SciPhD Training

Preparing Scientists for Successful Careers in Industry

Human Workflows, LLC

Preparing for Professional Careers

LIFE SCIENCE WASHINGTON

October 3, 2017

Randall Ribaudo, PhD

Human Workflows, LLC

Co-founder, SciPhD.com

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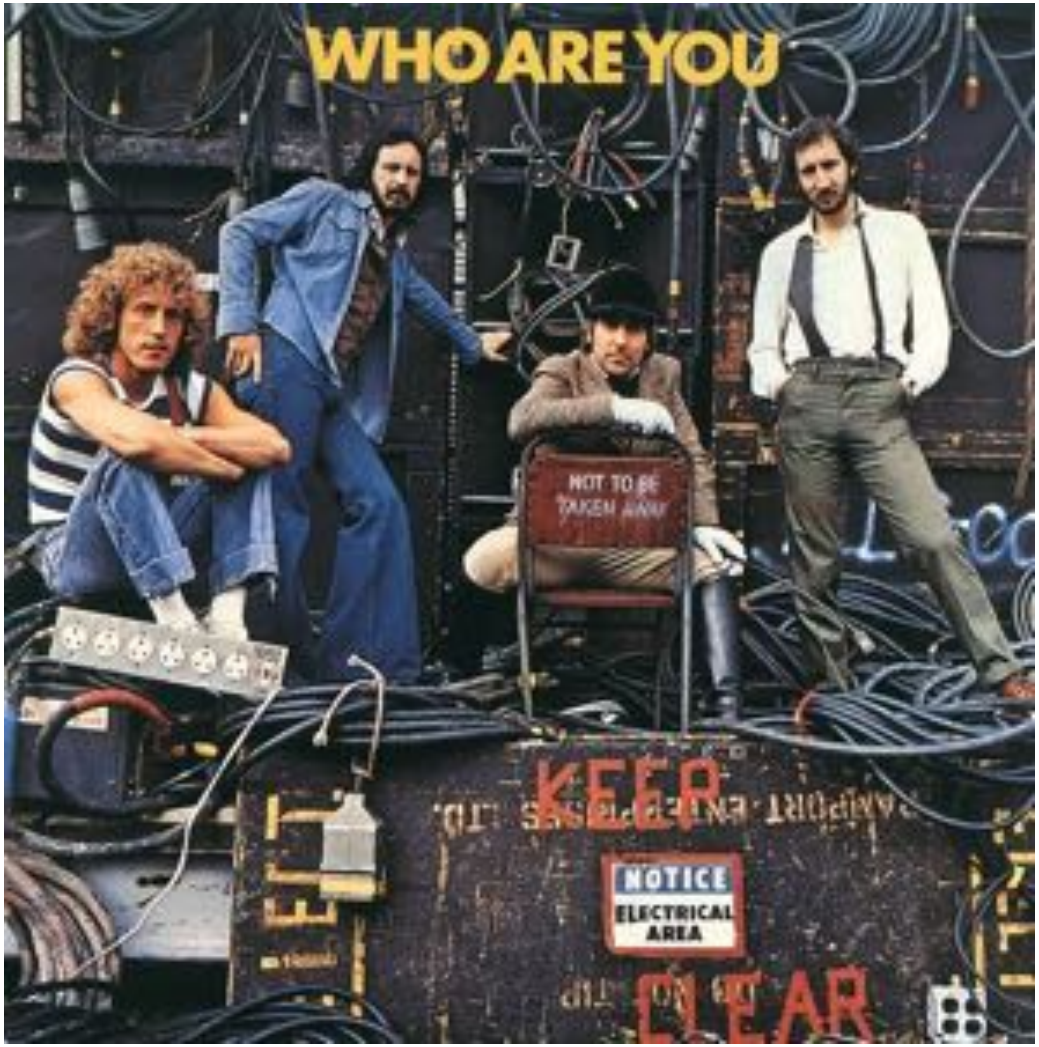
Who Do We Have Here?



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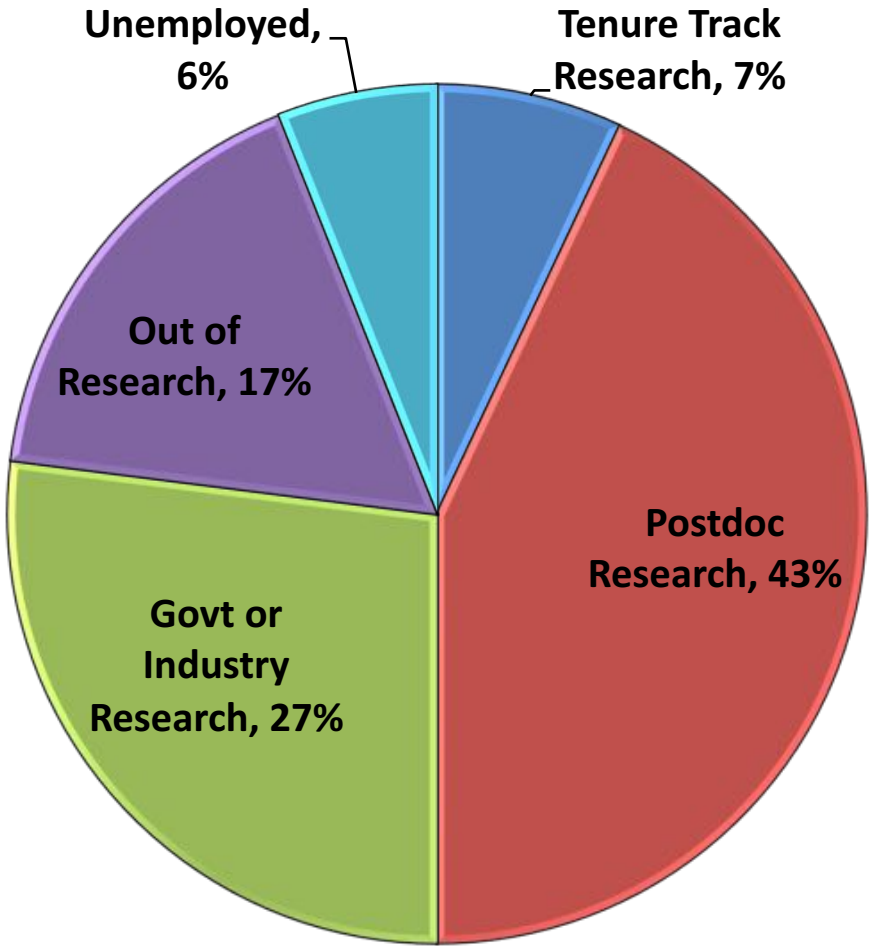
Employment of Young Biomedical PhD's



Source: USA Today March 29, 2013

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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

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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

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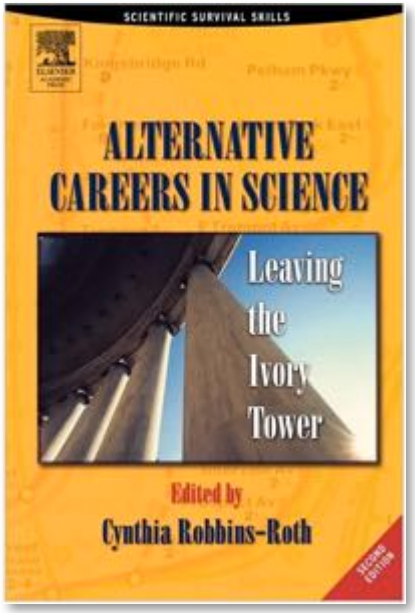
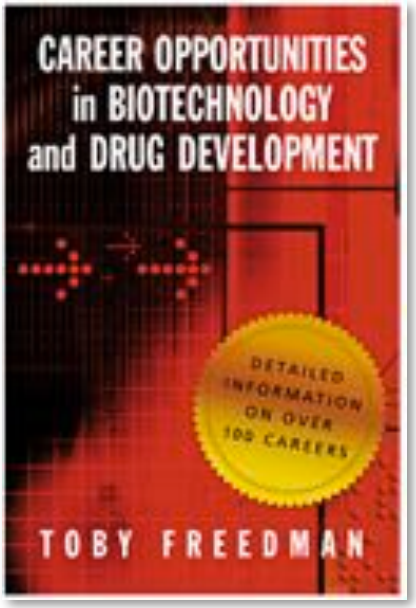
References for Industry Jobs





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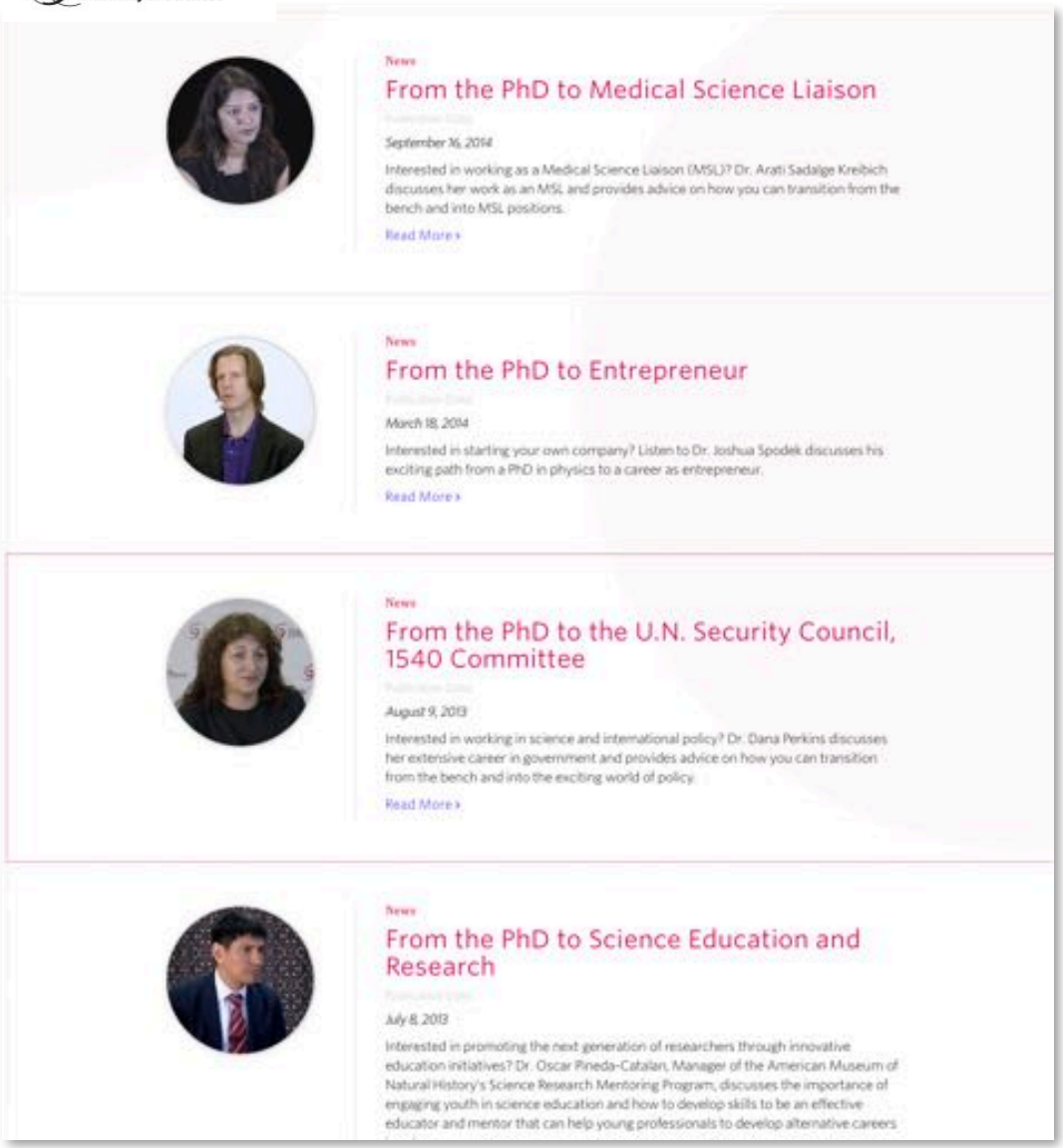
Career Path Videos: New York Academy of Sciences

The New York Academy of Sciences



News

From the PhD to Medical Science Liaison

September 16, 2014

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.

Read More »

News

From the PhD to Entrepreneur

March 18, 2014

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.

Read More »

News

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

August 9, 2013

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.

Read More »

News

From the PhD to Science Education and Research

July 8, 2013

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

https://www.nyas.org/career-resources/

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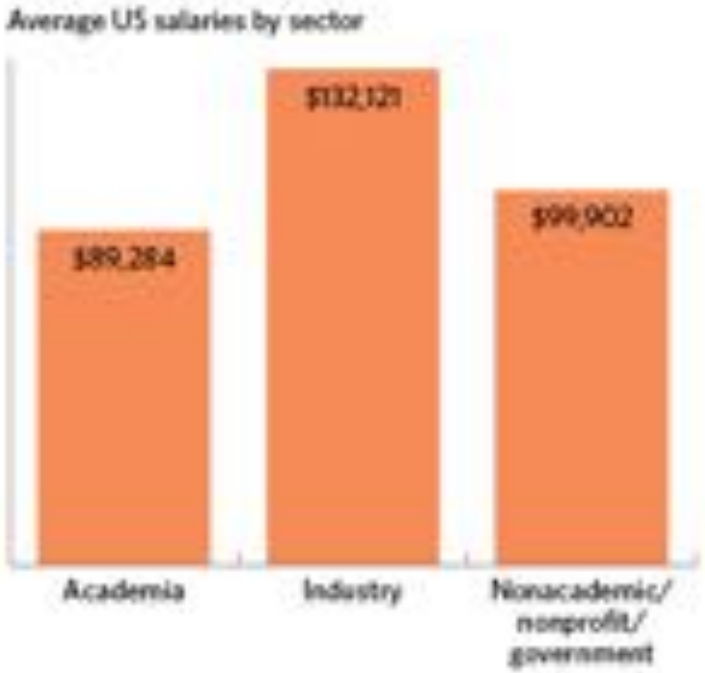
Average Salaries



