



SciPhD Training

Preparing scientists for professional careers

Webinar Series

How To Get A Leg Up On Your First Job



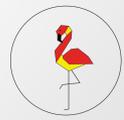
Randall Ribaud, PhD

Larry Petcovic, MS²

Co-founders, SciPhD.com

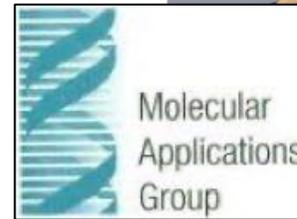
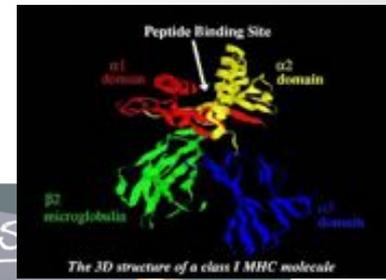


About Us



Who We Are

- PhD Immunology at UCONN
- Postdoc at NIH
- P.I. National Cancer Institute
- Private sector
 - Small biotech in Palo Alto CA
 - Celera Genomics
 - Entrepreneur
- Health Physicist
- Behavioral Sciences and Decision Making
- HR/Talent Acquisition and recruiting services experience



Trained at over 100 Universities



Webinar Process

- Webinars are recorded and available on Flamingo
- PDFs of presentations are available on Flamingo
- Followup E-mail
 - Accessing recordings & Documents
 - Instructions for Flamingo and Resources
- Q&A



Who Do We Have Here?

Freshman?

Sophomore?

Junior?

Senior?

Che.E?

Bm.E?



Find Job

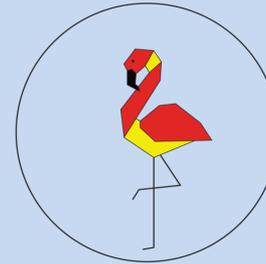
Job Hunt Process

Day 1

Analyze
Job Ad

Am I
Qualified?

Write
Resume



Day 2

Network

Interview

Land the
Job



Overview of Today's Webinar

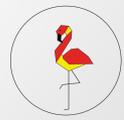
- Career Options
 - *Where* can you work
 - *What* type of work excites you
- Critical Skills Required for the job
 - *What* specifically are they looking for
- Your Relevant Experiences
 - *Why* you are best for the job



Where Can I Work?

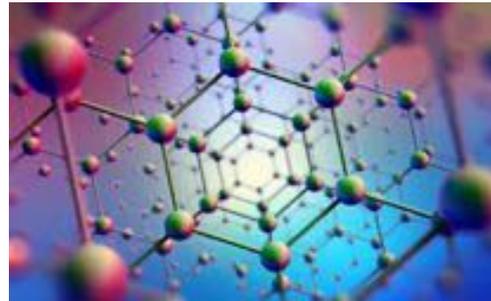
Types of Companies

- ◆ Large Corporations
- ◆ Biotechs & Engineering Firms
- ◆ Medical Devices and Diagnostics
- ◆ Non-profits, NGOs
- ◆ Legal/Patent related
- ◆ Consulting firms
- ◆ Government/Military



Types of Industries

- Academia
- Oil & Gas
- Nanotechnology
- Alternative Energies
- Biotechnology
- Medical and Pharmaceutical



What Can I Be with an Eng Degree?

- Academics
- Engineering
 - Process Engineer
 - Production Engineer
 - Scientist- Chemical Development
 - Scientist- Bioengineering Development
 - Research Scientist/Engineer
 - Field Engineer
- Operations
 - Project Manager
 - Technical Sales
 - Field Applications Specialist (FAS)
 - Technical, Customer Support

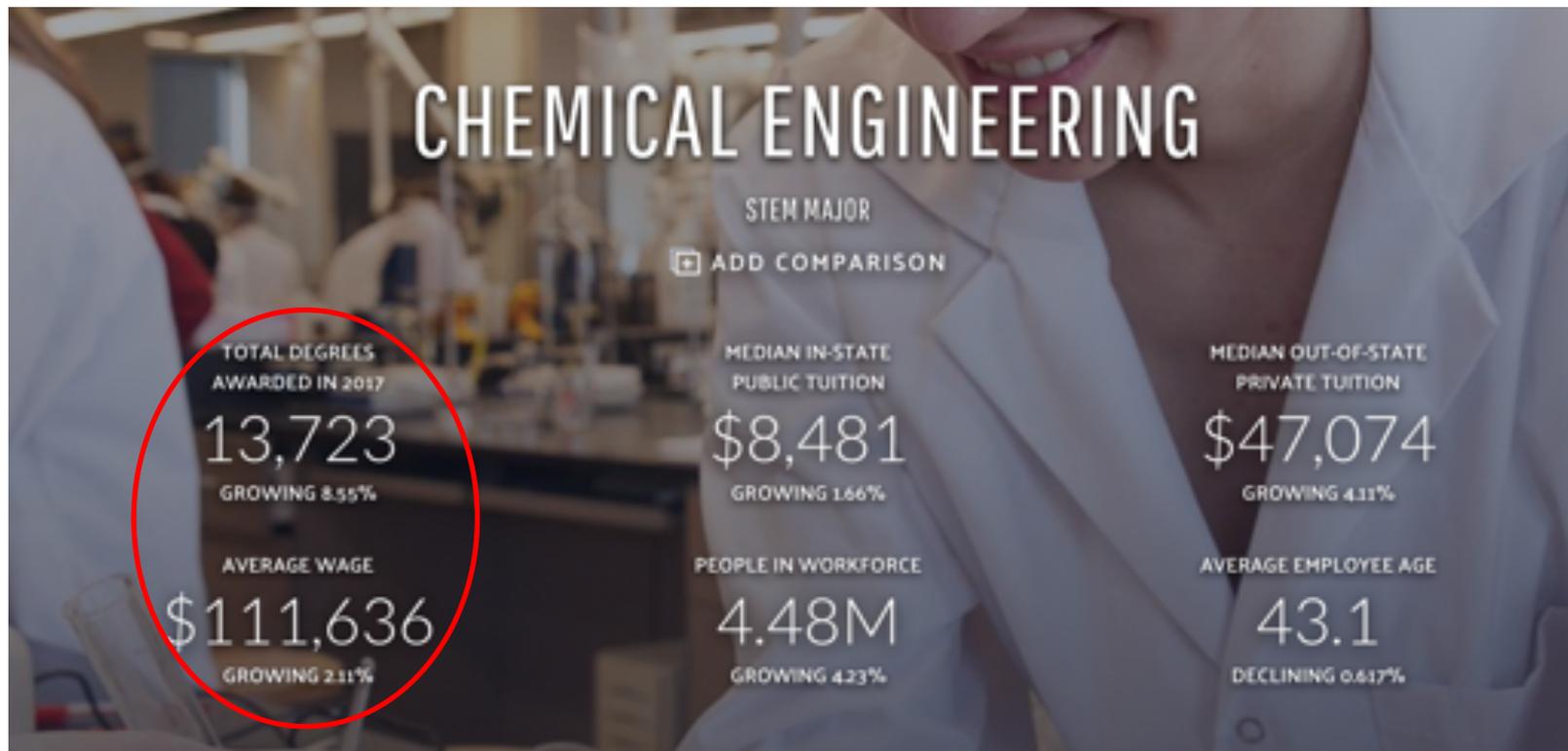


Poll: Career Interests

- Academia
- Engineering Research Outside Academia
- Field Engineer
- Operations (Project Management)
- Customer Relations
- Technical Sales (FAS)



Career Outlook



Source: dataUSA



Chemical Engineers

Quick Facts: Chemical Engineers	
2019 Median Pay ?	\$108,770 per year \$52.30 per hour
Typical Entry-Level Education ?	Bachelor's degree
Work Experience in a Related Occupation ?	None
On-the-job Training ?	None
Number of Jobs, 2019 ?	32,600
Job Outlook, 2019-29 ?	4% (As fast as average)
Employment Change, 2019-29 ?	1,400

Source: Bureau of Labor and Statistics



Career Outlook



Source: dataUSA



Biomedical Engineers

Quick Facts: Biomedical Engineers	
2019 Median Pay ?	\$91,410 per year \$43.95 per hour
Typical Entry-Level Education ?	Bachelor's degree
Work Experience in a Related Occupation ?	None
On-the-job Training ?	None
Number of Jobs, 2019 ?	21,200
Job Outlook, 2019-29 ?	5% (Faster than average)
Employment Change, 2019-29 ?	1,000

Source: Bureau of Labor and Statistics



Average Salaries

Biomedical Engineer Salaries in Washington, DC Area

57 Salaries Updated Sep 14, 2020

Very High Confidence

Industries Select your option Select your option

Average Base Pay

\$77,067 / yr

17% above national average



Additional Cash Compensation

Average **\$1,318**

Range **\$321 - \$11,472**

How much does a Biomedical Engineer make in Washington, DC?
The average salary for a Biomedical Engineer is \$77,067 in Washington, DC. Salaries estimates are based on... [More](#)

