SCIENCE AND ENDS WITH A NEW WAY FORWARD" and a profile image of a person. The main content area is titled "RESOURCES AND ARCHIVES FOR THE NEWS MEDIA" and contains a paragraph about the news release archive, a link to the Public Affairs Team, and a section for the 5 most recent press releases. A sidebar on the right contains a "NEWSROOM" menu with "PRESS RELEASES" selected, and a "QUICK LINKS" section with various resources. The bottom of the page shows a list of recent press releases dated from January 7, 2016, to January 12, 2016, covering topics like Venetoclax, hepatitis C studies, and rheumatoid arthritis treatments.

abbvie

ABOUT US RESEARCH & INNOVATION PRODUCTS RESPONSIBILITY

IT STARTS WITH SCIENCE AND ENDS WITH A NEW WAY FORWARD

NEWSROOM > PRESS RELEASES

RESOURCES AND ARCHIVES FOR THE NEWS MEDIA

This archive of news releases for AbbVie is intended to be a resource for the news media that covers our business, innovations, and products, and a library for anyone interested in our business. If you are a member of the news media and have questions or need additional information, please contact our [Public Affairs Team](#).

The 5 most recent press releases appear below. Click the year link to access all the releases for that period.

Archives: [Search](#) / [2016](#) / [2015](#) / [2014](#)

Category:

Jan 12, 2016
[U.S. and European Regulators Accept Applications for AbbVie's Venetoclax, the First Potential BCL-2 Inhibitor for Chronic Lymphocytic Leukemia](#)
- Priority Review granted by the U.S. Food and Drug Administration (FDA) for the treatment of chronic lymphocytic leukemia (CLL) in adults who have received at least one prior therapy, including patients with 17p deletion

Jan 11, 2016
[AbbVie Initiates Enrollment of Six Global Phase 3 Clinical Studies for Once-Daily, Pan-Genotypic Hepatitis C Regimen](#)
- The ENDURANCE and EXPEDITION Phase 3 clinical studies evaluate the investigational regimen of once-daily co-formulated ABT-493 and ABT-530 in patients with hepatitis C genotypes 1-6

Jan 8, 2016
[AbbVie Announces the Launch of Robust Phase 3 Clinical Trial Program Evaluating ABT-494, an Investigational Selective JAK1 Inhibitor, for the Treatment of Rheumatoid Arthritis](#)
- After positive results in the BALANCE Phase 2 trials, ABT-494, a second generation(1) oral selective JAK1 inhibitor, has moved into Phase 3 clinical trials for rheumatoid arthritis, starting in December 2015

Jan 7, 2016
[AbbVie to Host Fourth-Quarter and Full-Year 2015 Earnings Conference Call](#)

Jan 7, 2016
[FDA Grants Priority Review to AbbVie for Supplemental New Drug Application for VIEKIRA PAX® \(ombitasvir, paritaprevir, ritonavir tablets; dasabuvir tablets\) without Ribavirin in Genotype 1b Chronic Hepatitis C Virus Patients with Compensated Cirrhosis](#)
- The priority designation shortens the regulatory review period from the standard 10 months to six months

NEWSROOM

- PRESS RELEASES**
- STATEMENTS & NOTICES
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QUICK LINKS

- Reports & Financials
- Fact Sheets
- Our Leadership
- Products
- Set Up Email Alerts & Newsfeeds
- Media Content Rooms



Research their Social...