Source: The Scientist Nov 1, 2016

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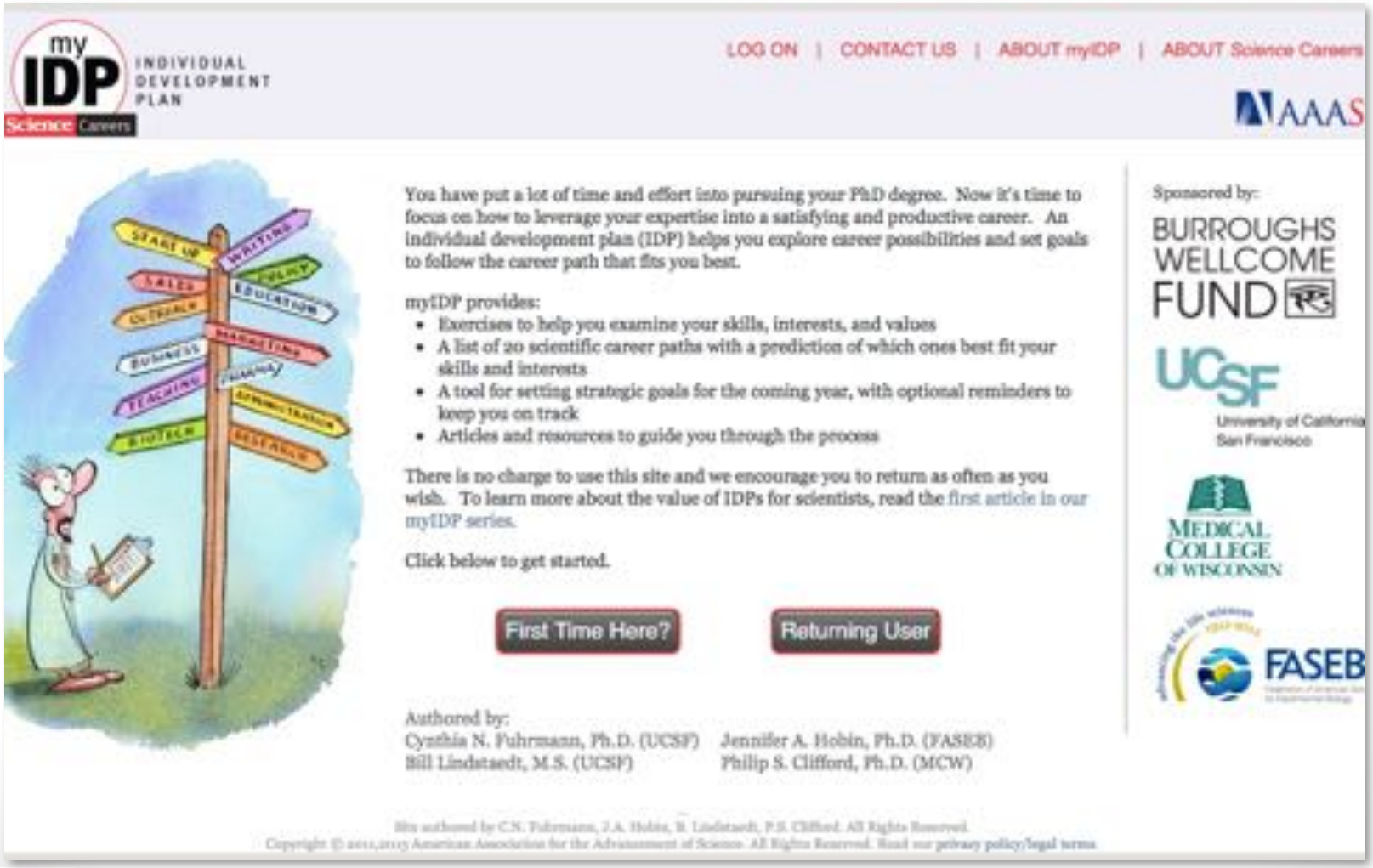
myIDP: Self Assessment



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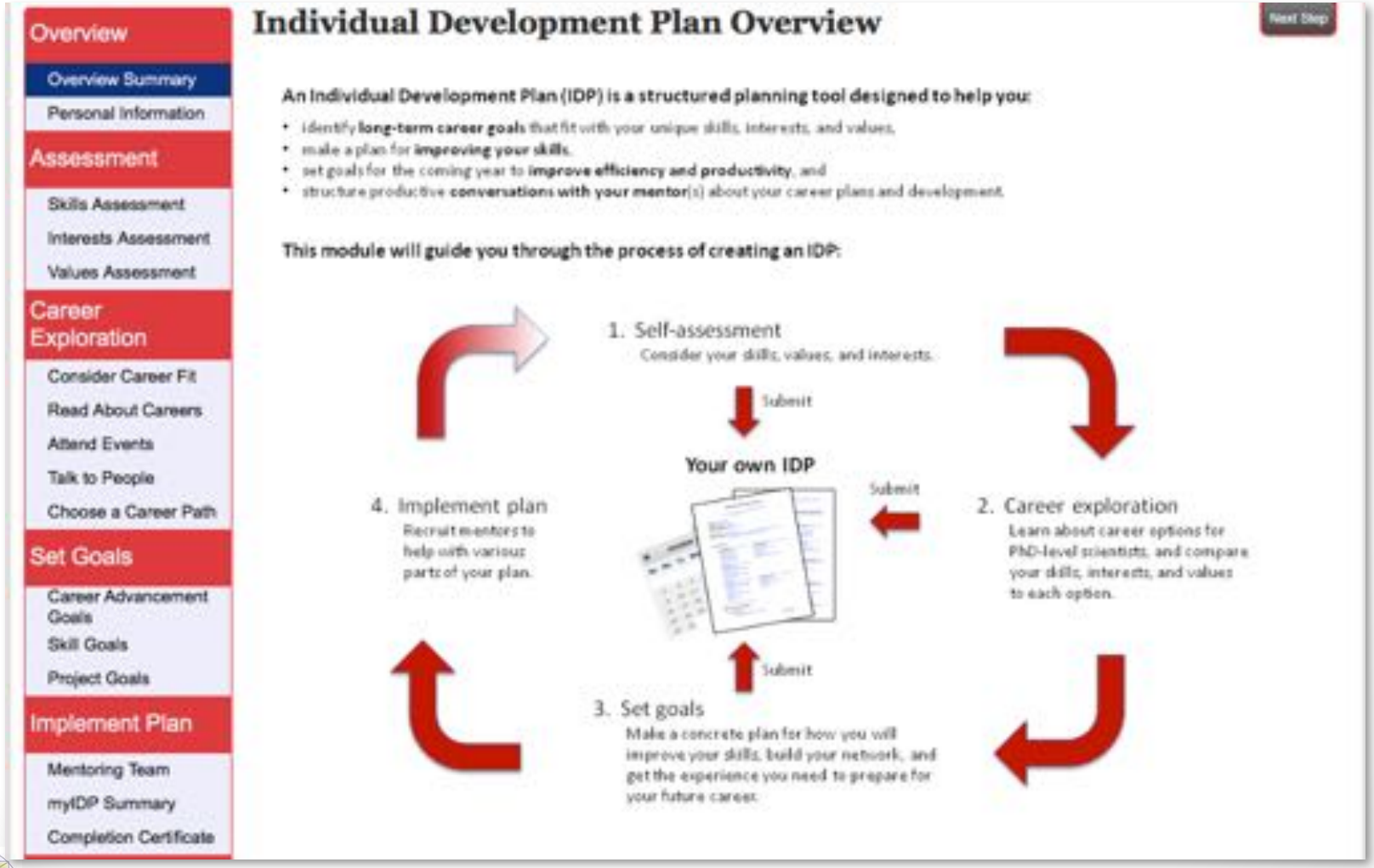

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Best Job in America

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

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Highest Paying Job in America

glassdoor

#4 Job Title: Medical Science Liaison

Median Base Salary: $132,842
Job Openings: 391

Source: glassdoor.com

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Class Activity: What About Leaving Academia?

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

1.

2.

3.

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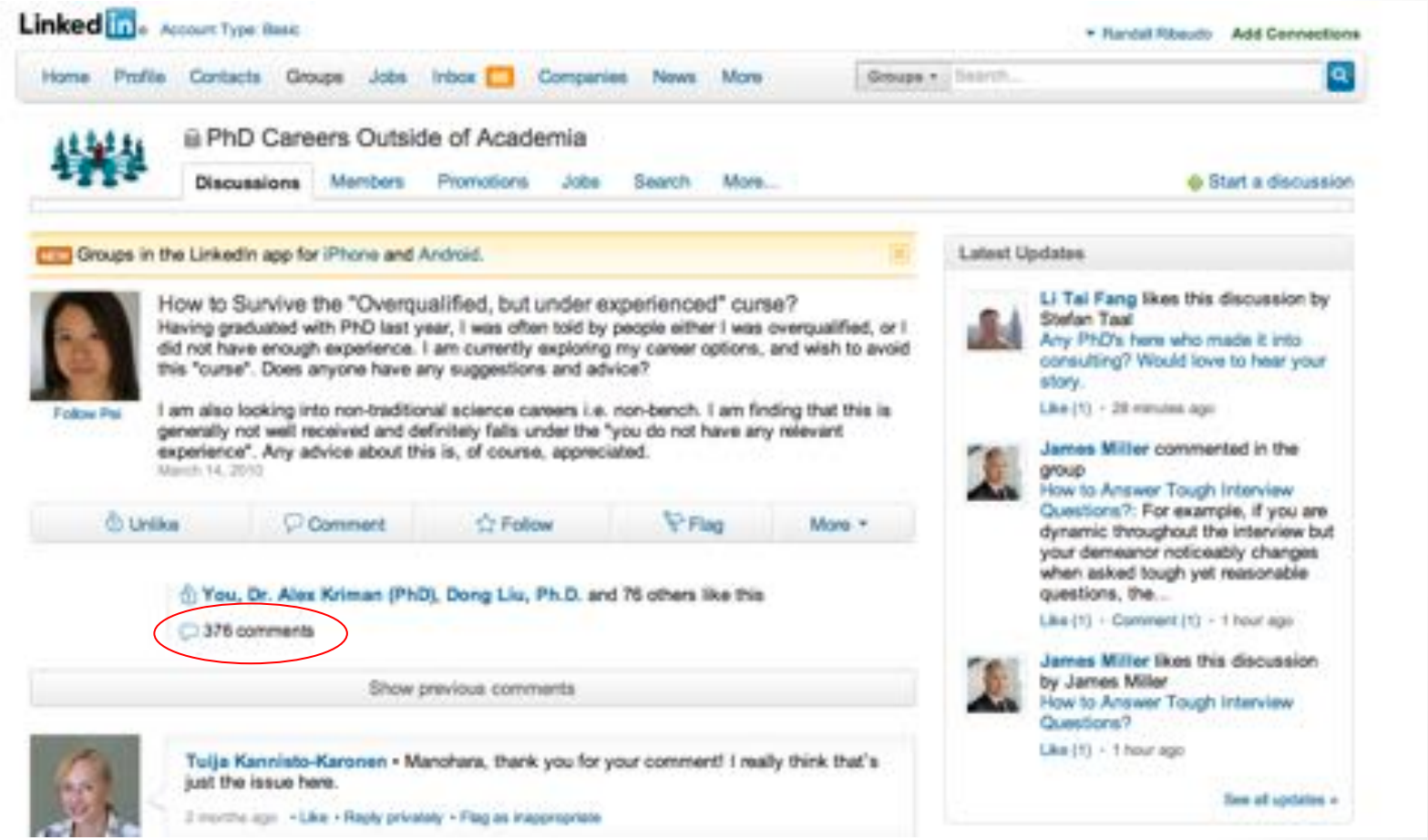
Myth: Postdocs are "Over-qualified and Under-experienced"



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The “Science of Science”…

…and the “Business of Science”

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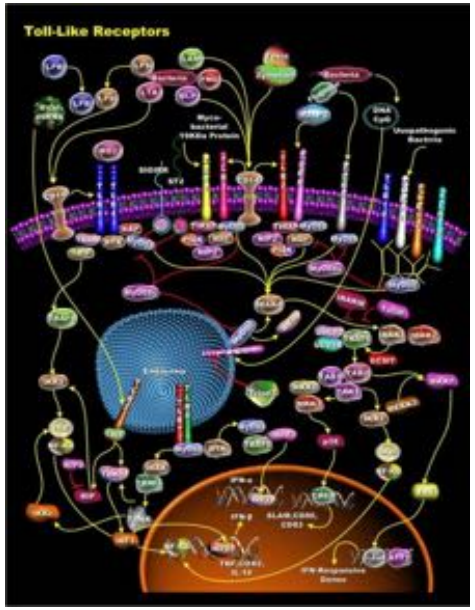
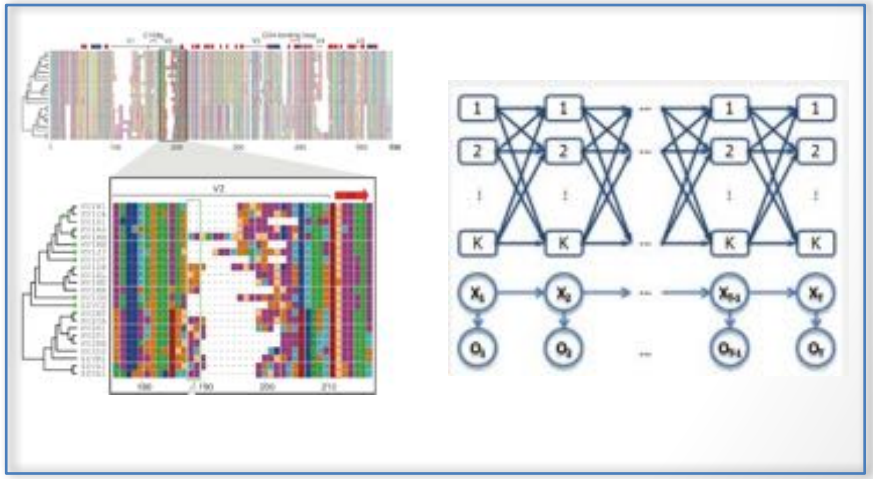
What is the "Science of Science"?

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





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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)

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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.