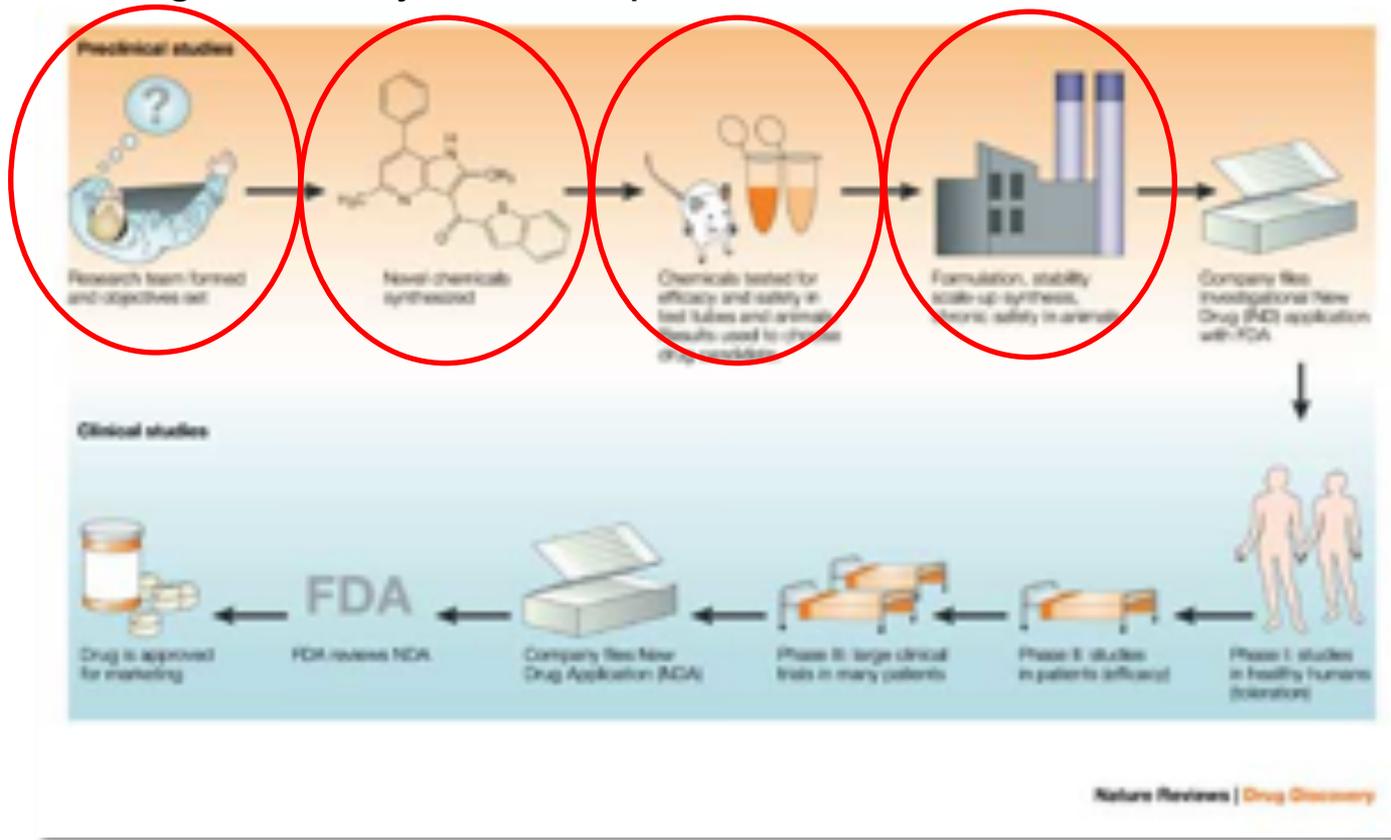
Salaries for Related Job Titles

Biomedical Technician	\$38K
Clinical Engineer	\$77K
Biomechanical Engineer	\$77K
Biomedical Equipment Technician	\$35K



You are one part of a process

Drug Discovery & Development



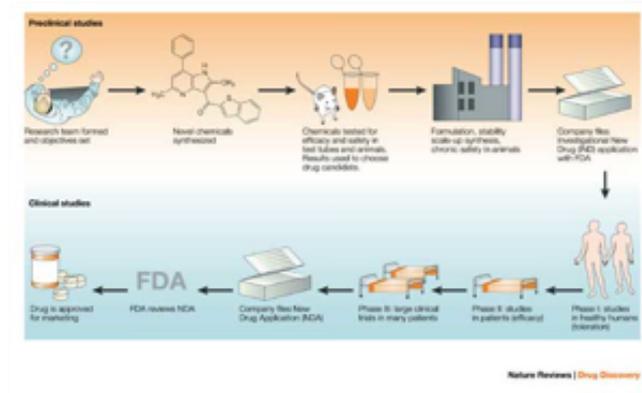
\$800 Million - \$ 1 Billion

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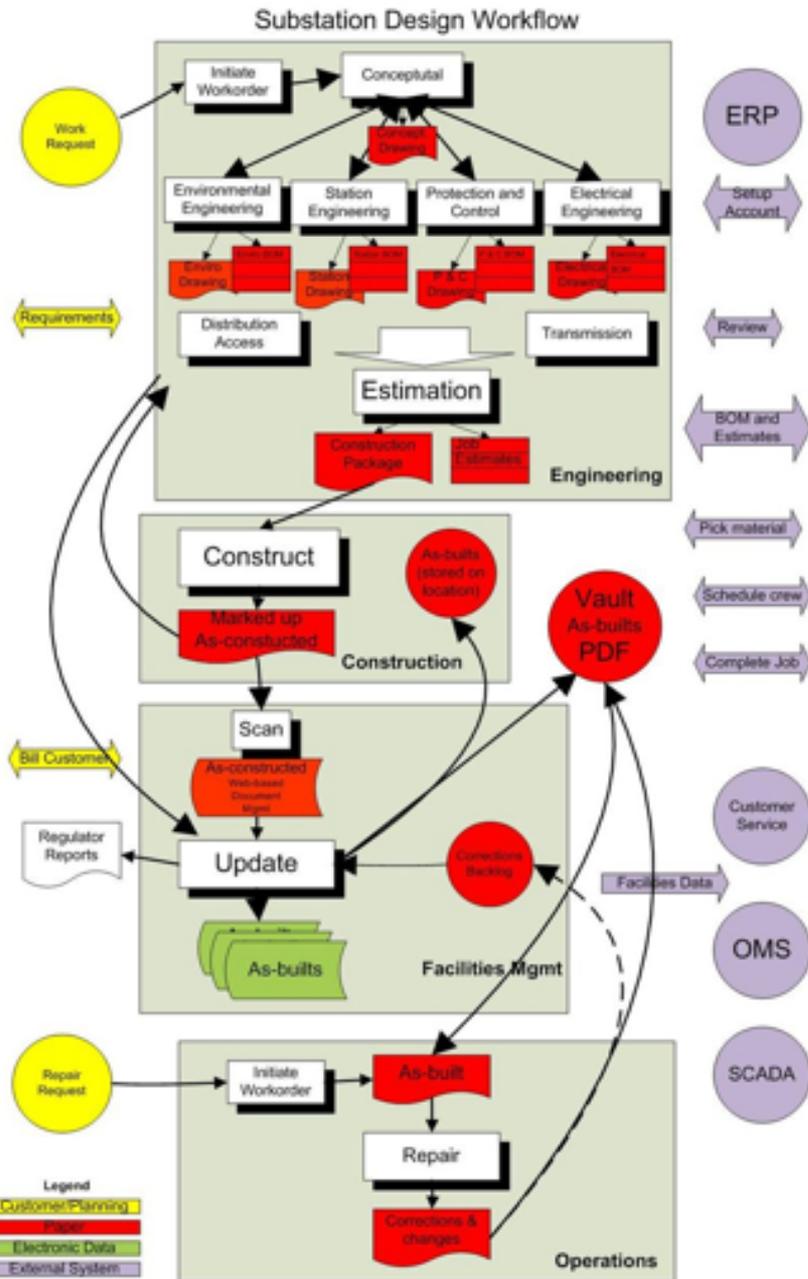


“Business” of Science Roles

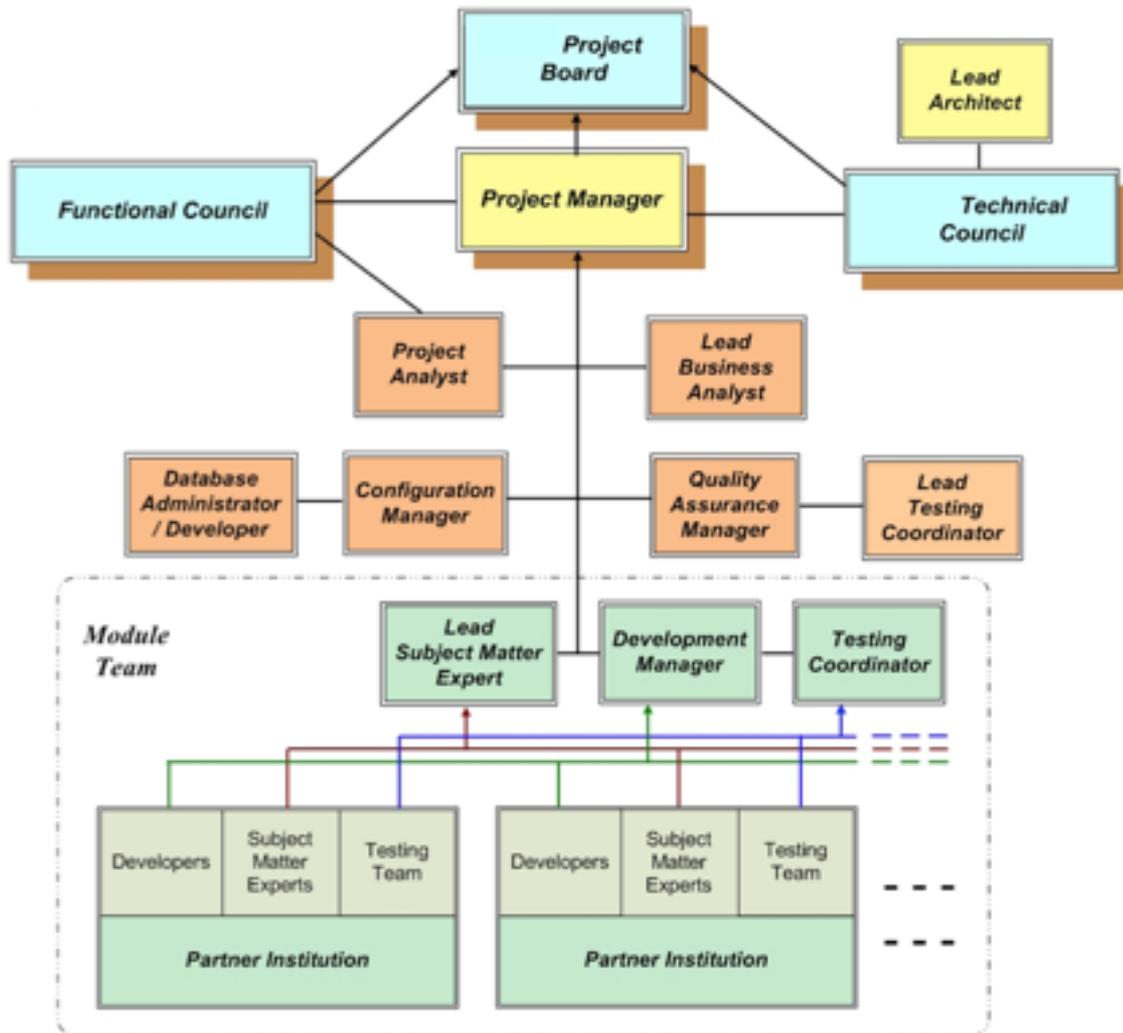
- Research biologists
- Chemists
- Animal handlers
- Production-scaleup specialists
- Clinical Researchers
- Project managers
- Marketing
- Legal experts
- Regulatory experts
- Sales
- Physicians
- Patients