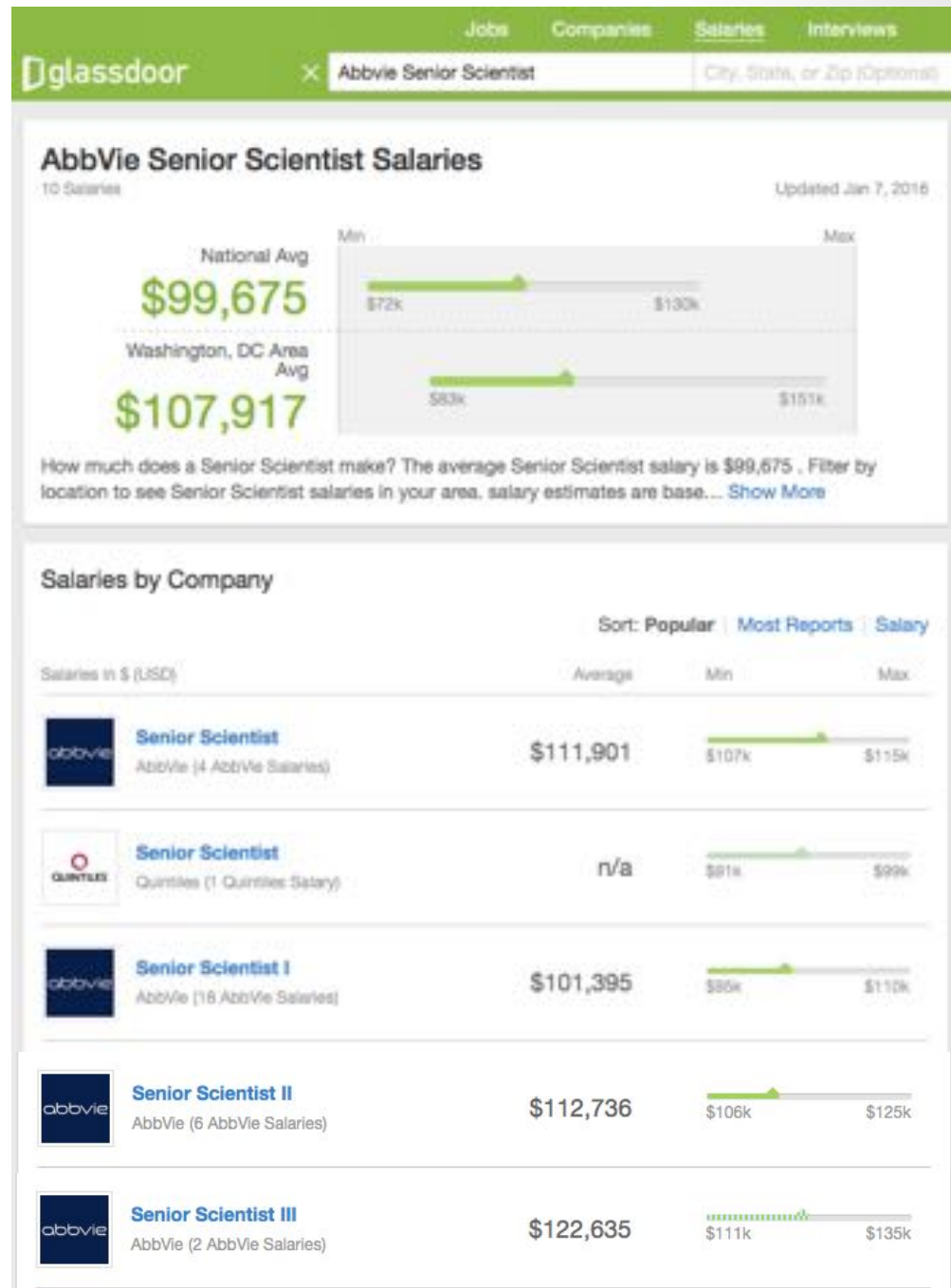
The screenshot displays the AbbVie company profile on Glassdoor. At the top, a banner features the company logo and the slogan "Our medicines have impact all over the world. So could you." Below this, the company name "AbbVie" is prominently displayed, along with a green "Engaged Employer" badge. A navigation bar includes tabs for Overview, Reviews (315), Salaries (460), Interviews (75), Benefits (96), and Jobs (505), with a "More" dropdown. Action buttons for "Follow" and "Add a Review" are also present.