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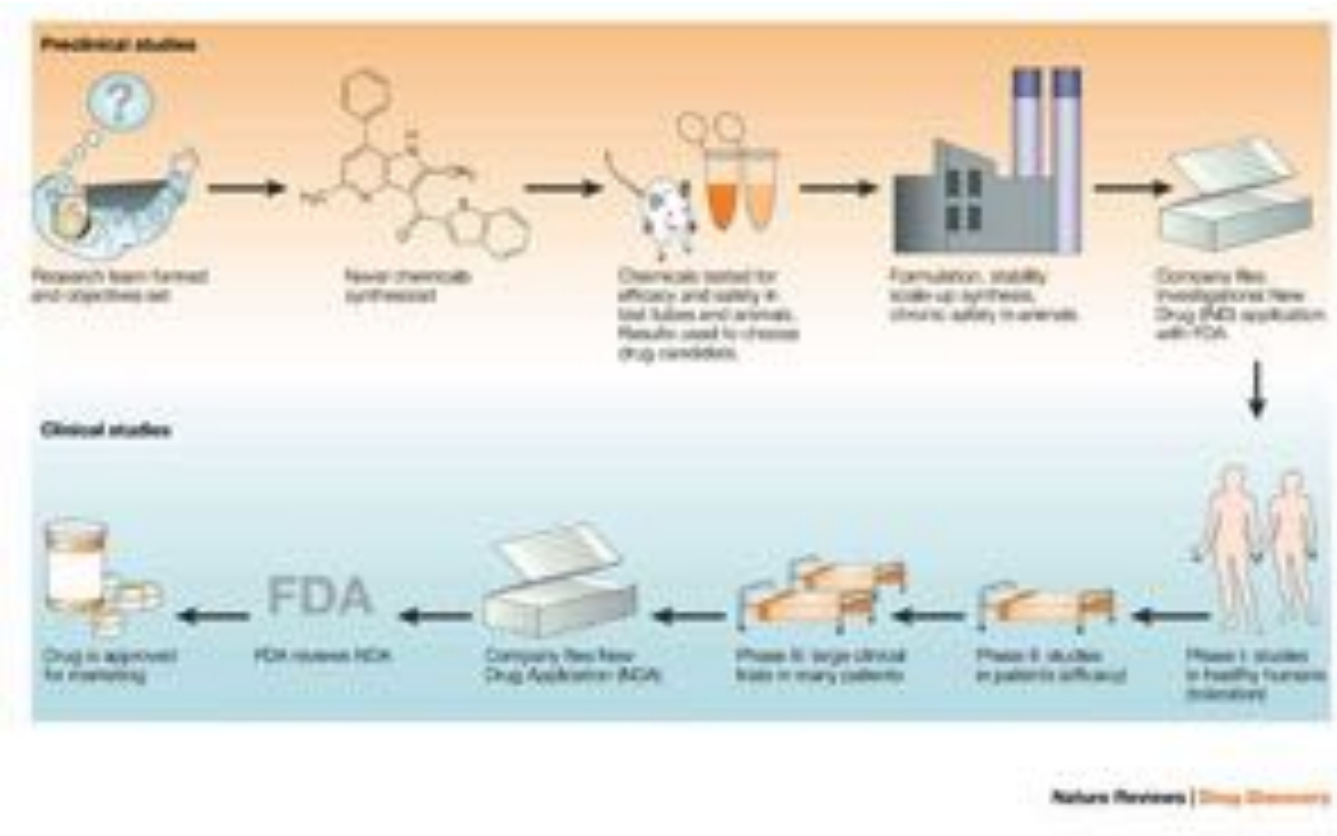
You are one part of a process

Drug Discovery & Development



$800 Million - $ 1 Billion

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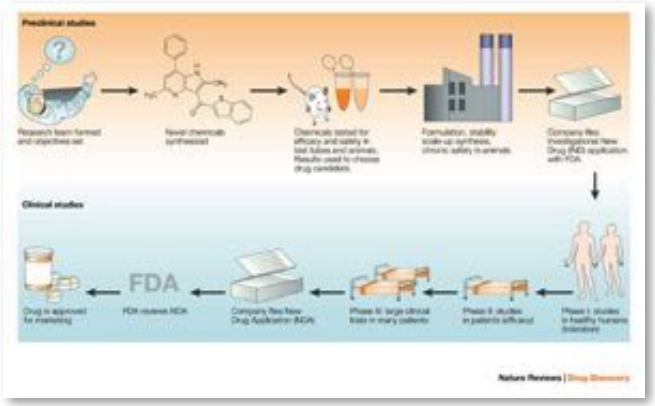
“Business” of Science Roles

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



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Business Requires Cooperation in the design and execution of excellent science

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

Teamwork is essential to success!!

…and therefore requires additional skills

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What are the Critical Skills?

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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

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Job Example: Senior Scientist, Antibody Engineering

Job Description

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

Desired Skills & Experience

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

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Performance Evaluations

Management Research Group®
There is no limit to where insight can take you

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Leadership Skills for Successful Scientists (Source: Management Research Group ®)

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

Select the top 3 skills required to succeed in industry

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Critical Skills

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*)

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My Scientific Identity

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

LinkedIn

Bio Careers®
The leading online job board and career service for life science postgraduates.

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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

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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

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Social Identity Matters!

Forbes

Hire For Attitude

36 comments, 2 called-out + Comment now

Subscribe to my updates at Facebook.com/DanSchawbel.

Mark Murphy

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.

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.

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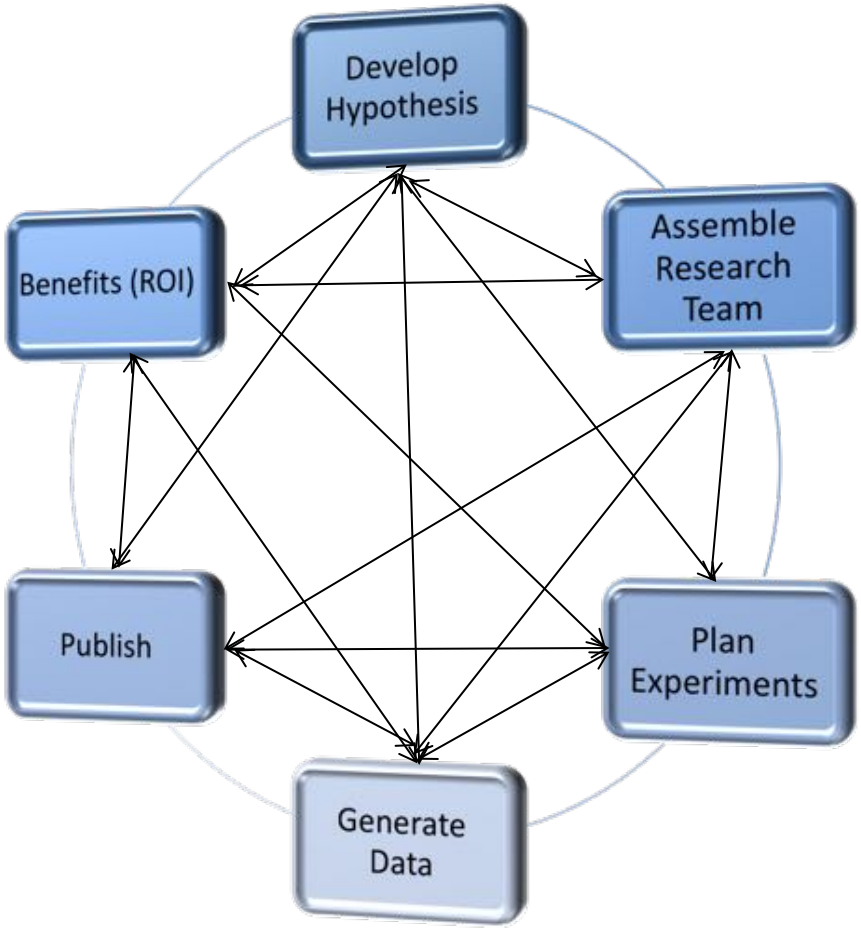
PhD Thesis LifeCycle



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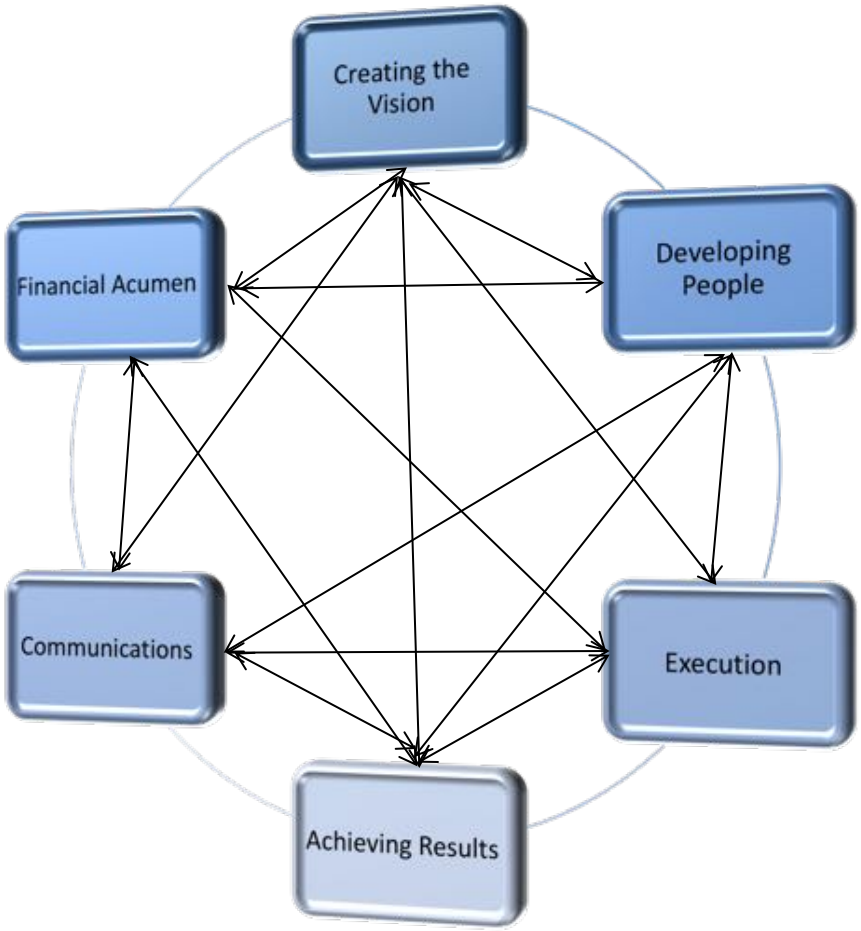
Business LifeCycle



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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

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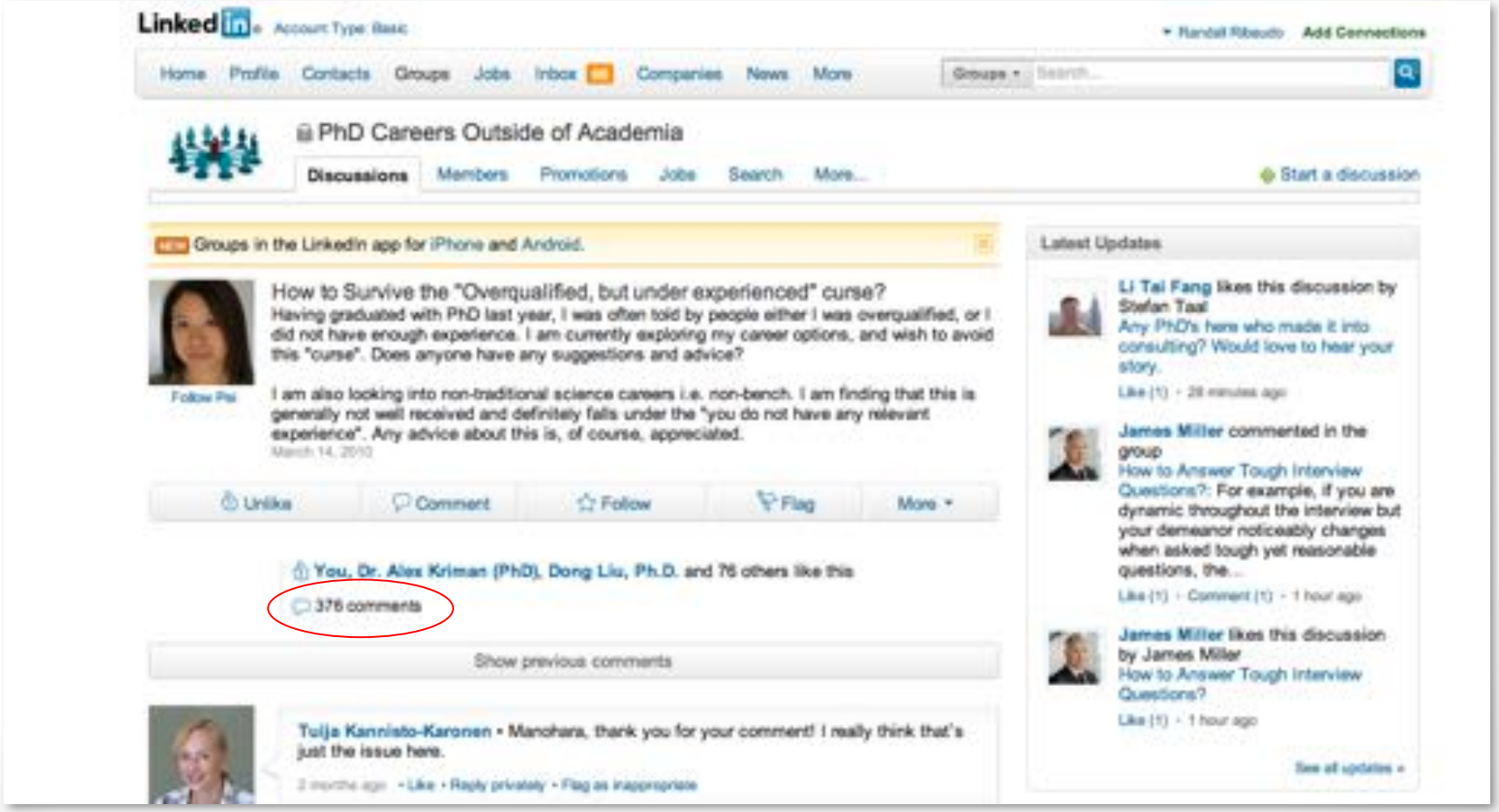
Myth: "Over-qualified and Under-experienced" Curse (the industry conundrum)