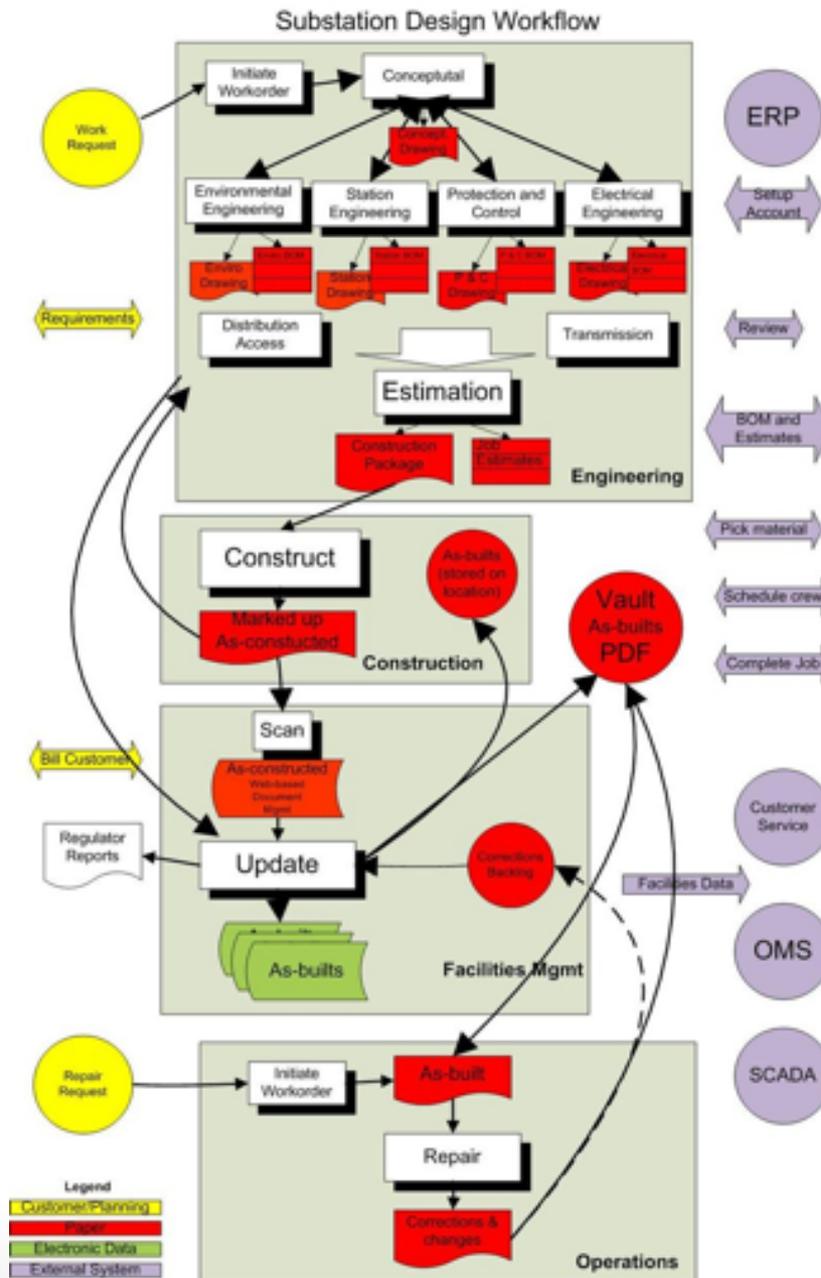
Siemens Power Substation Design



Project Team Roles



Siemens Power Substation Design



- Subject matter experts
- Project manager
- Electrical engineers
- Environmental engineers
- Civil engineers
- Implementation (construction)
- Customer support
- Sales
- Marketing
- Communications
- Legal



Business Requires Cooperation

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

Teamwork is essential to success!!

...and therefore requires additional skills



What about the Business of Science?

Two Rules of Business (USA)

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



What are the Critical Skills?



Biomedical Engineer (Manufacturing), IsoPlexis

Company Description

Personalized immunotherapies are the future of the fight against cancer, and IsoPlexis (www.isoplexis.com) is Making the Difference in enabling the lofty goal of employing immunotherapies to combat our toughest diseases. Our integrated systems, named #1 Innovation by Scientist Magazine World-Leading Design by Red Dot, are changing cancer research by connecting biological readouts to what is actually happening in patients. Our game changing hardware technologies, originally from Cal Tech and Yale, combined with our next generation software and data visualizations, are powered by our amazing team and used throughout the world. We work with a growing list of leading researchers who are publishing findings that connect our readouts to what is truly happening in patients, and that excites; drives all of us to do more! If you like working at the intersection of biological sciences and healthcare, and you enjoy intellectually challenging yet fulfilling projects, give us a call. Our fast growing, 140+ person team has a sense of integrity, energy, and urgency to 'make things happen' in our collective careers and in the broader world, and we look forward to talking.

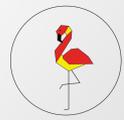
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- Prepare documentation of findings and submit reports
- Create and or update work instruction and BOM's to reflect process improvements
- Evaluate and Validate the use of new materials, processes, and reagents
- Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions
- Provide technical support in transferring new products and improvements from engineering into production
- Ability to handle detail, multiple tasks, and short-notice deadlines, with reprioritization of work

Skills

- Bachelor's degree in biology, biomedical, chemical, biochemical, mechanical engineering or related discipline
- Experimental Design and data analysis experience
- Experience with automation system testing including liquid handling, imaging, motion and temperature control
- Knowledge / experience with ELISA a plus
- Experience with microscopy, wet lab experience, sterile technique, and good lab practice (experience with mammalian cell culture a plus)
- Process/product validation experience a plus
- Desire to work independently and in a highly entrepreneurial environment, exercise creativity and judgment in bench work, analysis, and presentation to internal team members
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Leadership Skills for Successful Scientists

(Source: Management Research Group[®])

- Authority
- Communication
- Consensual
- Conservative
- Control
- Cooperation
- Delegation
- Dominant
- Empathy
- Excitement
- Feedback
- Innovative
- Management Focus
- Outgoing
- Persuasive
- Production
- Restraint
- Self
- Strategic
- Structuring
- Tactical
- Technical

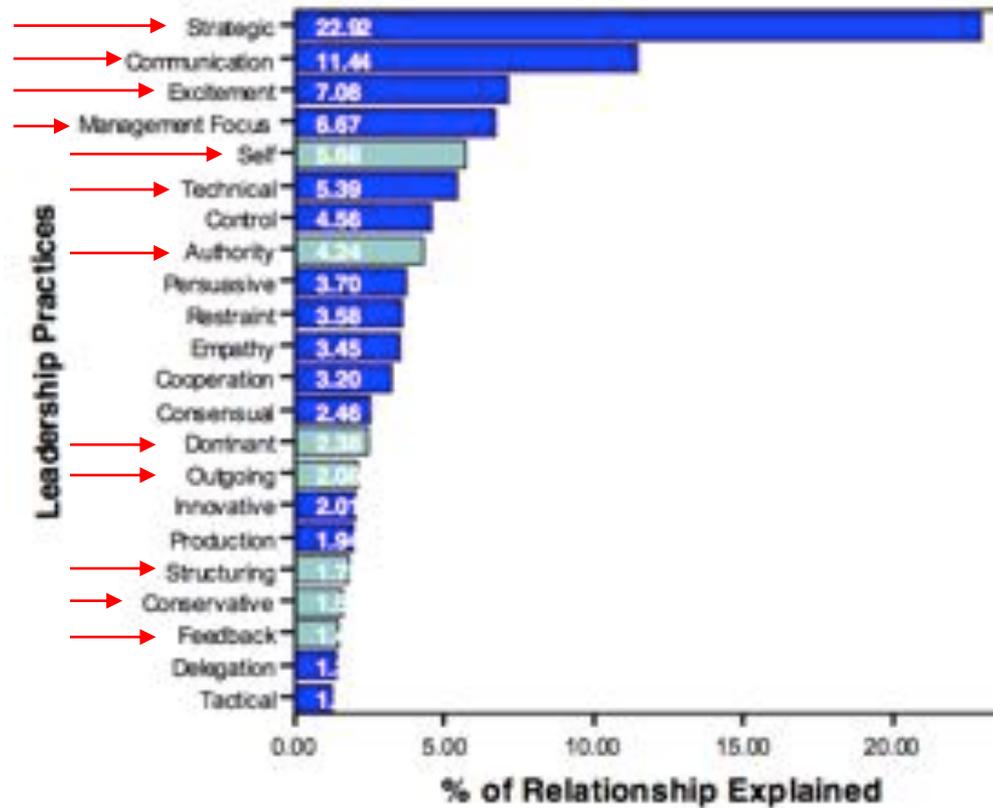
What do you think are the top 3 skills?