The "AbbVie Reviews" section shows 256 reviews filtered by "Any Location", "Any Job Title", "Full-Time", and "Part-Time". The overall rating is 3.6 stars, with a "Rating Trends" link. Two circular progress charts indicate that 73% of employees recommend the company to a friend and 83% approve of the CEO, Richard A. Gonzalez, who has 120 ratings. A list of pros and cons is provided, with pros including flexible work arrangements, good benefits, and learning opportunities, and cons including work-life balance challenges and organizational issues.

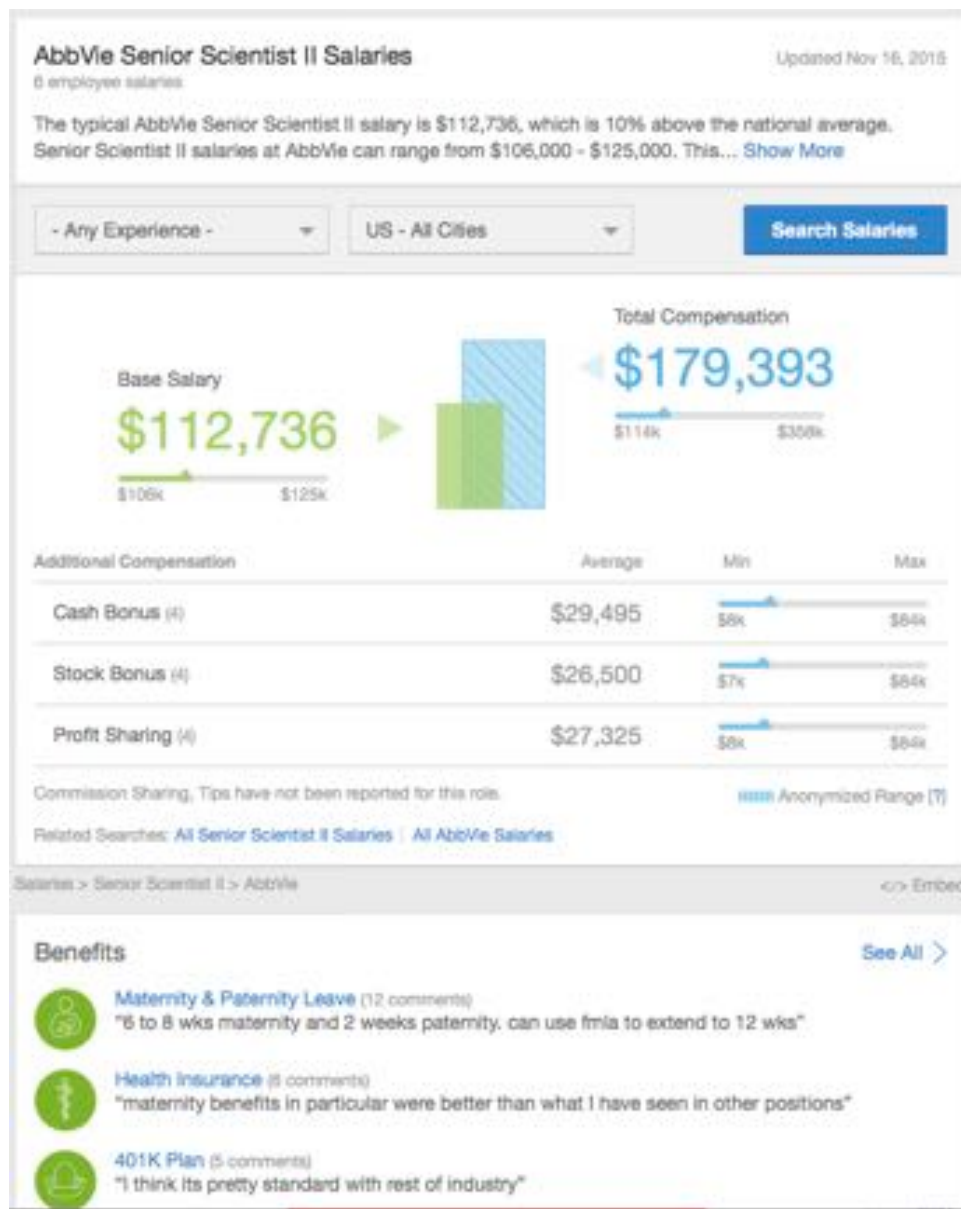
The "AbbVie Careers" section features a video and text describing the company's commitment to addressing global health needs. Below this, a list of career paths is shown, including "Who We Are", "Culture", and "Why AbbVie". A "Reviews by Job Title" section lists various roles and their respective review counts, such as "Pharmaceutical Sales Representative" (8) and "Financial Analyst" (5).