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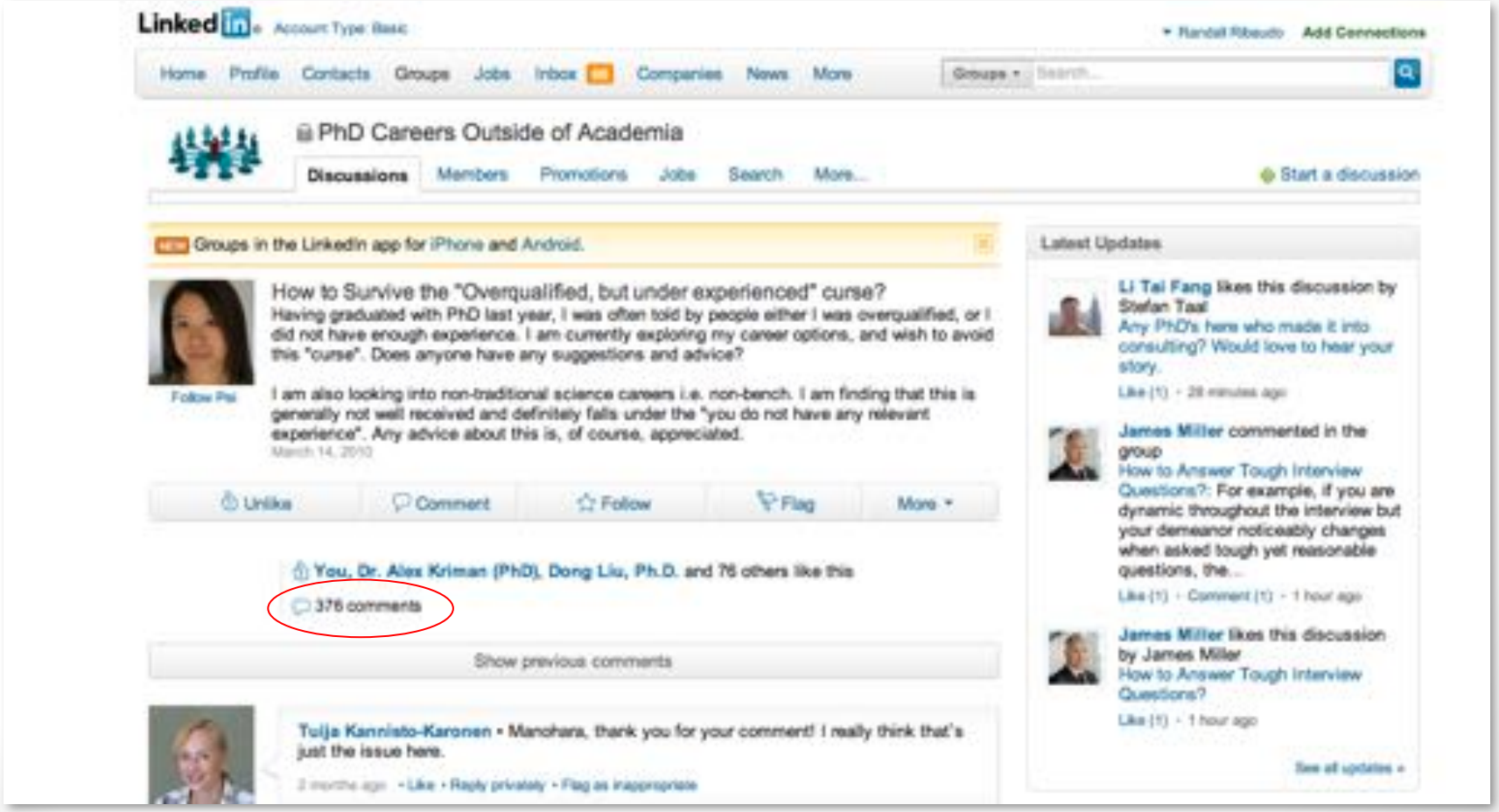
Truth: "Best-qualified with Relevant-experience" (the industry conundrum)



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Innovation Interview Question

Q: Innovation is critical to our business- it keeps us ahead of our competitors.

Tell me about a time when you applied innovative solutions to solve a specific problem and what was the result?

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Innovation

- How were you creative in developing your research? Did you develop new approaches to address an important problem or did you come up with a problem during your research for which you had to devise a “work-around”?

- The goal is to demonstrate your ability to come up with creative innovative solutions to issues that come up with your everyday work, and that you are aware that these things happen. You can also use non-science examples of your everyday life in demonstrating your innovative abilities.

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Group Exercise

- Q: Share example(s) of scientific innovation that you have experienced in successfully performing your science

- Develop a unified example for the group

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Answer this question…

"Innovation is critical to our success. Tell me about a time…"

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

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Production

- The generation of high quality work. It follows a good work ethic, and follows protocols for execution and analysis. Willingness to tap into others' expertise even though it may be “better” than yours. Willingness to benchmark your work against the best in the field.
- Think of examples in which you've rejected work generated by your own team because the quality wasn't high enough. How do you set your standards for quality of work? How did this establishment of high quality positively impact your program?

Collaboration

- The ability to get everyone working towards a common goal. It's about building a team. Making individuals work important to others on the team. Sharing in success.
- How do you bring your team together and get them to focus on what you want to accomplish?
- How do you handle conflict for the benefit of the team?
- For example, how did collaboration add value to your research? How did you encourage collaboration even with challenging personalities? How did you sustain cohesion within your research team?

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Answer this question…

"Production is critical to our success. Tell me about a time…"

- Creating the Vision
  - Strategic
  - Innovative
  - Risk Management
  - Champion/Energy
- Achieving Results
  - Production
  - Focus
  - Competition
- Developing People
  - Collaboration
  - Enabling
  - Empathy
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- Communications
  - Technical Literacy
  - Style Flexibility
  - Emotional Intelligence
  - Social Intelligence
- Execution
  - Structuring
  - Control
  - Tactical
  - Delegation
- Financial Acumen
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  - Balance Sheet

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Mapping Job Posting to Business Competencies

Job Description

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Business Competency Matrix

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

Competency	Job	Score	Comments
Creating the Vision			
Strategic	XX	5	
Technical/Scientific		5	
Innovative	XXX	5	
Risk Management	XXX	4	
Champion/Energy		4	
Developing People			
Collaboration	XXXXX	4	
Enabling	X	4	
Empathy	X	5	
Rapport	XXXX	5	
Execution			
Structuring	XXXXXXXX	4	
Control	XXXXXXXX	5	
Tactical	XXXXXXX	4	
Delegation		3	
Achieving Results			
Production	XXXXXX	5	
Focus	XXXXXXXX	4	
Competition	X	4	
Communications			
Technical Literacy	XXXXXXX	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			

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Targeted Resume

James Biglow, PhD

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

NYU College of Dentistry
345 East 24th Street
New York, NY 10010
jbigs@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. I 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, *Ph.D., Microbiology & Molecular Genetics* **2010**
University of Connecticut, Storrs, CT, *B.S., Biochemistry* **2003**

Relevant Technical Skills

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

Relevant Business and Social Skills

- Led collaborative teams
- Managing multiple projects
- 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 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 **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

Clinical Biostatistician Intern **2001**
Dept. of Neonatology, UMDNJ & St. Peter's Univ. Hospital, New Brunswick, NJ
Organized and condensed large data samples and applied wide range of statistical analyses.

Business and Management Experience

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

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

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

Mentoring Experience

As a graduate student and postdoctoral fellow, I managed and mentored 3 undergraduates, a graduate student, two dental students, and 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

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

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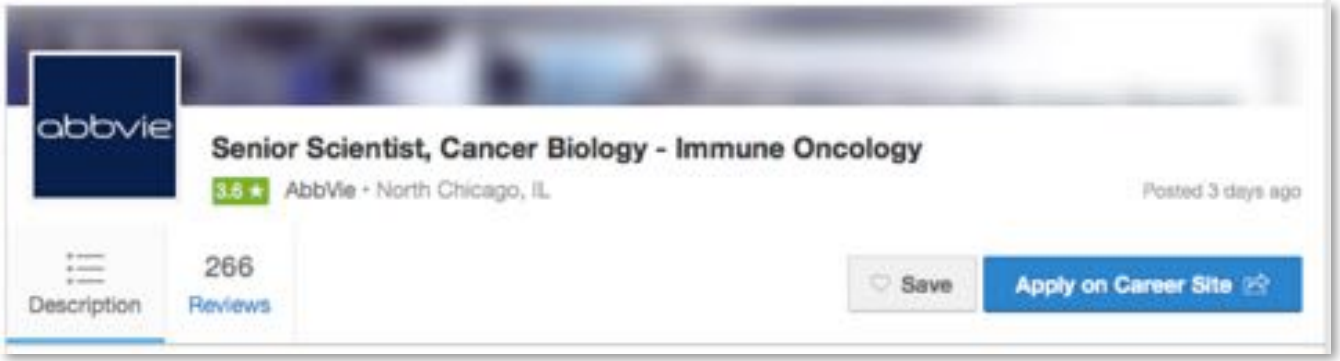
DISSECTING A JOB AD TO IDENTIFY THE CRITICAL SKILLS AND DEVELOP A TARGETED RESUME



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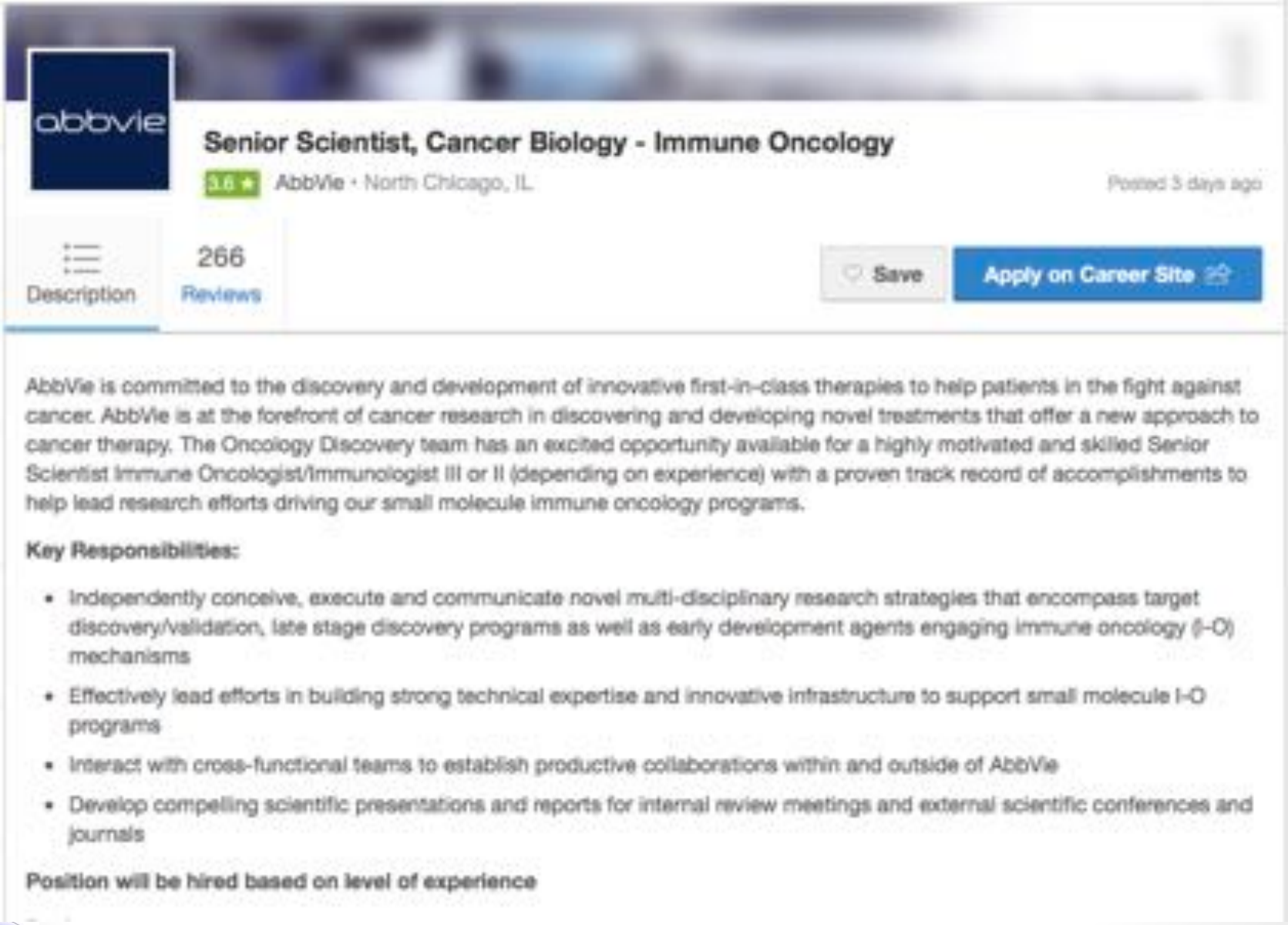

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Senior Scientist, Cancer Biology – Immune Oncology

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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

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For Senior Scientist III:

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

For Senior Scientist II:

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

Preferred:

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

Key Leadership Competencies:

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

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Mapping Operational Competencies

Creating the Vision				Developing People			
Strategic	Innovative	Risk Management	Champion Energy	Collaboration	Enabling	Empathy	Rapport
	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		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			Ability to operate in a fast-paced multi-disciplinary environment
				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
		Ability to prioritize and manage multiple research activities					
					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
		can change the course quickly					
	Raises the bar and is never satisfied with the status quo		Raises the bar and is never satisfied with the status quo				
					Creates a learning environment		Creates a learning environment
				Embraces the ideas of others, nurtures innovation and manages innovation to reality	Embraces the ideas of others, nurtures innovation and manages innovation to reality		Embraces the ideas of others, nurtures innovation and manages innovation to reality

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Mapping Operational Competencies

Execution				Achieving Results		
Structuring	Control	Tactical	Delegation	Production	Focus	Completion
						discovering and developing novel treatments
						new approach
				highly motivated	highly motivated	
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	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	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			
					Learns fast, grasps the 'essence'	
	can change the course quickly	can change the course quickly				
				Raises the bar and is never satisfied with the status quo	Raises the bar and is never satisfied with the status quo	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	

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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				
		Learns fast, grasps the 'essence' can change the course quickly					
				Raises the bar and is never satisfied with the status quo		Raises the bar and is never satisfied with the status quo	
Creates a learning environment	Creates a learning environment	Creates a learning environment	Creates a learning environment				
		open to suggestions and experimentation for improvement					
	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	

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Mapping Job Posting to Business Competencies

Senior Scientist, Cancer Biology - Immune Oncology

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

Key Responsibilities:

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- 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

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	XXXXXXXX	
Style Flexibility	XXXXXX	
Emotional Intelligence	XXXXXXXXXX	
Social Intelligence	XXXXXXXXX	
Financial Acumen		
Return on Investment	X	
Internal Rate of Return		
Performance Metrics	XX	
Balance Sheet		

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Mapping Operational Competencies

Execution				Achieving Results		
Structuring	Control	Tactical	Delegation	Production	Focus	Completion
						discovering and developing novel treatments
						new approach
				highly motivated	highly motivated	
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	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	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			
					Learns fast, grasps the 'essence'	
	can change the course quickly	can change the course quickly				
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Mapping Operational Competencies

Communications				Financial Acumen			
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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				
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SciPhD TBS Matrix

Job Title: Senior Scientist, Cancer Biology
Company: Abbvie
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

SciPhD Identity	Experience Statement & Accomplishments
Technical	I have extensive experience studying the regulation of immune pathways that influence tumor growth, including in vivo, ex vivo and in vitro models that have resulted in several peer-reviewed publications and 2 international patents.
Business	My demonstrated success in revealing immune mechanisms effecting tumor growth leveraged my ability to prioritize multiple projects simultaneously, set high standards for success, and effectively lead my research team. Applying core principles of project management allowed my projects to meet objectives on time, and within budget.
Social	The field of tumor immunology is fiercely competitive. My success is, in large part a consequence of my ability to forge collaborations and interact and communicate with diverse groups of experts while facilitating a cooperative learning environment where the goals of the group were emphasized over individual goals, resulting in important discoveries that were published.