Critical Skills

Leadership Best Practices

Relative Importance of Behaviors for Effectiveness

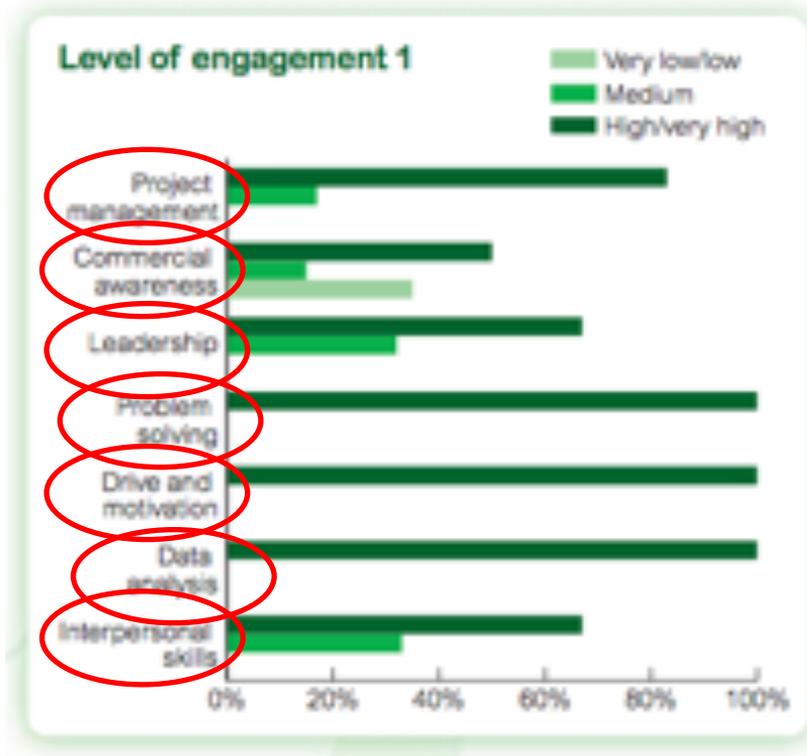


Source: Management Research Group®

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Perceived Value of Doctoral Graduates in Industry



Highly value doctoral graduates
(6%)



Strong interest in doctoral graduates
(25%)

Source: "Recruiting researchers: survey of employer practice 2009"



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What is your Brand?

“Me Inc.”

- Scientific/technical identity (*what* you do)
- Business Identity (*how* you do it)
- Social Identity (how you *interact with others*)



My Scientific Identity

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



Home Self-Assessment 1/2 day Workshop Get your first job Its about the team Certificate Programs Blog Testimonials About Us

The SciPhD Blog

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

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

[Read more...](#)

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

[Read more...](#)

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

[Read more...](#)

CAN'T WE ALL JUST GET ALONG? PERCEPTION GAP ON CRITICAL SKILLS December 13, 2012
The McKinsey group released a report the first week of December 2012 that took a careful look at the interplay for lack thereof between employers, potential entry-level new hires (students) and educational providers. There's a ton of data in this 184 page report, that looks across industries in nine countries to determine how well prepared new talent is for the workforce demands. One of the most provocative observations is the apparent disconnect between the perceptions of students, hiring...

[Read more...](#)



My Business Identity

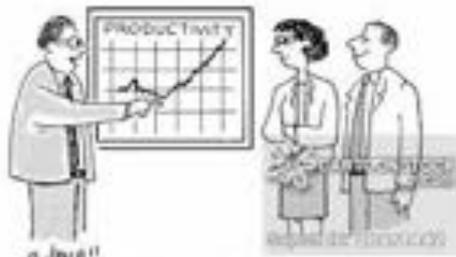
Creating the Vision

- Strategic value
- Innovation
- Risk Assessment



My Business Identity

- Execution
- Achieving Results
- Financial and Regulatory



"Right about here I added a drip coffee maker, with high caffeine premium blend coffee, to the employee break rooms."



My Business Identity (from job ad)

- Exercise creativity and judgement
- Self-motivated, high energy
- Ability to handle detail, multiple tasks
- Meet short-notice deadlines
- Commitment to quality, attention to detail



My Social Identity (from job ad)

- Team player
- Exercise creativity
- Sense of integrity, energy
- Make things happen' in our collective careers



Social Identity Matters!

Forbes

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.

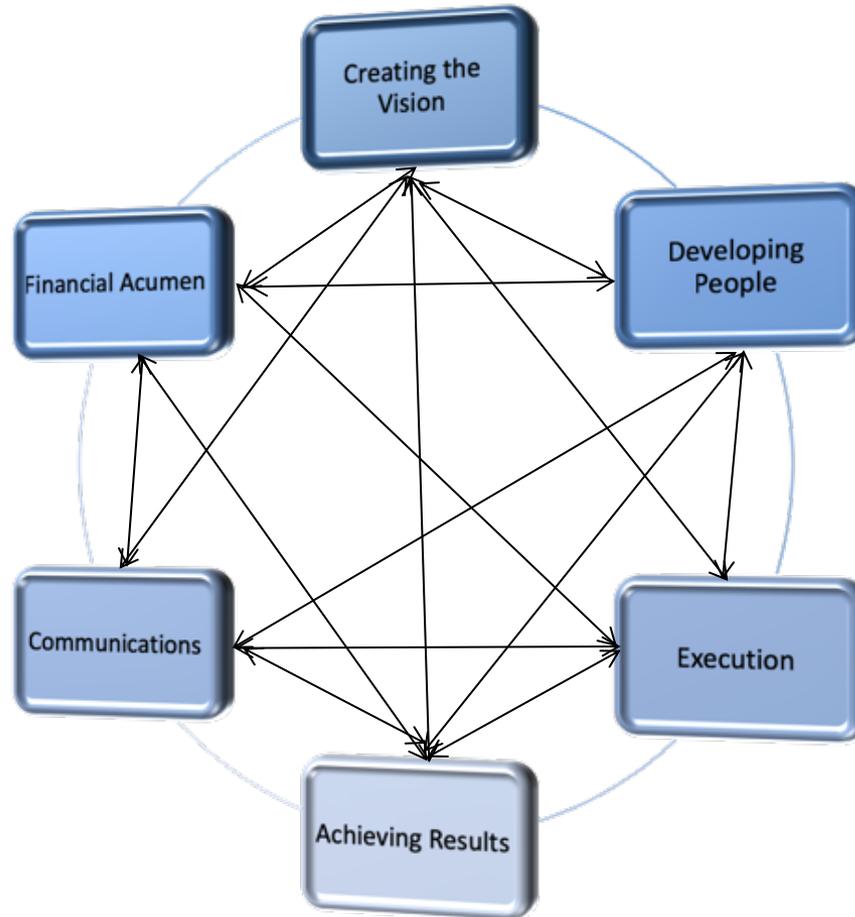


“Today’s brightest and best are much more focused on their work/life balance and workplace wellness. In response, recruiters invest more in determining an applicant’s soft skills to assure that they will fit well with their corporate culture.”

-David Durham, WVU Career Services Center



Business Life Cycle



SciPhD Core Business Competencies



Creating the Vision

- Strategic
- Innovative
- Risk Management
- Champion/Energy

Business Skills

Achieving Results

- Production
- Focus
- Competition

Developing People

- Collaboration
- Enabling
- Empathy
- Rapport

Social Skills

Communications

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

Execution

- Structuring
- Control
- Tactical
- Delegation

Business Skills

Financial Acumen

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



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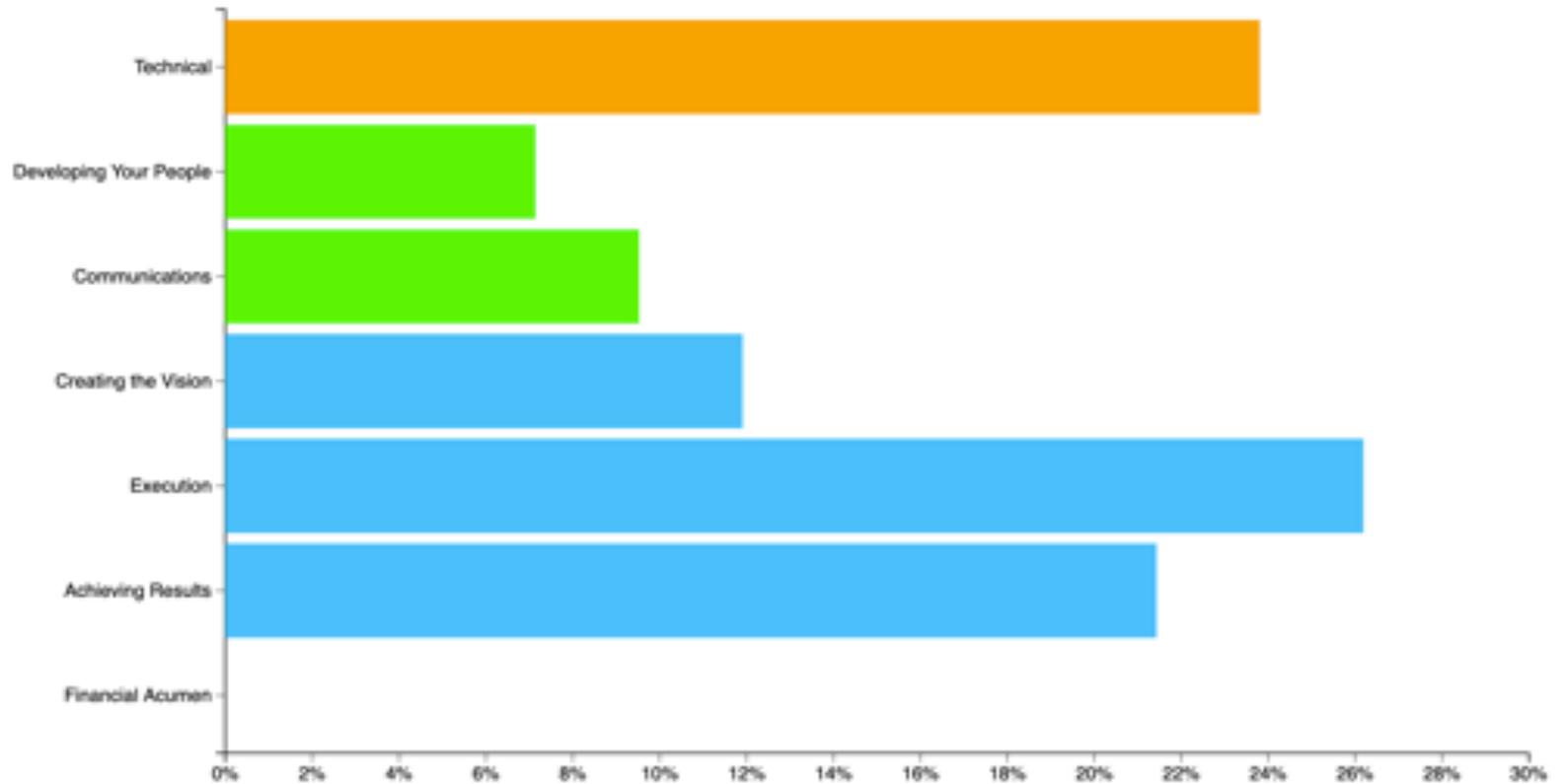
Biomedical Engineer