glassdoor.com

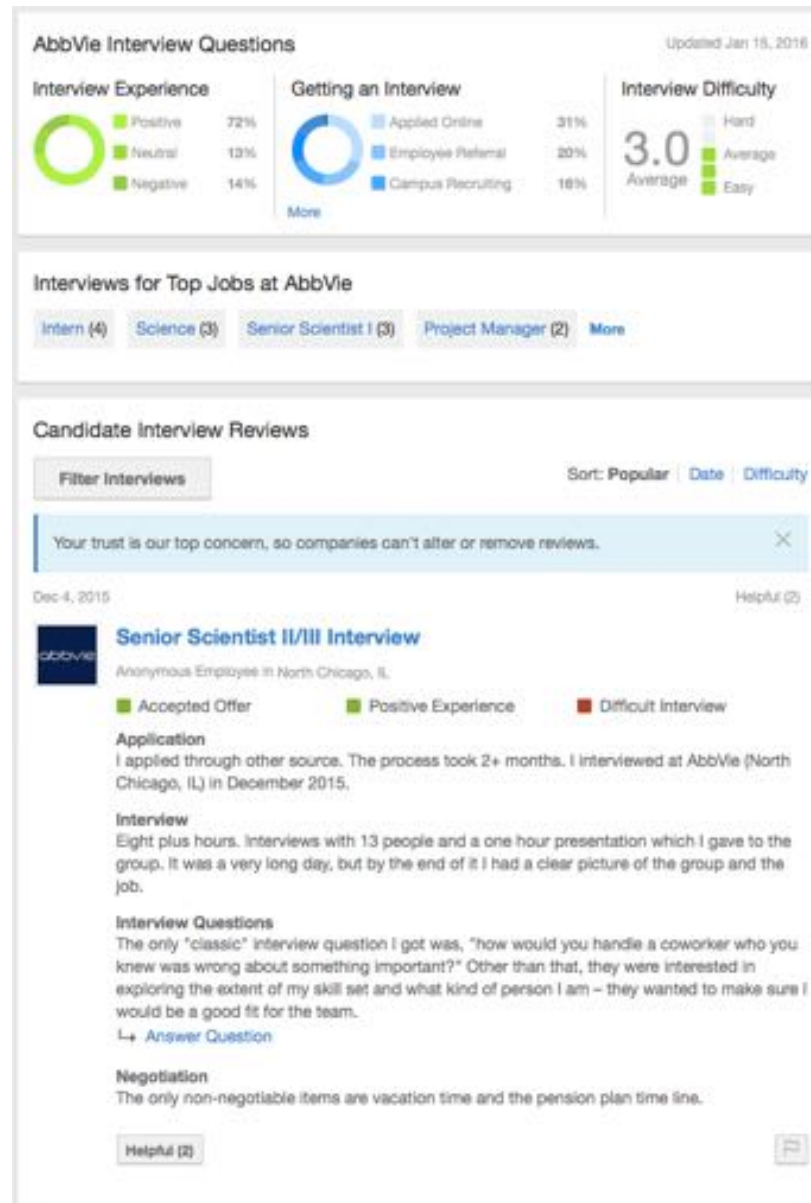
Salaries



Total Compensation



Research the Interview Process



Abbvie Connections

The screenshot shows a LinkedIn search results page for the keyword "abbvie". The search bar at the top indicates "18,659 results for abbvie". The left sidebar contains various filters: "All", "People", "Relationship" (with checkboxes for 1st, 2nd, 3rd connections, group members, and everyone else), "Location" (with checkboxes for United States, Greater Chicago Area, Italy, Germany, and Greater Boston Area), "Current Company" (with checkboxes for AbbVie, Abbott, Novartis, Sanofi, and Bristol-Myers Squibb), "Industry", "Past Company", "School", "Profile Language", "Nonprofit Interests", "Groups", "Years of Experience", "Function", and "Seniority Level". The main content area displays a list of profiles, each with a profile picture, name, current title, location, and a "Connect" button. The profiles shown are: Donald Halbert (Divisional Vice President at AbbVie - Retired), Robert Georgantas (Associate Director of Pharmacogenetics, Pharmacogenomics, & Bioinformatics at AbbVie), Stephanie Banach (Senior Manager, Regulatory Strategic Planning at AbbVie), Amanda Ullman Karp (Medical Science Liaison at AbbVie), Derek Debe (Senior Principal Scientist at AbbVie), Patrick Taylor Eves (PhD, Clinical Scientist at AbbVie), and Seth Pinsky (Director Scientific Informatics at AbbVie). A filter box is visible, stating "Only show people in United States?". The right sidebar contains several advertisements, including "WIFI As A Service", "Get More Leads Online", and "Johns Hopkins University".

Be Prepared for 2 Types of Questions

Theoretical



Behavioral Based



Be Prepared for 2 Types of Questions

Theoretical