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Targeted Resume

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Summary of Qualifications

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Relevant Technical Skills

- Immune onclology mechanisms
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- Transcript profiling
- Molecular Biology

Relevant Business and Social Skills

- Led collaborative teams
- Managing multiple projects
- 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 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.

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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

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Organized and condensed large data samples and applied wide range of statistical analyses.

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SciPhD, The Business of Science for Scientists — **2014**
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- **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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  ***Co-first authors**
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- Rantes has a non-essential role in acentrosomal suppression assembly in *helmynth* oocytes. **Biglow J**, McKnight BS. *Journal of Cell Science* 2011.

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Summary of Qualifications

- ~ 5 sentences or bullets
- Highlight the most important technical, business and social competencies from the job mapping
- Express competencies in the context of your own personal accomplishments
- Body of the resume validates claims made in the SOQ

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Summary of Qualifications

- Lead with the highest ranked business and social skill and use it to modify the primary science domain
  - “Collaborative multilingual biochemist with…”
  - “Entrepreneurial molecular immunologist...”
  - “Performance driven engineer…”
  - “Financially literate immunologist...”
- Follow with detailed science experience related to the job
- Include at least one quanitification
- End with strong business or social result/accomplishment
- Not more than 6-7 lines

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SOQ Rubric

Goal	Statement
Modifier describing technical skill	Self-motivated highly productive cancer biologist
Detailed description	experience in developing animal models of immune-based tumor suppression.
Additional core or operational skill	Project management skills, prioritize activities, effectively communicate with diverse team members
Close • strong business statement with an accomplishment • Strong social statement with an accomplishment • Unique value to the enterprise that you bring	I stay focused on strategic goals, manage the energy of my group and led high performing teams that succeed.

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Summary of Qualifications

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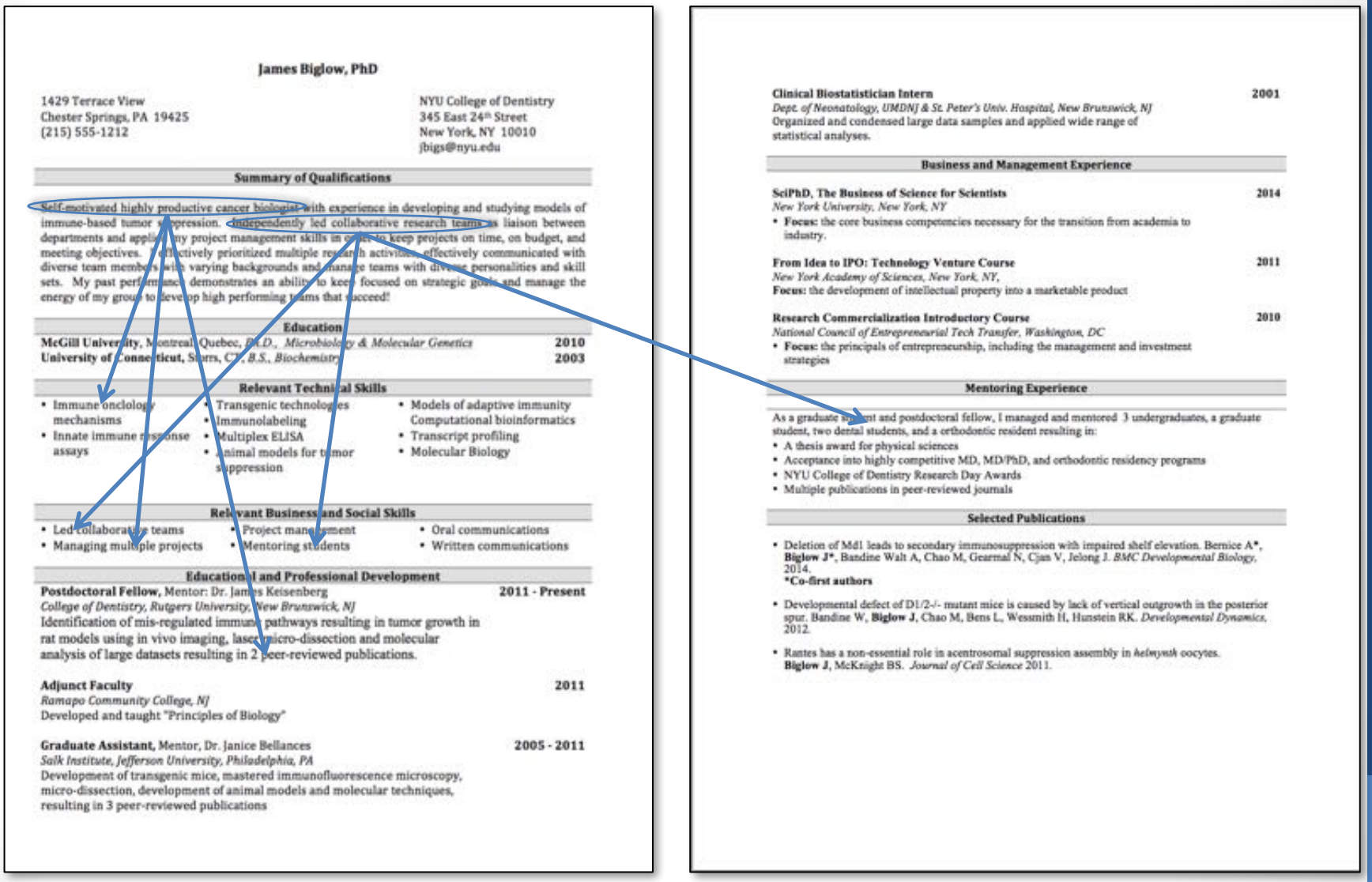

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- Written communications

Educational and Professional Development

Postdoctoral Fellow, Mentor: Dr. James Keisenberg **2011 - Present**
College of Dentistry, Rutgers University, New Brunswick, NJ
Identification of mis-regulated 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.

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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

Clinical Biostatistician Intern **2001**
Dept. of Neonatology, UMDNJ & St. Peter's Univ. Hospital, New Brunswick, NJ
Organized and condensed large data samples and applied wide range of statistical analyses.

Business and Management Experience

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

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

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

Mentoring Experience

As a graduate student and postdoctoral fellow, I managed and mentored 3 undergraduates, a graduate student, two dental students, and 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

- Deletion of Mdl leads to secondary immunosuppression with impaired shelf elevation. Bernice A*, **Biglow J***, Bandine Walt A, Chao M, Gearmal N, Cjan V, Jelong J. *BMC Developmental Biology*, 2014.
  ***Co-first authors**
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- Rantes has a non-essential role in acentrosomal suppression assembly in *helmynth* oocytes. **Biglow J**, McKnight BS. *Journal of Cell Science* 2011.

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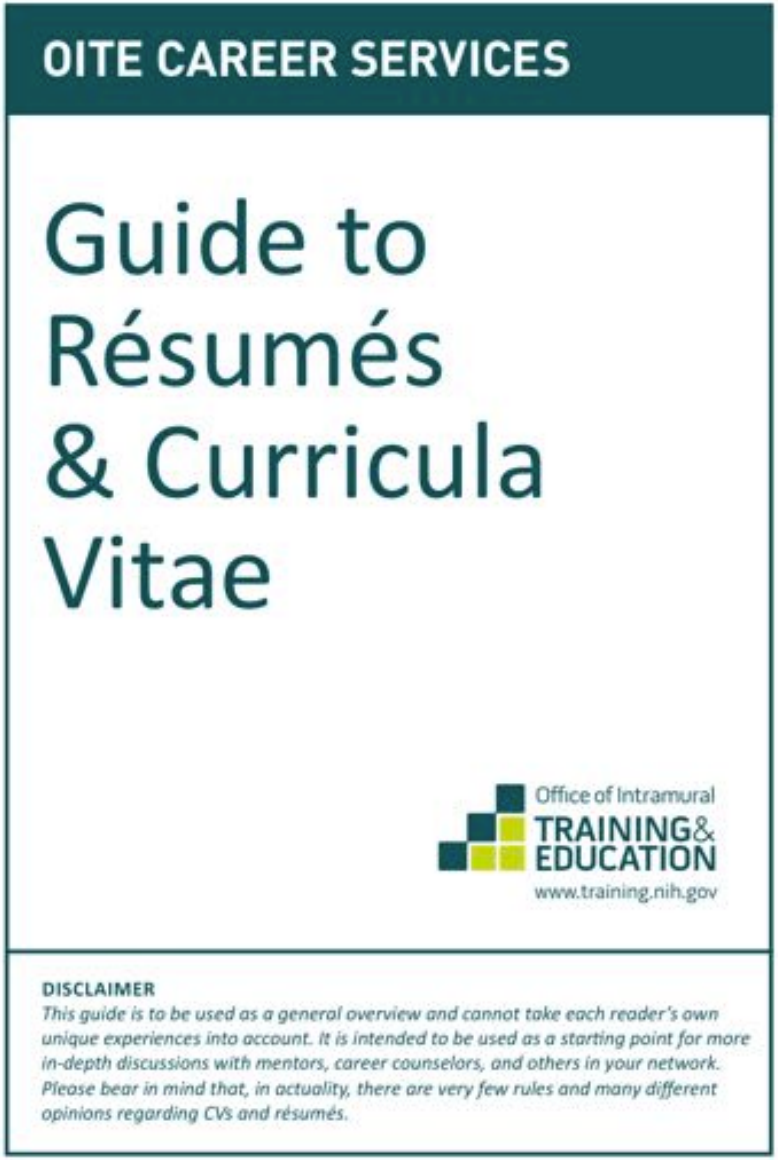

https://www.training.nih.gov/assets/Guide_to_Resumes_&_Curricula_Vitae.pdf

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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
jbigs@nyu.edu

Summary

A post-doctorate fellow with over nine years experience managing multiple research projects while developing the following skills:

- project design and management
- strong team leadership

Business and Management Experience

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

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

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

Work Experience

College of Dentistry, New York University, New York, NY
Postdoctoral Fellow
Mentor: Dr. James Ryor 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 μCT, electron scanning microscopy, in-situ hybridization, laser capture micro-dissection, chromatin immunoprecipitation, and cell culture. Finally, I have developed my communication skills and have become a team leader responsible for mentoring technicians and junior researchers.

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

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

Department of Medicine, Saint Peter's University Hospital, New Brunswick, NJ
Medical Education Consultant
Mentor: Dr. David Germally 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 Biostatician 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 Md1 leads to secondary immunosuppression with impaired shelf elevation. Bernice A*, **Biglow J***, Bandino Walt A, Chao M, Gearmal N, Cian V, Jelong J. *BMC Developmental Biology*, 2014.
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- **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. Paian 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, Feldin C, Stahl B, Graham W, McNight 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
Kraft – Umbreit Fellowship	2008 – 2009

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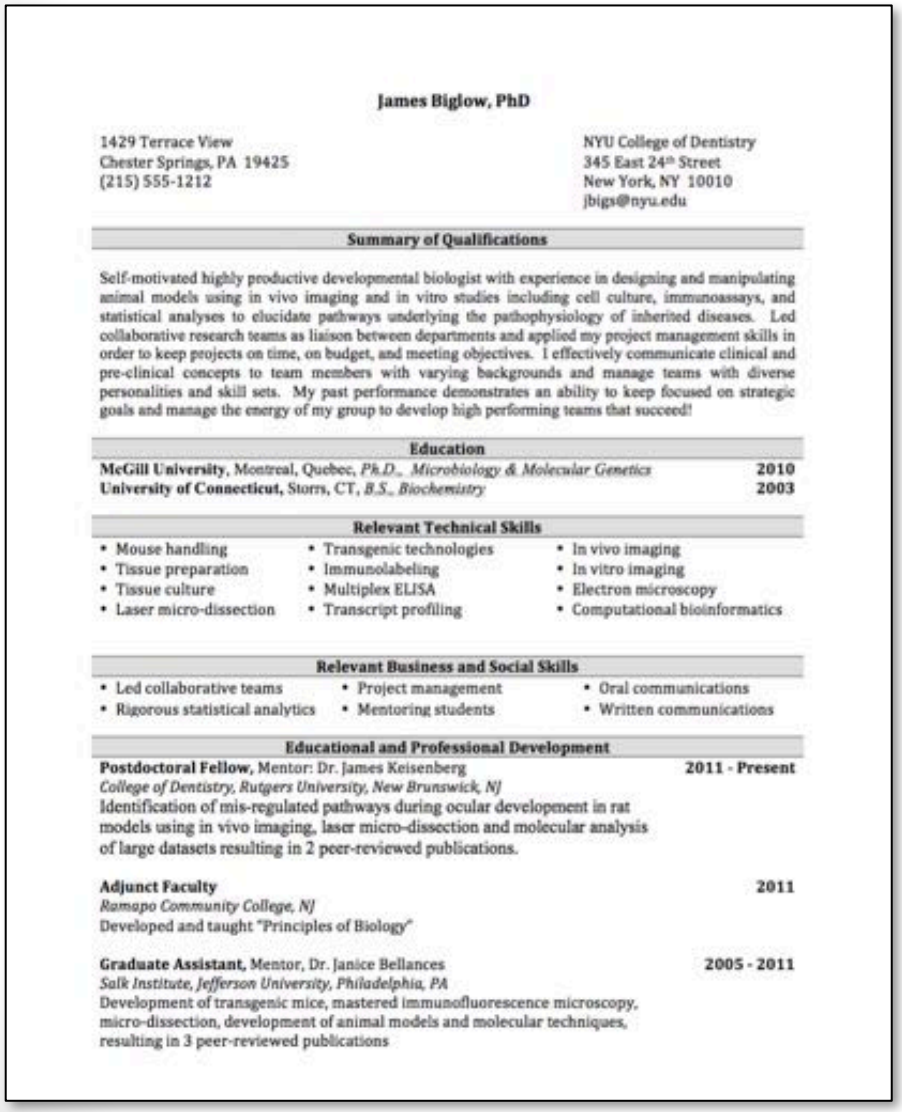
Targeted Resume



James Biglow, PhD

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

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

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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.