Technical	Business	Social
BSc.Bioeng	Enjoy intellectual challenges	Team player
Root cause analysis	Highly creative	Present to team members
Materials Analysis	Developing and executing	Prepare documentation and submit reports
Automation Systems	Self motivated, high energy	Provide technical support
Imaging, Liquid Handling	Work independently	'make things happen'
Microscopy	Ability to multi-task	
Sterile technique	Strong sense of urgency, initiative	
GLP	Meet deadlines	
ELISA	Continuous Improvement	
Microfluidics	Sense of integrity	
Good scientific judgement		



Job Analytics

Biomedical Engineer (Manufacturing), IsoPlexis



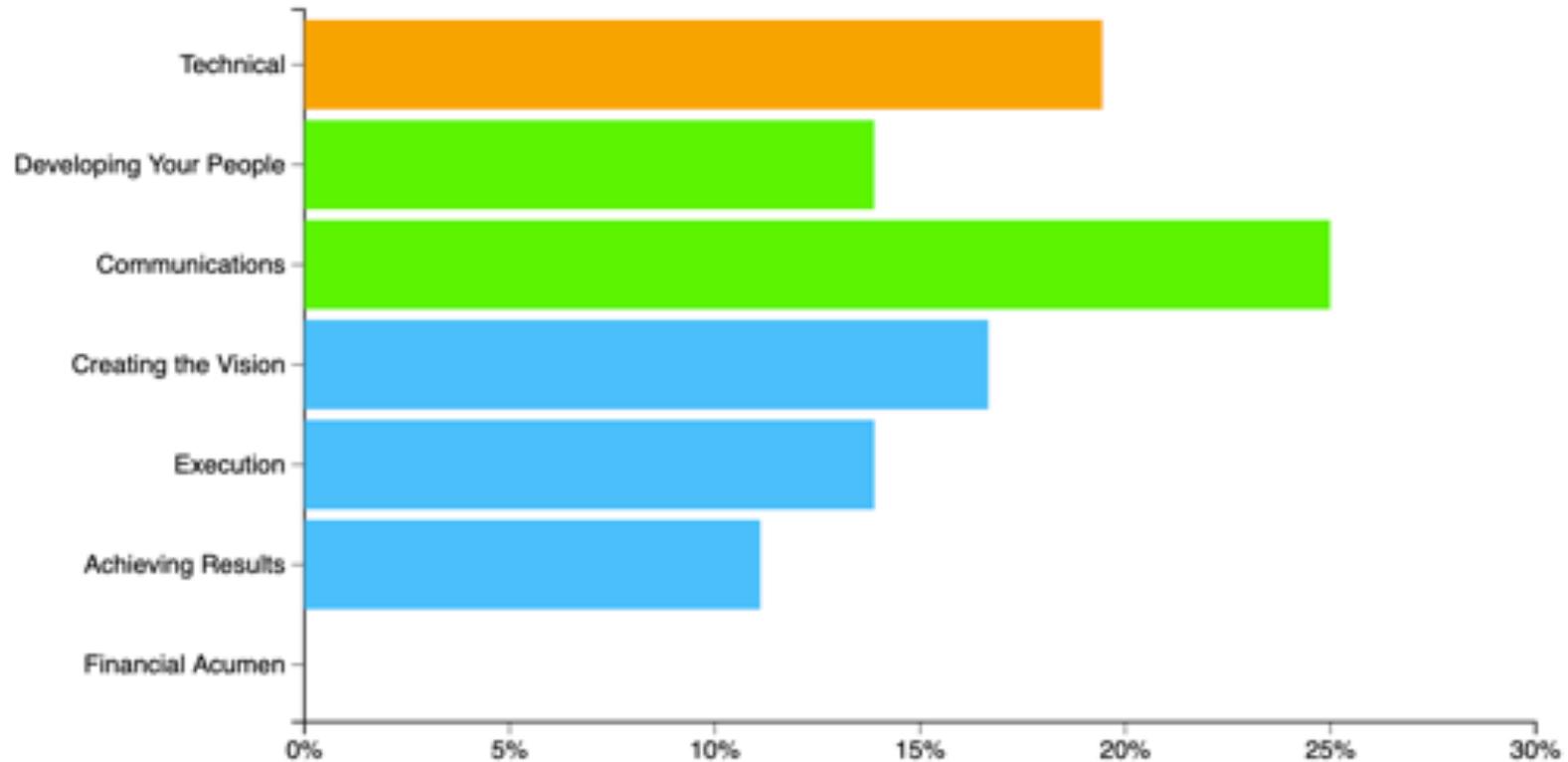
Associate Medical Writer

Technical	Business	Social
Neuroscience, hematology, Oncology	Ambitious, motivated and creative with independent working style	Communicate with clients, KOLs and other stakeholders with ease
Immunology	Passion for healthcare and science	Aligned with core values- integrity, imagination, determination
Apple Devices	High degree of integrity, tact and confidentiality	Team player, high EQ
G-Suite Office tools	Acurate and detail oriented	Natural flair for writing
Clinical research	Excellent time management skills	Emphasizes data in clear and concise manner
Medical terminology	Face-paced, highly regulated industry	Creates promotional medical education and publications planning materials
Interest in variety of therapy areas		Excellent written and oral communications skills
Understands science behind clinical products		Able to tell scientific story in unique and effective ways
PhD, PharmD, MD		



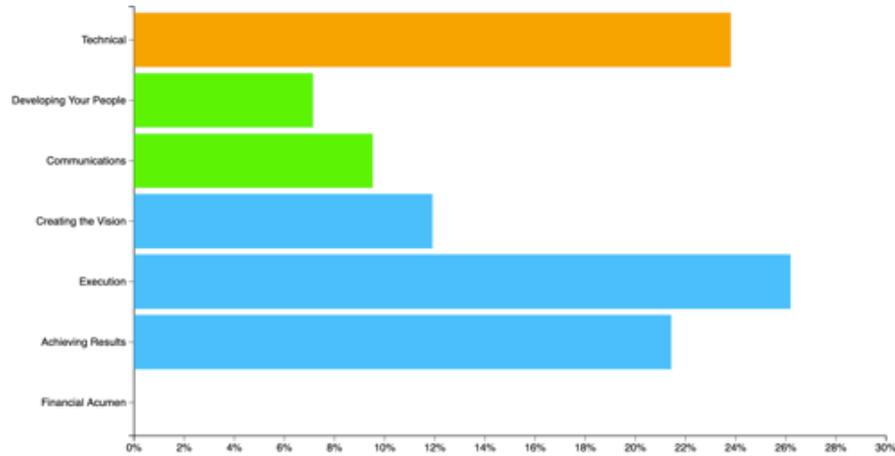
Job Analytics

Associate Medical Writer, Medicalwriters.com

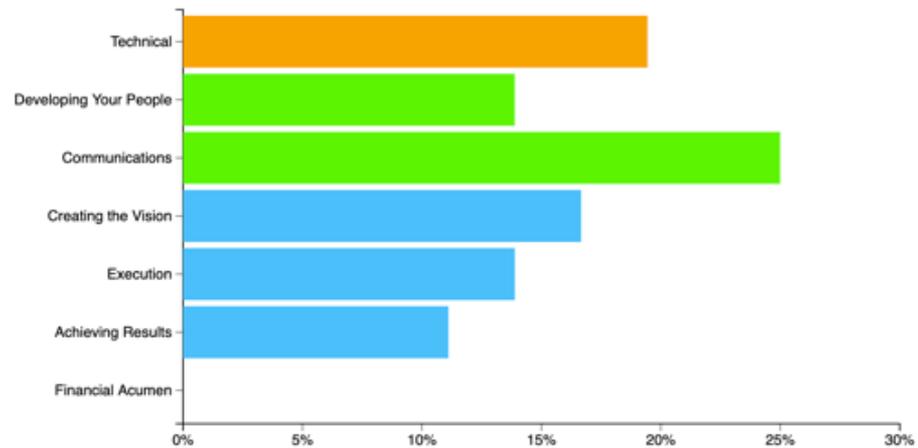


Job Analytics

Biomedical Engineer (Manufacturing), isoPlexis



Associate Medical Writer, Medicalwriters.com



Experience-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...



How Do I Use This Information???

“I need a Job NOW!”