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

Behavioral Based

- Predicting your behavior in the future based on your past performance...



Behavioral Based Responses

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



Use Social Intelligence

- Who I am I speaking with?
- What is their role?
- How do I make their job easier?
- What is the best context with which to make my point?



Using Social Intelligence and Style Flexibility

Role in Company	Primary Focus
Hiring Manager	Technical Skills
Peers	Social Skills
VP Marketing	Business and Social
Chief Science Officer	Technical with Strategic Perspective
HR	Social
Project Manager	Operations, Business skills



Managing difficult questions

- Are you married?
- Do you have children?
- What are your salary demands?
- Why should we hire you?
- Are you a US citizen?
- Are you authorized to work in the US?



Be prepared to ask questions

- Based on your research of the company
- Based on your analysis of the job ad
- Use the opportunity to show enthusiasm
- Use the opportunity to show interest in growth



How do I Get Going?



SciPhD MyCareer Plan

- Find a job you're interested in and map it
- Identify and list the top 3-5 scientific, business and social competencies from the job ad on the TBS Matrix
- Develop experience statements WITH ACCOMPLISHMENTS for each competency

Business Competency Matrix			
Company: Medimmune		Position: Scientist VII	
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	XXXXX	5	
Execution			
Structuring	XXXXXXXX	4	
Control	XXXXXXXXX	5	
Tactical	XXXXXXXX	4	
Delegation		3	
Achieving Results			
Production	XXXXXXX	5	
Focus	XXXXXXXXX	4	
Competition	X	4	
Communications			
Technical Literacy	XXXXXXXX	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			