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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

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

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Using tables to format resume

James Biglow, PhD

1429 Terrace View Chester Springs, PA 10012 (215) 555-1212		NYU College of Dentistry 345 East 24th Street New York, NY 10010 jbigs@nyu.edu

Summary of Qualifications

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

Relevant Business and Social Skills

• Led collaborative teams	• Project management	• Oral communications
• Rigorous statistical analytics	• Mentoring students	• Written communications

Educational and Professional Development

Postdoctoral Fellow, Mentor: Dr. James Keisenberg *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.	**2011 - Present**
Adjunct Faculty *Ramapo Community College, NJ* Developed and taught "Principles of Biology"	**2011**
Graduate Assistant, Mentor, Dr. Janice Bellances *Salk Institute, Jefferson University, Philadelphia, PA* Development of transgenic mice, mastered immunofluorescence microscopy, micro-dissection, development of animal models and molecular techniques, resulting in 3 peer-reviewed publications	**2005 - 2011**

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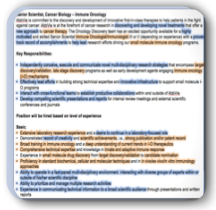
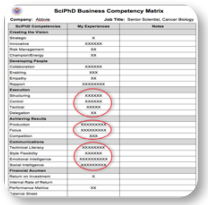
Human Workflow for developing a Targeted Resume

Job ad



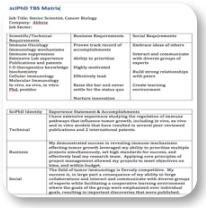
Map skills

prioritize



Retrieve job language

Experience statements



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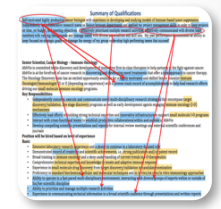

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Summary of Qualifications

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. I 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, *Ph.D., Microbiology & Molecular Genetics* — **2010**
University of Connecticut, Storrs, CT, *B.S., Biochemistry* — **2003**

Relevant Technical Skills

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

Relevant Business and Social Skills

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

Educational and Professional Development

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College of Dentistry, Rutgers University, New Brunswick, NJ
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- Rantes has a non-essential role in acentrosomal suppression assembly in *hulmynth* oocyses. **Biglow J**, McKnight BS. *Journal of Cell Science* 2011.

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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

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

Sincerely,
James Biglow, PhD

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What do I do with this Targeted Resume?

Apply online?

Really?

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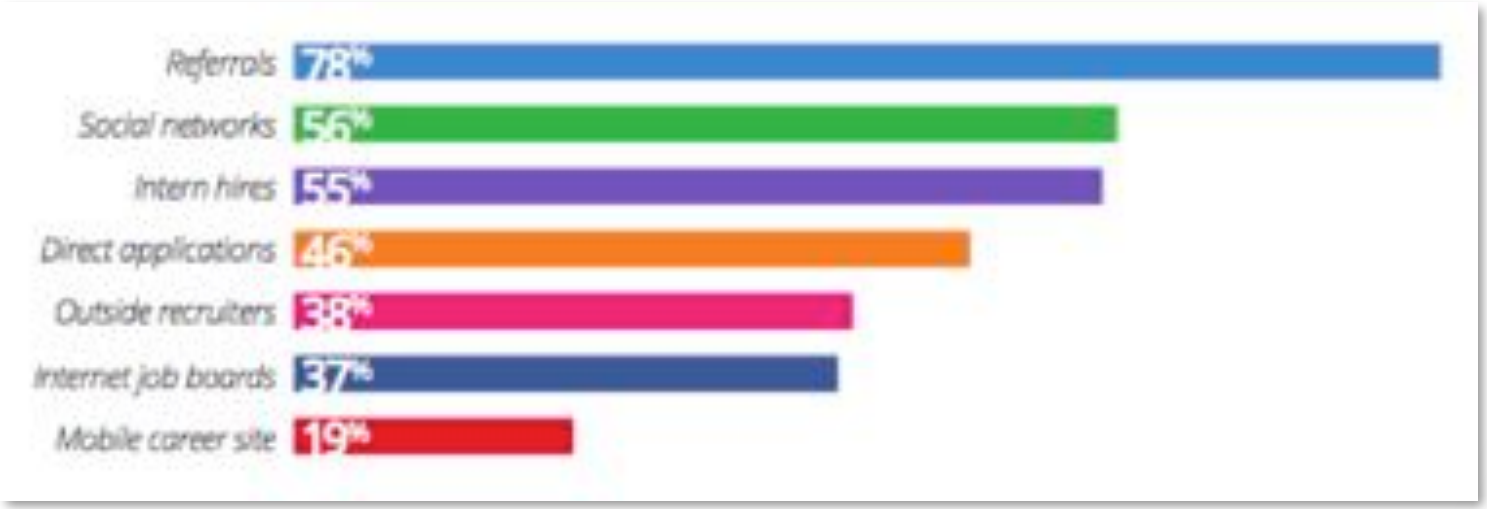
Why Network Your Resume?

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



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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."

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What is your Network?

A group of reliable contacts who can and will *advocate* for you in your professional development

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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!

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Building your Network in person

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

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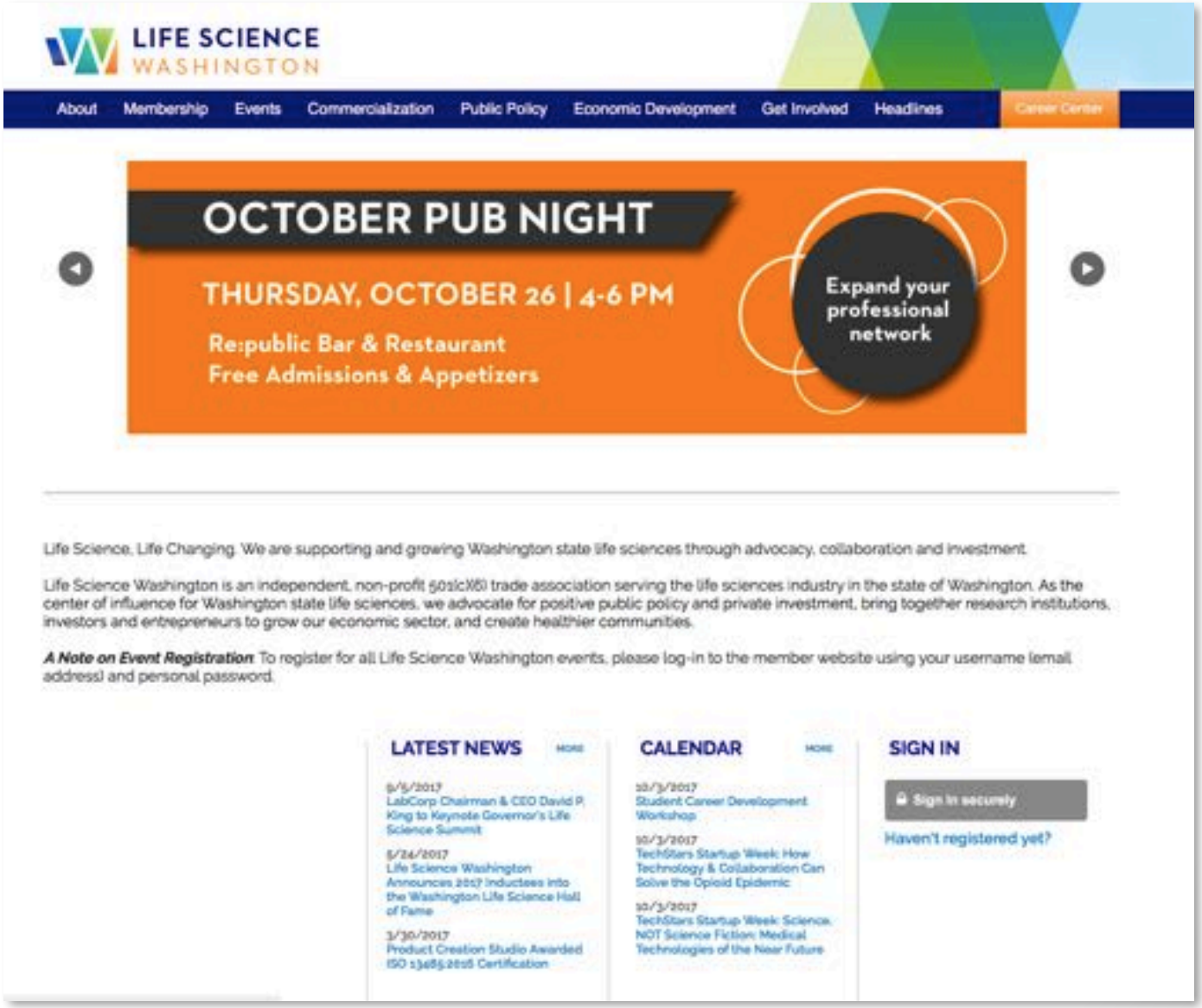
Networking: State and local Organizations



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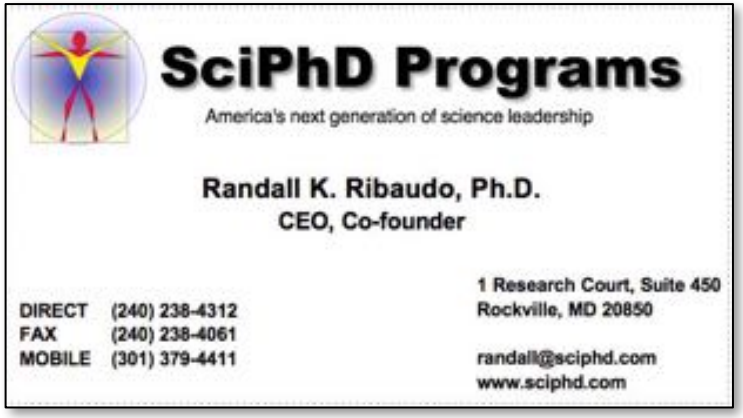
Business Cards

- 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”



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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

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Elevator Pitch: Breaking Ice

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

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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 saw your recent article in JCB. Can you tell me a little about that?
  - I understand that you studied at Michigan. So did I. How did you like that experience?

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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 Univ. Washington. What brings you to this event?
- What is your role (at your institution)?
- I'm thinking about transitioning from academia. Do you have any specific advice or suggestions?
- I'm interested in learning more about working in industry. How do you like it compared to your academic experience?

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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

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Building Your Network Online

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Profile elements

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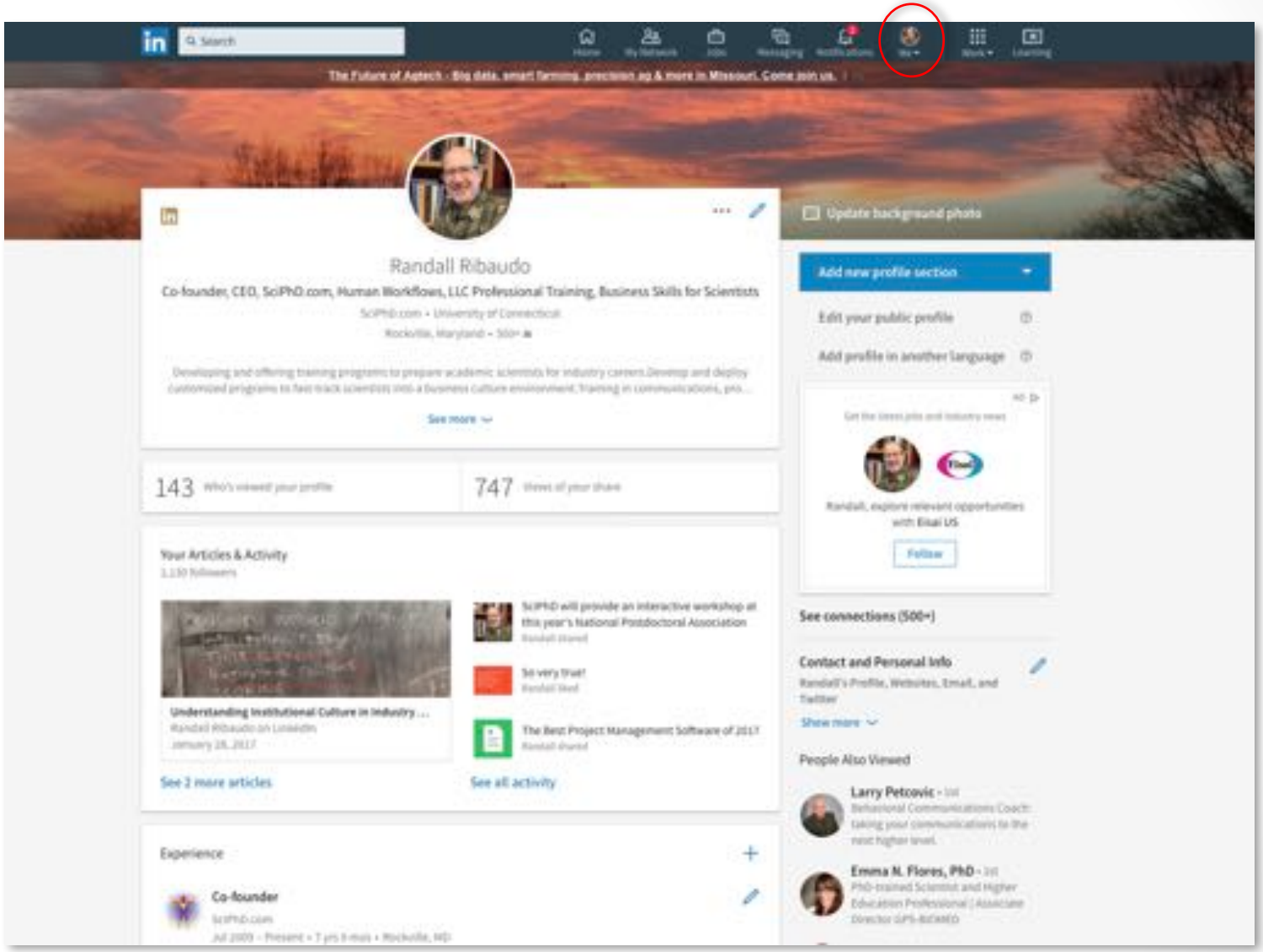
Networking Online: LinkedIn