Find a Job

Analyze Job Ad

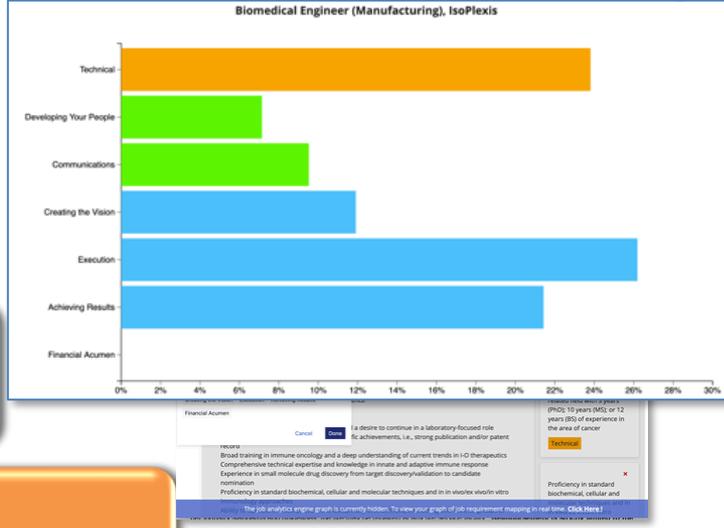
Am I Qualified?

Write Resume

Networking

Interview

Land the Job



Bernadette Picofarad, BSBmE
 866-555-1212 Madison, WI picofarad@gmail.com

Summary of Qualifications
 Innovative and highly productive biomedical engineer with experience in applying GLP to the conception and development of novel microfluidics devices. Participated in the planning, design and execution of a novel artificial tissue prototype in collaboration with team members resulting in efficiently bringing concept to production. By employing Good Laboratory Practice, root cause analysis and encouraging a collaborative high performing work environment, we implemented sophisticated microfluidic techniques to create a prototype artificial tissue that brings bioengineering knowledge and creativity to develop a prototype that can have significant impact on healthcare.

Education
 West Virginia University, Morgantown, WV, BSBmE 2019 - Present
 Biomedical Engineering

Relevant Technical Skills

• Biological Sciences	• ELISA	• GLP
• Healthcare	• Automation System	• Microfluidics
• Root Cause Analysis	• Testing	• Mammalian tissue culture

Relevant Business and Social Skills

• Process oriented	• Creative problem solver	• Accomplished writer
• Consistently generates high quality work	• Led collaborative teams	• Highly motivated
• Highly productive	• Builds relationships with diverse individuals	• Innovative
• Establishes strong relationships	• Focused leader	• Strategic thinking
• Effective communicator	• Effective multi-tasker	

Educational and Professional Experience
 Undergraduate Student West Virginia University, Morgantown, WV 2019 - Present
 Took initiative to develop novel microfluidic platform to support development of artificial tissue, while encouraging participation of others to successfully develop prototype device.
 Led project on artificial tissue production that required GLP process and included mammalian tissue culture, resulting in beta testing for future product.
 Developed User Guide for construction and operation of microfluidic device to sustain artificial tissue device resulting in adoption of technology by multiple bioengineering labs.



How Do I Use This Information???

“I have more time”

Step 1: Focus on Your Strong Skills



How Do I Use This Information???

“I have more time”

Step 2: Recognize your limits



Let's Take A Break



Manual Method vs Flamingo

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 Oncology (1-0)** (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 (1-0) mechanisms
- Effectively lead efforts in building strong technical expertise and innovative infrastructure to support small molecule 1-0 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

Technical	Developing Your People	Communications	Creating the Vision	Execution	Achieving Results	Financial Acumen
Skilled Senior Scientist Immune Oncology (Immunologist II or III)	Help lead research efforts	Interacting with diverse groups of experts within or outside of his/her scientific discipline	Discovery and development of innovative first-in-class therapies	Independently conceive, execute and communicate	proven track record of accomplishments	
target discovery/validation, late stage discovery programs as well as early development agents engaging immune oncology (1-0) mechanisms	Effectively lead efforts in building strong technical expertise	Develop compelling scientific presentations and reports for internal review meetings and external scientific conferences and journals	discussing and developing novel treatments	manages innovation to reality	highly motivated	
support small molecule 1-0 programs	Interact with cross-functional teams to establish productive collaborations within and outside of AbbVie.	Experience in communicating technical information to a broad scientific audience through presentations and written reports	new approach	Ability to prioritize and manage multiple research activities	Ability to operate in a fast-paced multi-disciplinary environment	
Extensive laboratory research experience and a desire to continue in a laboratory focused role	Interacting with diverse groups of experts within or outside of his/her scientific discipline	Independently conceive, execute and communicate	highly motivated	Extensive laboratory research experience and a desire to continue in a laboratory focused role	Ability to prioritize and manage multiple research activities	
Broad training in immune oncology and a deep understanding of current trends in 1-0 therapeutics	Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance	Interact with cross-functional teams to establish productive collaborations within and outside of AbbVie.	Independently conceive, execute and communicate	Leaves his/her group the "vacuum" and can change the course quickly where indicated	Leaves his/her group the "vacuum" and can change the course quickly where indicated	
Comprehensive technical expertise and knowledge in innate and adaptive immune response	Creates a learning environment	open to suggestions and experimentation for improvement	novel multi-disciplinary research strategies	innovative infrastructure open to suggestions and experimentation for improvement	Raises the bar and is never satisfied with the status quo	
Experience in small molecule drug discovery from target discovery/validation to candidate nomination	Embraces the ideas of others, nurtures innovation		innovative infrastructure	manages innovation to reality	scientific achievements, i.e., strong publication and/or patent record	
Proficiency in standard biochemical, cellular and molecular techniques and in in vivo/in vitro immunology approaches	Experience managing research associates		Demonstrated record of credibility	open to suggestions and experimentation for improvement		
PhD in above disciplines with 8 years of post-graduate experience						
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						
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						
Solid understanding of immune suppressive tumor microenvironment and 1-0 translational research						
small molecule immune oncology programs						

VS

Current Job: Senior Scientist, Cancer Biology, AbbVie

All
 Technical
 Developing Your People
 Communications
 Creating the Vision
 Execution
 Achieving Results
 Financial Acumen

Include	Requirements	Experience Description	Skills
<input checked="" type="checkbox"/>	Builds strong relationships with peers and cross-functionally with partners outside of team to enable higher performance Developing Your People Skill Confidence: <input type="range" value="5"/> 5	Postdoctoral Fellow, NIAID, National Institutes of Health Effectively collaborated with scientists in different labs within and outside the institution resulting in three peer-reviewed publications. View all experience descriptions	Social & Business Skills Establishes strong relationships
<input checked="" type="checkbox"/>	Effectively lead efforts in building strong technical expertise Developing Your People Skill Confidence: <input type="range" value="5"/> 5	Postdoctoral Fellow, NIAID, National Institutes of Health Responsible for the design and execution of vaccine development project that required training of junior students who became productive team contributors. View all experience descriptions	Social & Business Skills Mentors and enables others
<input checked="" type="checkbox"/>	Experience in communicating technical information to a broad scientific audience through presentations and written reports Communications Skill Confidence: <input type="range" value="5"/> 5	Postdoctoral Fellow, NIAID, National Institutes of Health Successfully communicated complex scientific projects and business models to diverse audiences ranging from senior executives to the lay public. View all experience descriptions	Social & Business Skills Adaptable to different audiences
<input checked="" type="checkbox"/>	Extensive laboratory research experience and a desire to continue in a laboratory-focused role Technical Execution Skill Confidence: <input type="range" value="5"/> 5	Postdoctoral Fellow, NIAID, National Institutes of Health Extensive experience in design, execution and publication of novel and effective tumor immunology studies resulting in seven peer-review publications View all experience descriptions	Technical Skills molecular immunology in vitro cell culture in vivo animal studies protein engineering protein expression flow cytometry Enter Skills





Company Description

Personalized immunotherapies are the future of the fight against cancer, and IsoPlexis (www.isoplexis.com) is Making the Difference in enabling the lofty goal of employing immunotherapies to combat our toughest diseases. Our integrated systems, named #1 Innovation by Scientist Magazine World-Leading Design by Red Dot, are changing cancer research by connecting biological readouts to what is actually happening in patients. Our game changing hardware technologies, originally from Cal Tech and Yale, combined with our next generation software and data visualizations, are powered by our amazing team and used throughout the world. We work with a growing list of leading researchers who are publishing findings that connect our readouts to what is truly happening in patients, and that excites; drives all of us to do more! If you like working at the intersection of biological sciences and healthcare, and you enjoy intellectually challenging yet fulfilling projects, give us a call. Our fast growing, 140+ person team has a sense of integrity, energy, and urgency to 'make things happen' in our collective careers and in the broader world, and we look forward to talking.

IsoPlexis is welcoming self-motivated, high energy individuals who are looking for career growth working with cutting edge technology, to apply today!

Responsibilities

- Research and execute experiments to drive continuous improvement in novel assay and microfluidics, devices
- Prepare documentation of findings and submit reports
- Create and or update work instruction and BOM's to reflect process improvements
- Evaluate and Validate the use of new materials, processes, and reagents
- Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions
- Provide technical support in transferring new products and improvements from engineering into production
- Ability to handle detail, multiple tasks, and short-notice deadlines, with reprioritization of work

Skills

- Bachelor's degree in biology, biomedical, chemical, biochemical, mechanical engineering or related discipline
- Experimental Design and data analysis experience
- Experience with automation system testing including liquid handling, imaging, motion and temperature control
- Knowledge / experience with ELISA a plus
- Experience with microscopy, wet lab experience, sterile technique, and good lab practice (experience with mammalian cell culture a plus)
- Process/product validation experience a plus
- Desire to work independently and in a highly entrepreneurial environment, exercise creativity and judgment in bench work, analysis, and presentation to internal team members
- Commitment to quality, attention to detail, and team player



Biomedical Engineer (Manufacturing), IsoPlexis



Company Description

Personalized immunotherapies are the future of the fight against cancer, and IsoPlexis (www.isoplexis.com) is Making the Difference in enabling the lofty goal of employing immunotherapies to combat our toughest diseases. Our integrated systems, named #1 Innovation by Scientist Magazine World-Leading Design by Red Dot, are changing cancer research by connecting biological readouts to what is actually happening in patients. Our game changing hardware technologies, originally from Cal Tech and Yale, combined with our next generation software and data visualizations, are powered by our amazing team and used throughout the world. We work with a growing list of leading researchers who are publishing findings that connect our readouts to what is truly happening in patients, and that excites; drives all of us to do more! If you like **working at the intersection of biological sciences and healthcare**, and **you enjoy intellectually challenging yet fulfilling projects**, give us a call. Our fast growing, 140+ person team has a **sense of integrity, energy, and urgency to 'make things happen' in our collective careers** and in the broader world, and we look forward to talking.