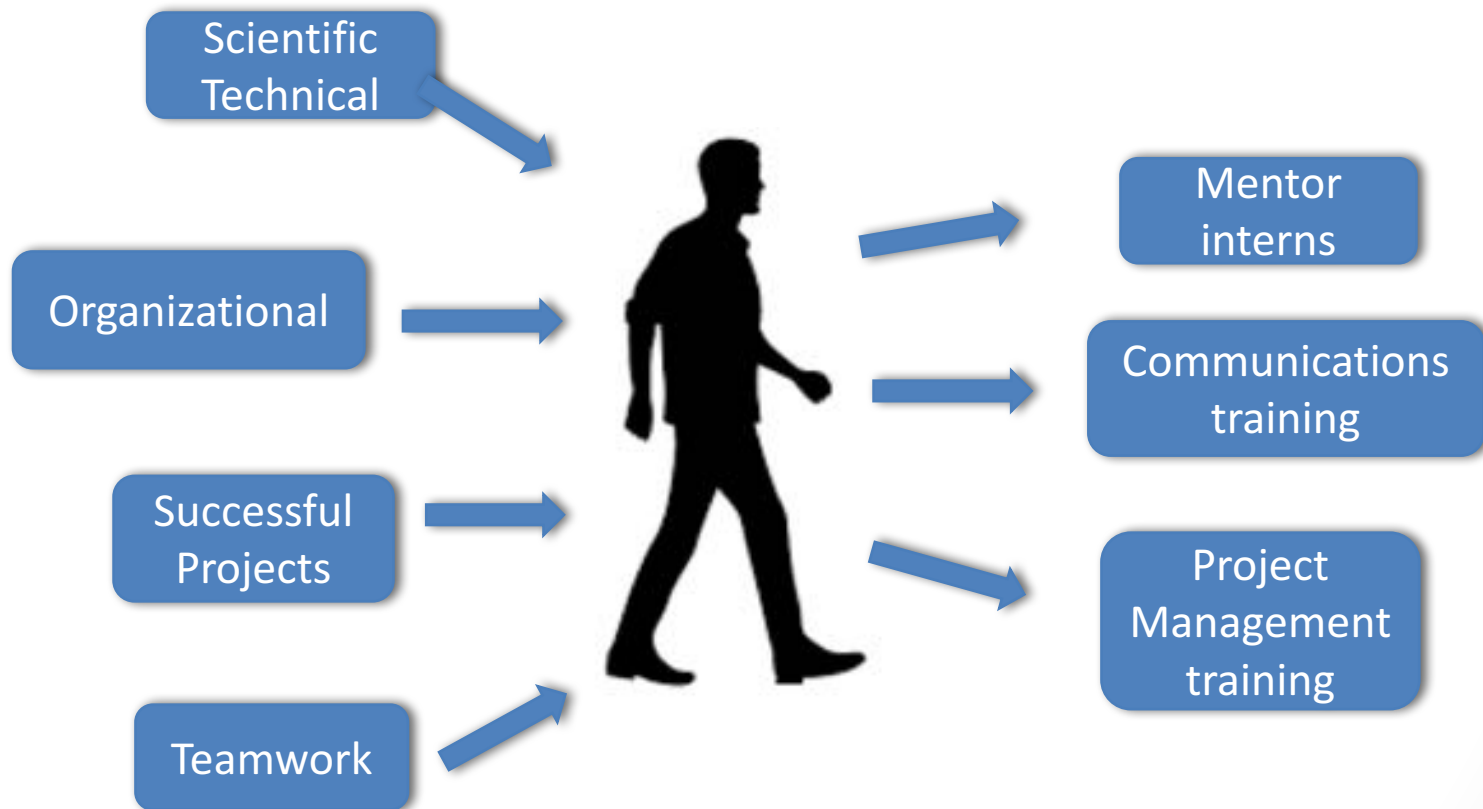
Structuring	Control	Execution	Tactical	Delegation	Production	Achieving Results	Focus	Competition
take a lead role	take a lead role	integrally involved in the outsourcing	integrally involved in the outsourcing		take a lead role	take a lead role		
robust experimental design	development and implementation of new methods, technologies, and processes	development and implementation of new methods, technologies, and processes	development and implementation of new methods, technologies, and processes		development and implementation of new methods, technologies, and processes	development and implementation of new methods, technologies, and processes		scientific innovation
Ability to multi-task to meet aggressive goals under tight timelines	Ability to multi-task to meet aggressive goals under tight timelines	Ability to multi-task to meet aggressive goals under tight timelines	Ability to multi-task to meet aggressive goals under tight timelines		Ability to multi-task to meet aggressive goals under tight timelines	Ability to multi-task to meet aggressive goals under tight timelines		
Experience working on complex projects	Experience working on complex projects	Experience working on complex projects	Experience working on complex projects		Experience working on complex projects	Experience working on complex projects		
Ability to integrate work seamlessly	Ability to integrate work seamlessly	Ability to integrate work seamlessly	Ability to integrate work seamlessly		Ability to integrate work seamlessly	Ability to integrate work seamlessly		
Strong problem solving skills	Strong problem solving skills	Strong problem solving skills	Strong problem solving skills		Strong problem solving skills	Strong problem solving skills		
Ability to work independently with minimal day-to-day supervision	Ability to work independently with minimal day-to-day supervision	Ability to work independently with minimal day-to-day supervision	Ability to work independently with minimal day-to-day supervision		Ability to work independently with minimal day-to-day supervision	Ability to work independently with minimal day-to-day supervision		