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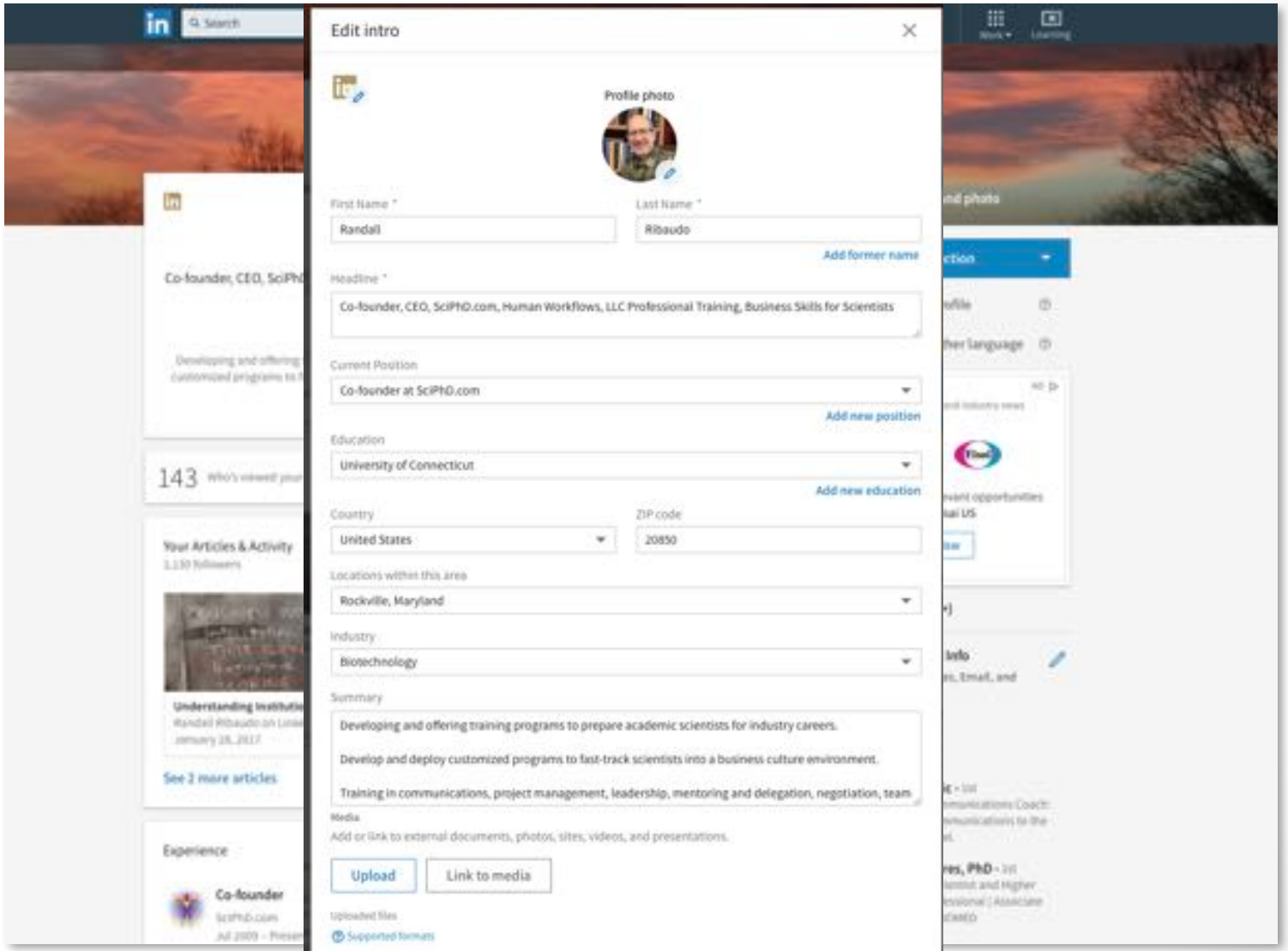

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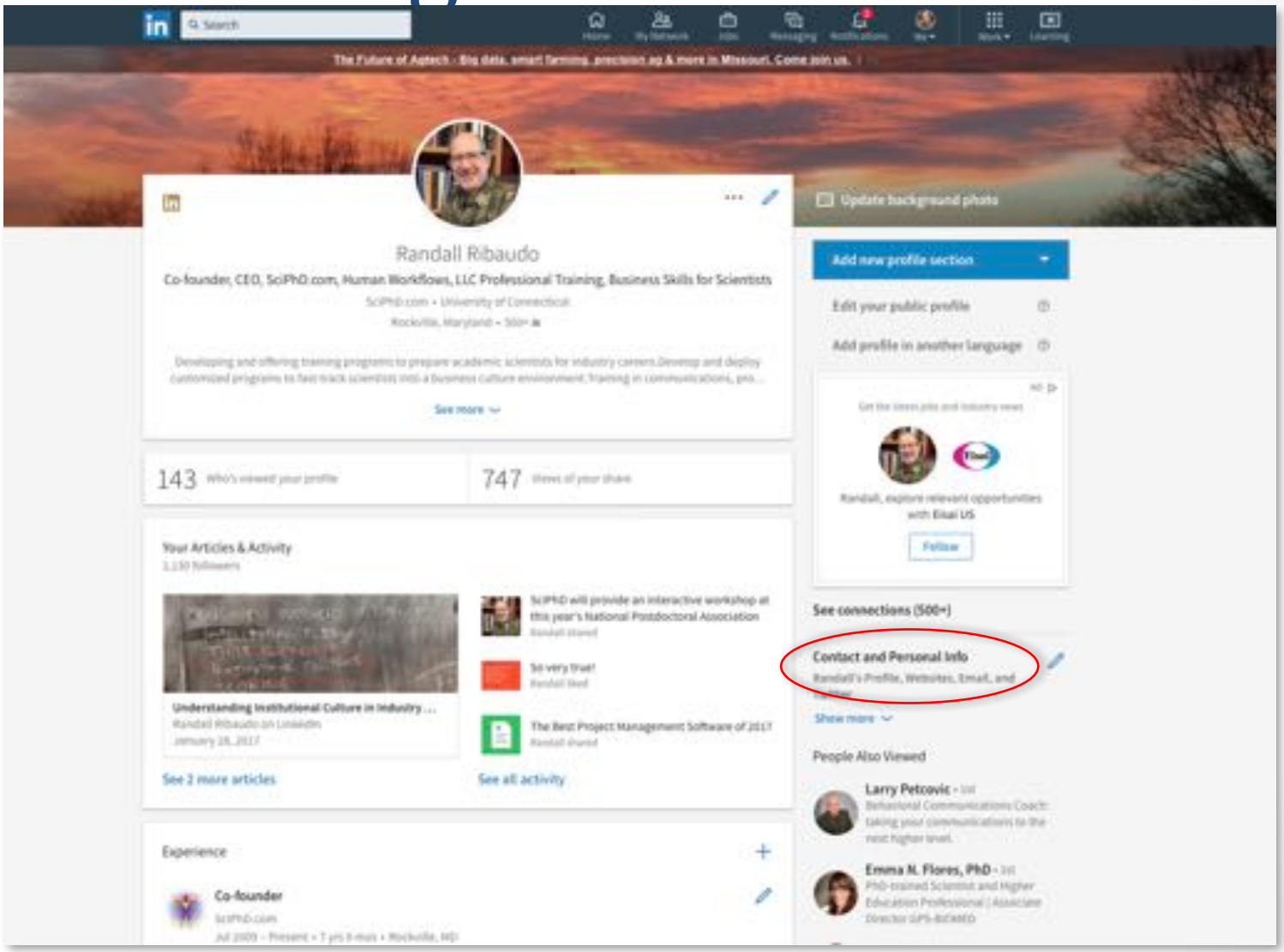

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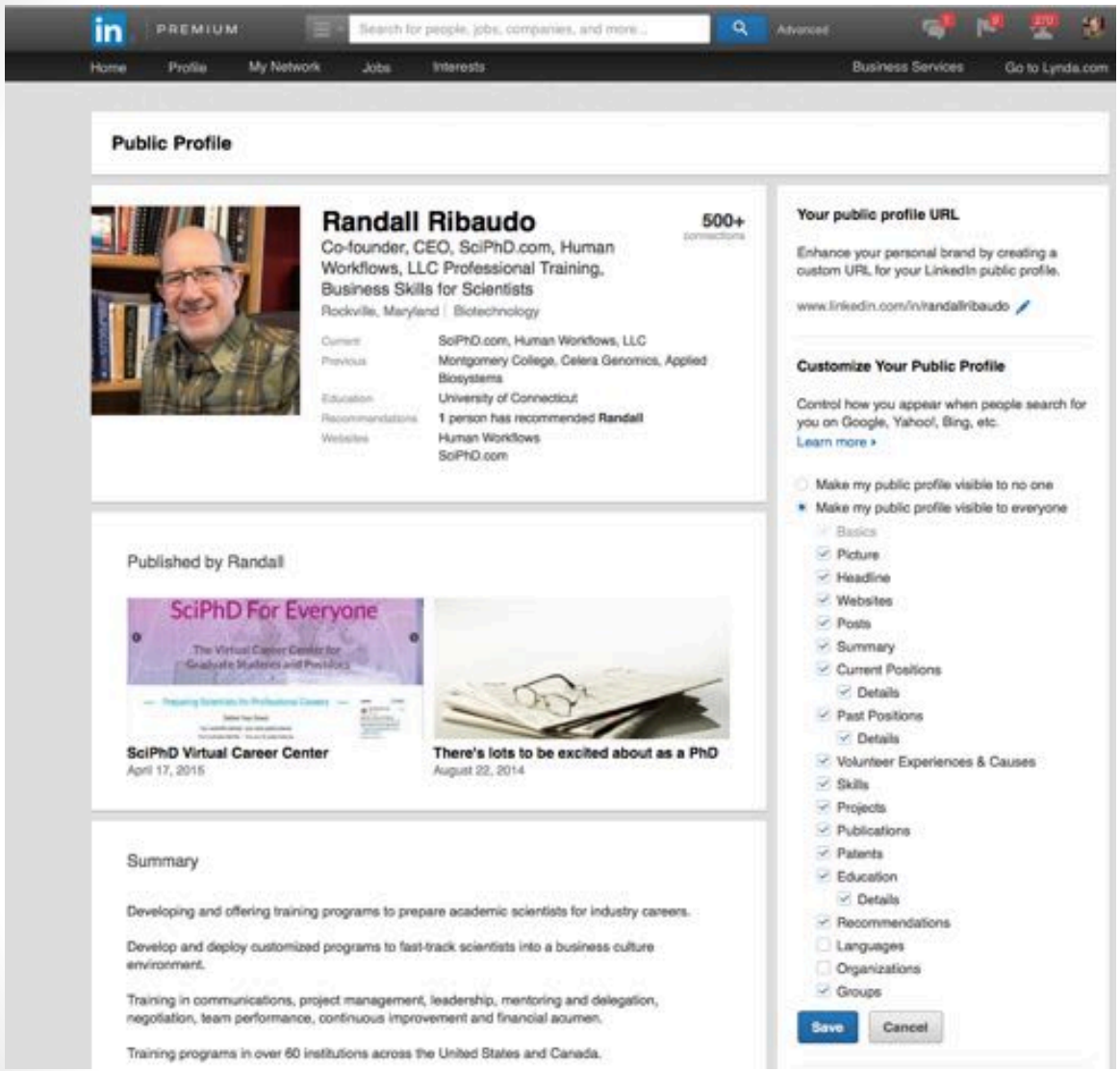
Profile settings



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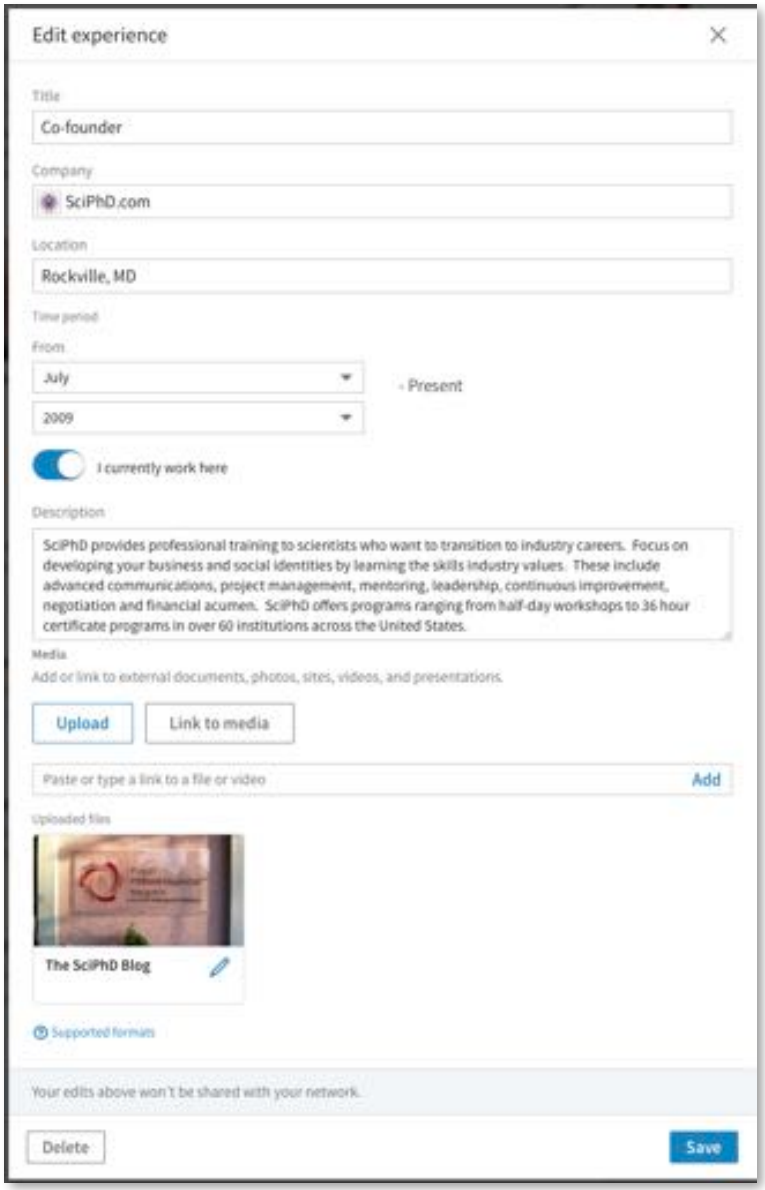