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Skills

Technical	Developing People	Communications	Creating the Vision	Execution	Achieving Results	Financial Acumen
novel assay and microfluidics, devices	Commitment to quality, attention to detail, and team player	Commitment to quality, attention to detail, and team player	enjoy intellectually challenging, yet fulfilling projects	research and execute experiments to drive continuous improvement	research and execute experiments to drive continuous improvement	
Evaluate and Validate the use of new materials, processes, and reagents	exercise creativity and judgment in bench work, analysis, and presentation to internal team members	Prepare documentation of findings and submit reports	exercise creativity and judgment in bench work, analysis, and presentation to internal team members	Create and or update work instruction and BOM's to reflect process improvements	Create and or update work instruction and BOM's to reflect process improvements	
Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions	sense of integrity, energy, and urgency to 'make things happen' in our collective careers	Provide technical support in transferring new products and improvements from engineering into production	highly entrepreneurial environment	Provide technical support in transferring new products and improvements from engineering into production	sense of integrity, energy, and urgency to 'make things happen' in our collective careers	
Bachelor's degree in biology, biomedical, chemical, biochemical, mechanical engineering or related discipline	exercise creativity and judgment in bench work, analysis, and presentation to internal team members	exercise creativity and judgment in bench work, analysis, and presentation to internal team members	self-motivated, high energy individuals	Ability to handle detail, multiple tasks, and short-notice deadlines, with reprioritization of work Skills	Ability to handle detail, multiple tasks, and short-notice deadlines, with reprioritization of work Skills	
Experience with automation system testing including liquid handling, imaging, motion and temperature control			sense of integrity, energy, and urgency to 'make things happen' in our collective careers	Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions	Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions	
Experience with microscopy, wet lab experience, sterile technique, and good lab practice (experience with mammalian cell culture a plus)				Evaluate and Validate the use of	enjoy intellectually challenging yet	
Experimental Design and data analysis experience						
Knowledge / experience with ELISA a plus						
Process/product validation experience a plus						
like working at the intersection of biological sciences and healthcare						

Creating the Vision

- Strategic
- Innovative
- Risk Management
- Champion/Energy

Business Skills

Achieving Results

- Production
- Focus
- Competition

Developing People

- Collaboration
- Enabling
- Empathy
- Rapport

Social Skills

Communications

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

Execution

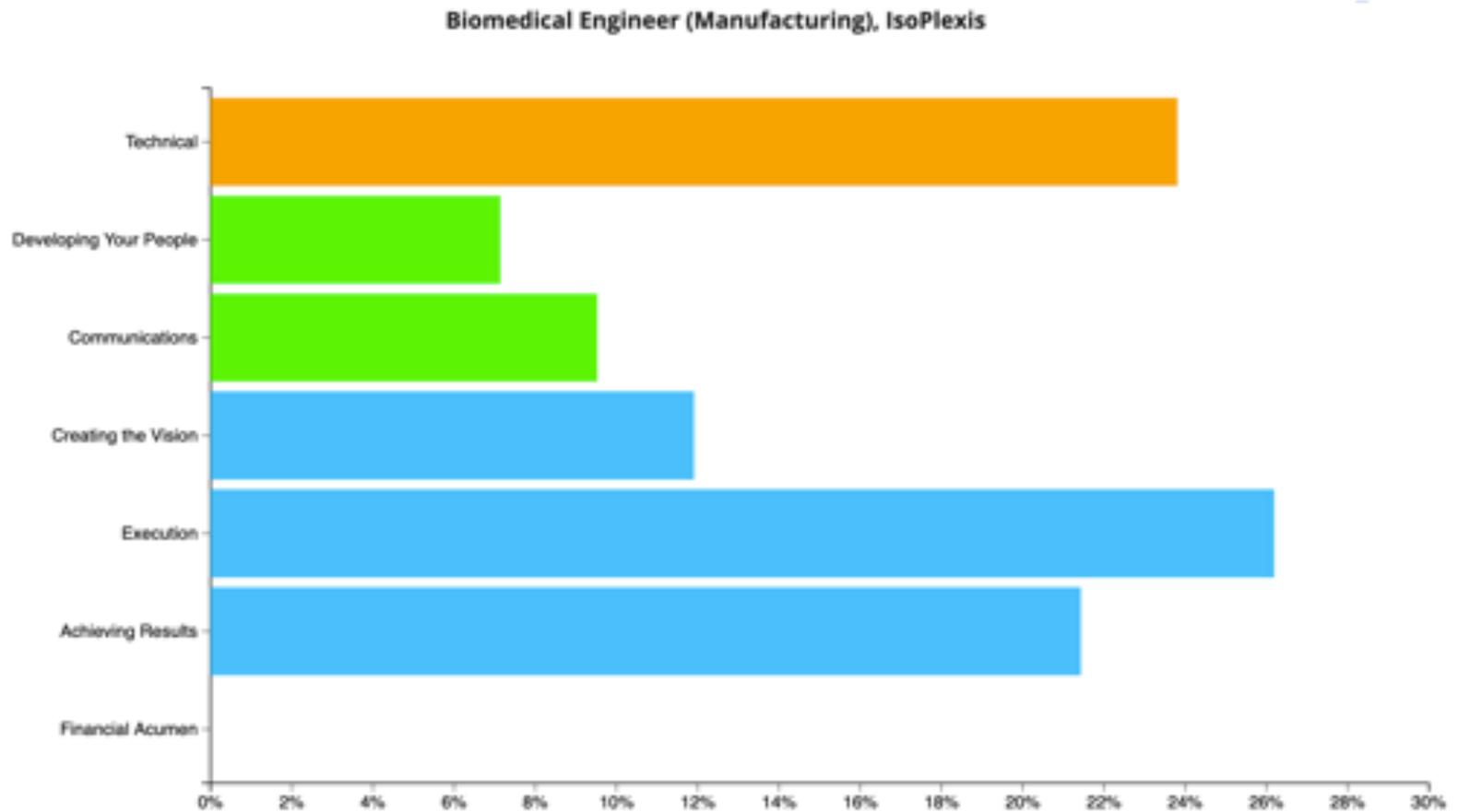
- Structuring
- Control
- Tactical
- Delegation

Business Skills

Financial Acumen

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

Mapping Job Posting to Business Competencies



Remove Redundancies

Technical	Developing People	Communications	Creating the Vision	Execution	Achieving Results	Financial Acumen
novel assay and microfluidics, devices	Commitment to quality, attention to detail, and team player	Commitment to quality, attention to detail, and team player	enjoy intellectually challenging yet fulfilling projects	Research and execute experiments to drive continuous improvement	Research and execute experiments to drive continuous improvement	
Evaluate and Validate the use of new materials, processes, and reagents	exercise creativity and judgment in bench work, analysis, and presentation to internal team members	Prepare documentation of findings and submit reports	exercise creativity and judgment in bench work, analysis, and presentation to internal team members	Create and or update work instruction and BOM's to reflect process improvements	Create and or update work instruction and BOM's to reflect process improvements	
Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions	sense of integrity, energy, and urgency to 'make things happen' in our collective careers	Provide technical support in transferring new products and improvements from engineering into production	highly entrepreneurial environment	Provide technical support in transferring new products and improvements from engineering into production	sense of integrity, energy, and urgency to 'make things happen' in our collective careers	
Bachelor's degree in biology, biomedical, chemical, biochemical, mechanical engineering or related discipline		exercise creativity and judgment in bench work, analysis, and presentation to internal team members	self-motivated, high energy individuals	Ability to handle detail, multiple tasks, and short-notice deadlines, with reprioritization of work skills	Ability to handle detail, multiple tasks, and short-notice deadlines, with reprioritization of work skills	
Experience with automation system testing including liquid handling, imaging, motion and temperature control			sense of integrity, energy, and urgency to 'make things happen' in our collective careers	Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions	Conduct various studies to determine root cause for manufacturing defects, Provide and implement long term solutions	
Experience with microscopy, wet lab experience, sterile technique, and good lab practice [experience with mammalian cell culture a plus]				Evaluate and Validate the use of new materials, processes, and reagents	enjoy intellectually challenging yet fulfilling projects	
Experimental Design and data analysis experience				Commitment to quality, attention to detail, and team player	Commitment to quality, attention to detail, and team player	
Knowledge / experience with ELISA a plus				Desire to work independently	Desire to work independently	
Process/product validation experience a plus						
like working at the intersection of biological sciences and healthcare				Prepare documentation of findings and submit reports	highly entrepreneurial environment	
				Process/product validation experience a plus	self-motivated, high energy individuals	
				Research and execute experiments to drive continuous improvement		
				highly entrepreneurial environment		



Non-redundant Skills

Technical	Business	Social
BSc. Bioengineering Microfluidics Root Cause Analysis Automation Systems ELISA Microscopy Wet Lab Experience Sterile Technique GLP Mammalian Tissue Culture	Drive continuous Improvement Process Improvement Multi-task Meet deadlines Validate processes Work independently Commitment to quality and detail Process/Product validation Continuous Improvement Enjoy intellectually challenges Sense of integrity, energy and urgency	Team player Presentation skills Make things happen! Prepare documents Presentation to internal team members



Experience-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...