SciPhD TBS Matrix		
Job Title:		
Company:		
Job Sector:		
Scientific/Technical Requirements	Business Requirements	Social Requirements
Protein Purification	Innovative Managing tight deadlines	Good communications Manage collaborations
Competency	Experience Statement & Accomplishments	



What about your critical skills?



SciPhD 24 Core Skills: Which ones need work?

Creating the Vision

- ◆ Strategic
- ◆ Technical/Scientific
- ◆ Innovative
- ◆ Risk Management
- ◆ Champion/Energy

Developing People

- ◆ Collaboration
- ◆ Enabling
- ◆ Empathy
- ◆ Rapport

Execution

- ◆ Structuring
- ◆ Control
- ◆ Tactical
- ◆ Delegation

Achieving Results

- ◆ Production
- ◆ Focus
- ◆ Competition

Communications/Learning

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

Financial Acumen

- ◆ Return on Investment
- ◆ Internal Rate of Return
- ◆ Determining performance metrics
- ◆ Managing the Balance Sheet



mySciPhD Strategic Action Plan form

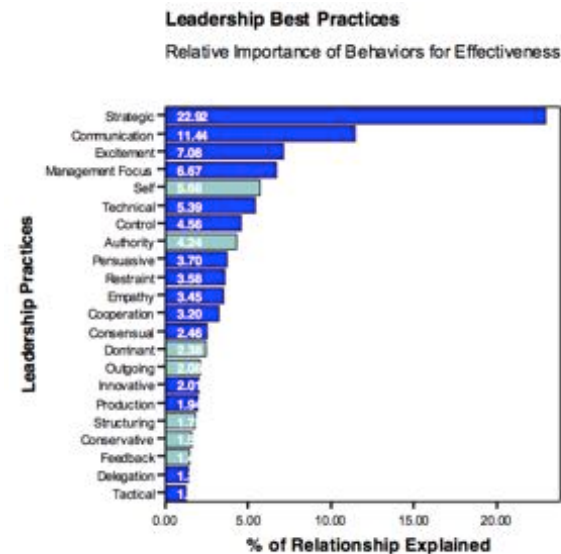
Name: <i>Just Hatched PHD</i> (SAMPLE) <u>My Career Preparation Plan for 2015</u>			
Career Objectives: Upon completion of my <u>_PhD_</u> in the field of <u>_immunology_</u> at <u>_Univ Mich_</u> , I plan to compete for a career position in <u>_Pharma_</u> for positions to include: 1. <i>Scientist II</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 in 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>		



Extra Credit

Think about your REAL strategic plan

- Think now, five, ten, even fifteen years out
- What are the critical skills?
- How can you gain those experiences?
- Peer coach each other



Review your Concerns

Did we cover everything you needed?



Review your Concerns

Did we cover everything you needed?



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?



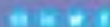
Visa Issues

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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Preparing Students for
Postdoctoral Careers



Q & A: 2016-2017

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and

Academic Skills

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Am I qualified for an industry position?
Are industry jobs boring?


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Developing Your People




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Your Total Compensation




Life in Industry: Deadlines,
Accountability and working on teams




Communications:
Learn to be a "Teamer"




Career Decisions:
How do I find a job?




The Behavioral Based
Interview Process




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Thank You



... keep on rowing!!!

Questions & Feedback

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