Results Matter!

Q: Mentoring Experience?



SciPhD TBS Matrix **Job Title:** Biomedical Engineer **Company:** IsoPlexis

Scientific/Technical Requirements	Business Requirements	Social Requirements
BSc. Bioengineering Microfluidics Root Cause Analysis Automation Systems ELISA Microscopy Wet Lab Experience Sterile Technique GLP Mammalian Tissue Culture	Drive continuous Improvement Process Improvement Multi-task Meet deadlines Validate processes Work independently Commitment to quality and detail Process/Product validation Continuous Improvement Enjoy intellectually challenges Sense of integrity, energy and urgency	Team player Presentation skills <u>Make things happen!</u> Prepare documents Presentation to internal team members

SciPhD Identity	Experience Statement & Accomplishments
Technical	I utilized GLP in the planning, design and development of a novel microfluidic device to support artificial tissue prototypes that included incorporation of tissue culture, sterile technique and general wet lab experience. <u>This resulted in a prototype that is now being further developed with a partner company.</u>
Business	Success in this project required managing multiple tasks simultaneously, validating our work processes and meeting deadlines in collaboration with our partner company. My commitment to both <u>quality and detail helped drive this project to development of a functional prototype.</u>
Social	This project presented exciting intellectual challenges that required coordination and cooperation with many team members. Our joint enthusiasm and dedication to this project <u>allowed us to succeed and make things happen!</u>



Goal: Targeted Resume

Bernadette Picofarad, BSBmE

866-555-1212

Madison, WI

picofarad@gmail.com

Summary of Qualifications

Innovative and highly productive biomedical engineer with experience in applying GLP to the conception and development of novel microfluidics devices. I participated in the planning, design and execution of a novel artificial tissue prototype in collaboration with team members resulting in efficiently bringing concept to production. By employing Good Laboratory Practice, root cause analysis and encouraging a collaborative high performing work environment, we implemented sophisticated microfluidic techniques to create a prototype artificial tissue that brings bioengineering knowledge and creativity to develop a prototype that can have significant impact on healthcare.

Education

West Virginia University, Morgantown, WV, BSBmE, 2019 - Present
Biomedical Engineering

Relevant Technical Skills

- Biological Sciences
- Healthcare
- Root Cause Analysis
- ELISA
- Automation System Testing
- GLP
- Microfluidics
- Mammalian tissue culture

Relevant Business and Social Skills

- Process oriented
- Consistently generates high quality work
- Highly productive
- Establishes strong relationships
- Effective communicator
- Creative problem solver
- Led collaborative teams
- Builds relationships with diverse individuals
- Focused leader
- Effective multi-tasker
- Accomplished writer
- Highly motivated
- Innovative
- Strategic thinking

Educational and Professional Experience

Undergraduate Student 2019 - Present

West Virginia University, Morgantown, WV
Took initiative to develop novel microfluidic platform to support development of artificial tissue, while encouraging participation of others to successfully develop prototype device.

Led project on artificial tissue production that required GLP process and included mammalian tissue culture, resulting in beta testing for future product.

Developed User Guide for construction and operation of microfluidic device to sustain artificial tissue device resulting in adoption of technology by multiple bioengineering labs.

Summer Intern

2019 - 2020

Medtronic, Madison, WI

Worked as intern on novel implantable heart monitoring device. Participated in project team planning, risk assessment and implementation resulting in development of two prototype devices that are now being tested in animals. Performed root cause analysis during internship, successfully identifying flaws in manufacturing process resulting in improved product production. Evaluated liquid handling and temperature control systems during summer internship resulting in improved process and decreased failure rate.

Performed root cause analysis during internship, successfully identifying flaws in manufacturing process resulting in improved product production.

Additional Relevant Experiences

Mission Trip

2016 - 2018

All Saints Church, Madison, WI

Participated in mission trip to Dominican Republic with church youth group to impoverished area where we constructed a simple school building, bathrooms and playground. We also provided companionship to local children, helping them to have hope of a better future.



SOQ Rubric

Goal	Statement
Modifier describing technical skill	Innovative and highly productive biomedical engineer with experience in applying GLP to the conception and development of novel microfluidics devices.
Detailed description	Participated in the planning, design and execution of a novel artificial tissue prototype in collaboration with team members resulting in efficiently bringing concept to production.
Additional core or operational skill	Good Laboratory Practice, Root Cause Analysis, collaboration.
Close <ul style="list-style-type: none">• strong business statement with an accomplishment• Strong social statement with an accomplishment• Unique value to the enterprise that you bring	encouraging a collaborative high performing work environment, we implemented sophisticated microfluidic techniques to create a prototype artificial tissue that brings bioengineering knowledge and creativity to develop a prototype that can have significant impact on healthcare.



Goal: Targeted Resume



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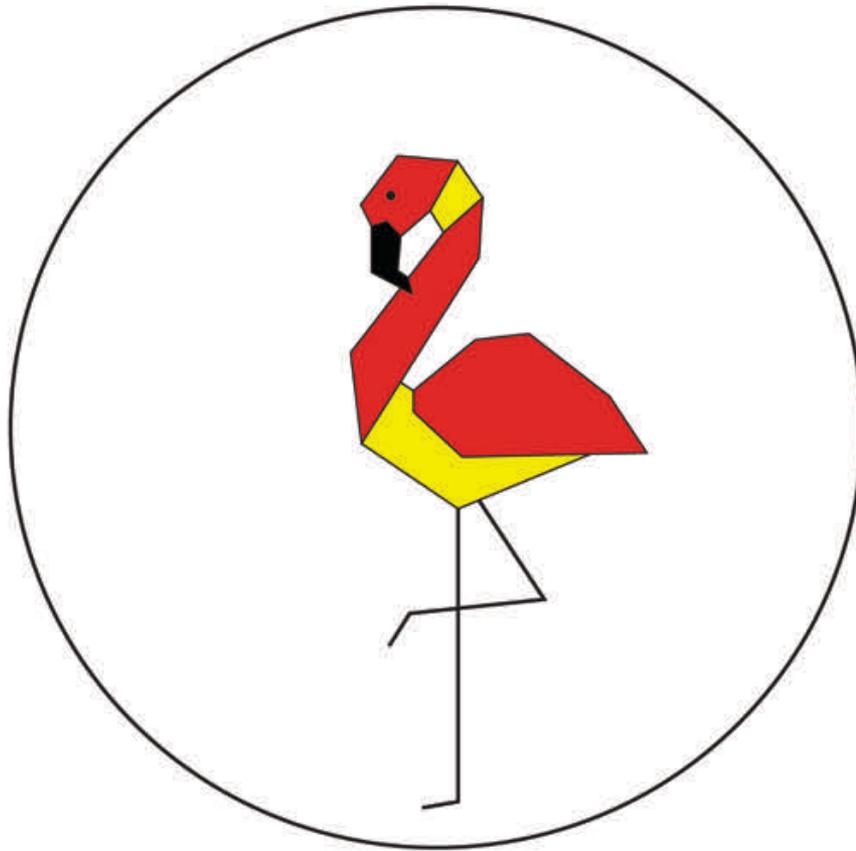
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2016 - 2018

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Time for Flamingo



Instructions for Flamingo

- You will receive an email with Flamingo account instructions
- Resource Pages
 - Example Job Ads
 - Finding a Job
 - e-docs
- Within Flamingo, we encourage completing your profile- you will receive an e-mail with specific instructions



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A Certificate for Leaders - Complete the Harvard Business Analytics Program online in 9 months. Ad

1,775 members
Including Darlene Floyd and 530 other connections

Invite connections

See all

About this group
In today's job market, where positions in academia are more difficult to find than ever before, academic scientists need additional skills to become truly competitive for pharmaceutical, biotechnology and related non-academic...

See all

Group admins

Randall Ribaldo
You Owner
Co-founder, CEO, SciPhD.com, Human Workflows, LLC Professional Training, Business Skills for Scientists

Todd Pin - 1st Manager
Technical Project Manager at Frederick National Laboratory for Cancer Research (Leidos Biomedical)

Larry Petcovic
1st Manager
Behavioral Communications Coach: taking your communications to the next Higher level.

Promoted
A Certificate for Leaders
Complete the Harvard Business Analytics Program online in 9 months.

Randall Ribaldo
Co-founder, CEO, SciPhD.com, Human Workflows, LLC Professional Training...
Great opportunity for an immunologist to work at Regeneron. If interested, you can apply directly, or contact me if I can be of any assistance.
<https://lnkd.in/g/TPNAsq>

Alison Crawford - 1st
Sr. Staff Scientist at Regeneron Pharmaceuticals, Inc.
Looking for a PhD level scientist to join our team

Gregory Peters, Ph.D. - 1st
Ph.D. Cell and Molecular Biology M.S. Biotechnology Graduate Fel...
Here is an important message on Coronavirus from Forest Rohwer, Professor at the San Diego State University, Viral Information Institute, whom I worked with during my Ph.D. If you would like to share there is a public post on m...see more
FB Post from Marisa Rojas from (Forest Rohwer Lab | SDSU Viral Information Institute)
Words from the professor that runs my lab:
"Dear Everyone,
I hope you are all doing well. I'm writing you as a virologist and immunologist who isn't an alarmist. With the knowledge that we currently have, I really want to stress that nearly total quarantining is needed in San Diego at this time. The important points are: 1) There are almost assuredly a large number of asymptomatic SARS-CoV-2 spreaders. These people don't feel sick and do not have symptoms like fever, but they can spread the virus. Because we don't have enough testing to look at allegedly



ANY
QUESTIONS
?



Thank You



... keep on rowing!!!

Questions & Feedback

randall@sciphd.com
larry@sciphd.com
webinars@sciphd.com
www.sciphd.com