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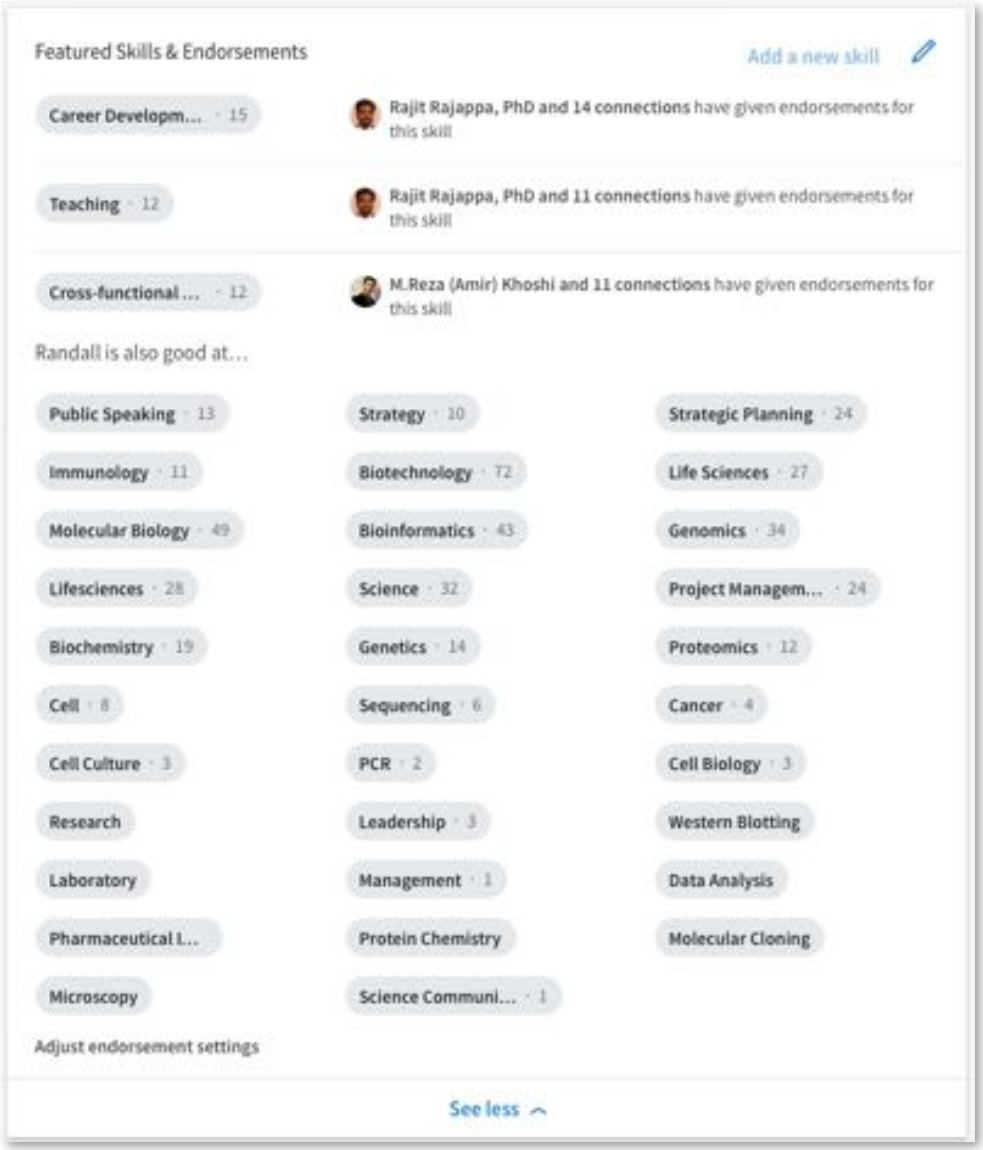
Skills & Endorsements



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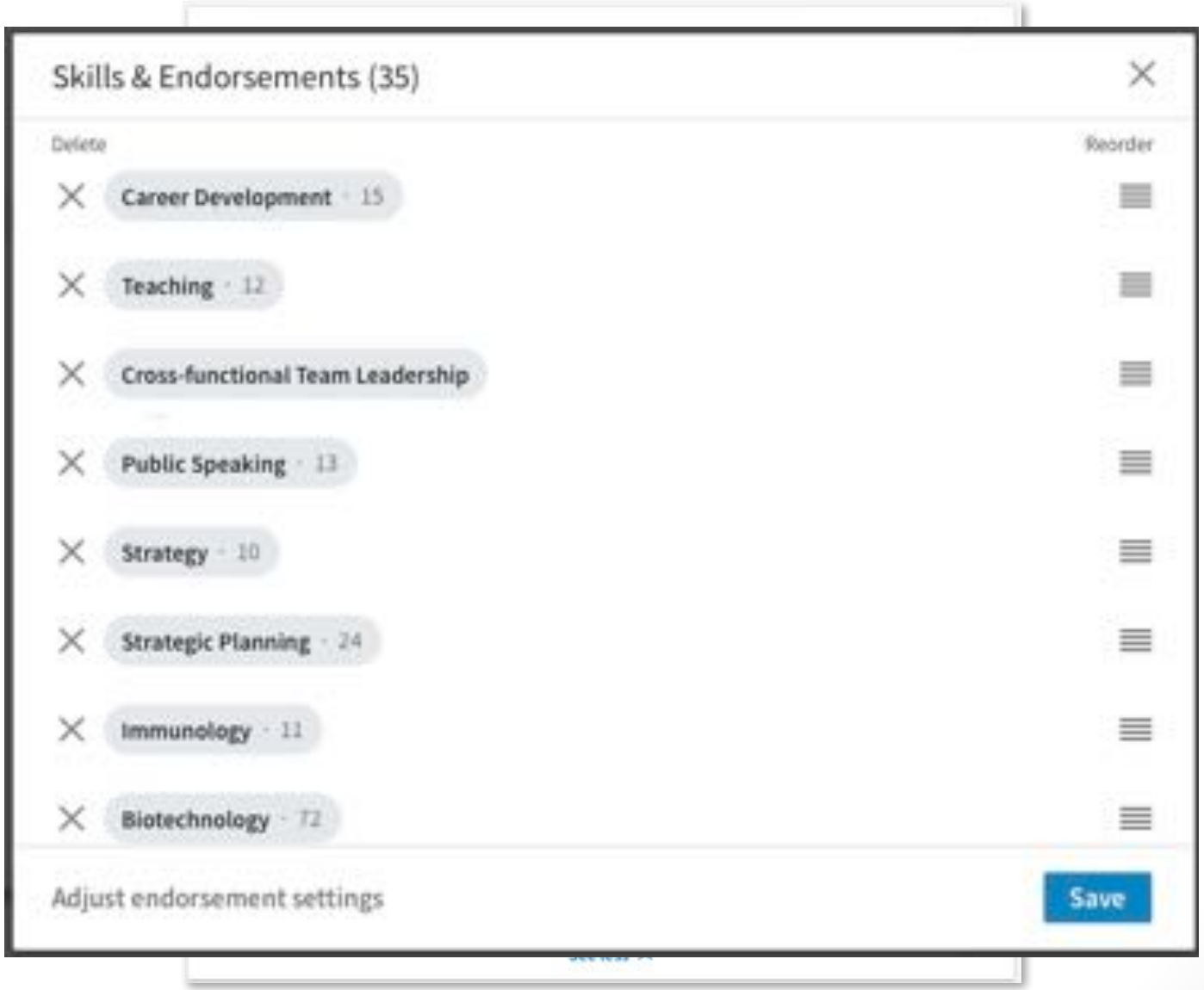
Skills & Endorsements



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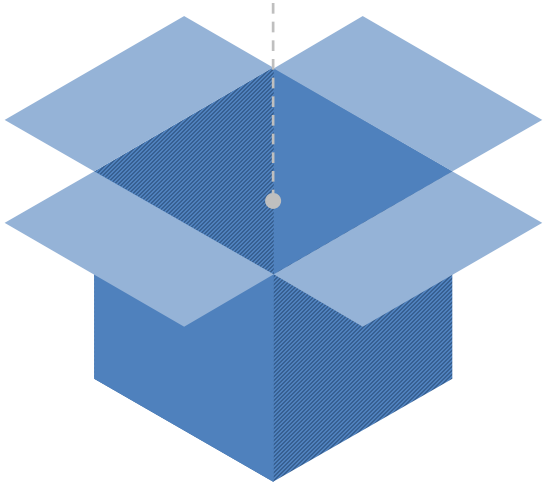
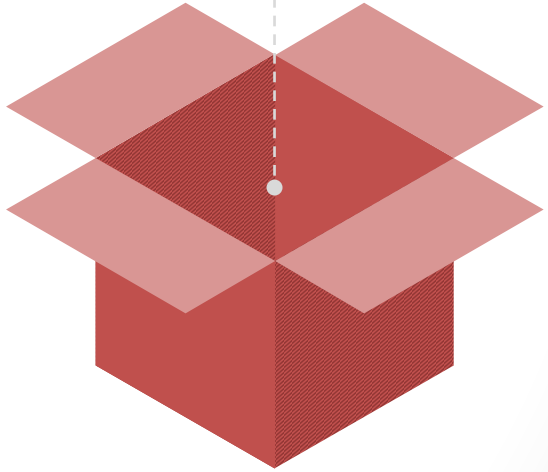
Validating your Profile

LI suggested jobs



LI suggested companies (pulse)



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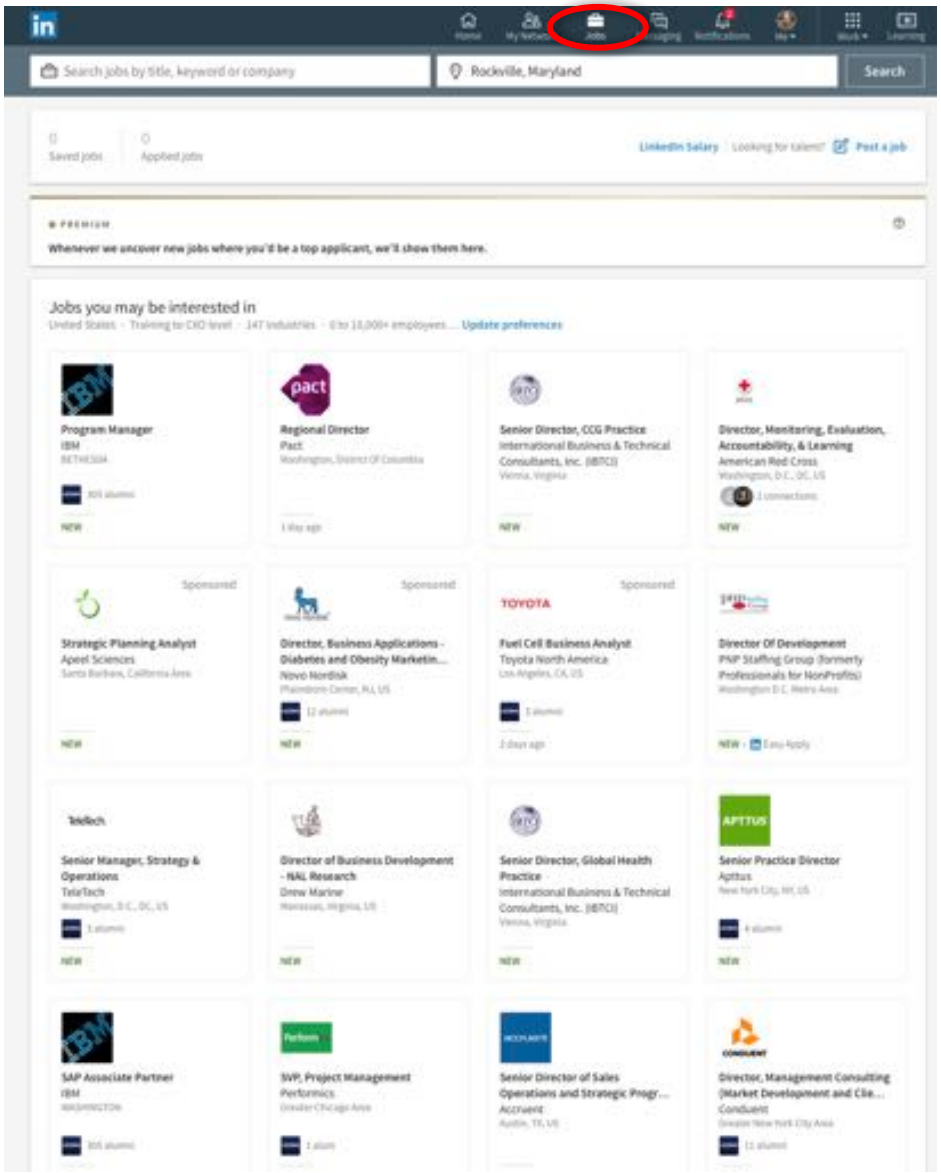
LinkedIn Suggested Jobs



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Getting Your Resume on the Hiring Manager's Desk

Applying your networking skills

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Using Your Network Case 1: You Know Someone in the Company

- Validate your relationship by listening
  - Is this a current relationship?
  - Do I need to re-establish?
- Intelligence you want to get
  - What should I know about the job?
  - What are the challenges?
  - What are the criteria for success?
  - What is the hiring manager looking for?
- Offer your assessment of what you have to offer

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Using Your Network Case 2: You Know Someone Who Knows Someone in the Company

- How do you approach someone in your network to introduce you to someone else?
  - You are asking them to be YOUR advocate
  - Don't assume they will help you
  - Do assume you have to validate yourself to them
  - Establish your own value proposition (technical, business, and social)
  - "What do you need to know about me in order for you to be comfortable getting your resume on that desk?"
  - Be prepared for them to not be comfortable doing this!

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Their credibility is at risk

- Avoid putting your contact in a situation where they might have to refuse your request
  - They may tell you they're not comfortable helping you
  - They may promise to help, but not come through
- You have to "ask permission" to even request their assistance to represent you

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Using Your Network Case #3: You Don't Know Anybody

- Don't know anybody who knows anybody…
  - Research the company using available means
  - Find out if/when they will be where you are
  - Informational Interviews
    - Contact HR
    - Contact via LinkedIn
    - Six things you need to know to request an interview
      - Private or public
      - How big
      - Management/Leadership team
      - Current news
      - Products/services
      - What is your value to the company

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The Four Action Items you can do Right Now!

- Update your LinkedIn profile
- Make your primary network list
- Add at least one primary contact per week (capacity networking)
- Get Business Cards

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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????

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Preparing for Interviews

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How do I Prepare Myself

- Research the company
- Research the players
- Research the interviewers
- Understand its products
- Relate your personal experience with business-centric traits
- Google Yourself!

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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

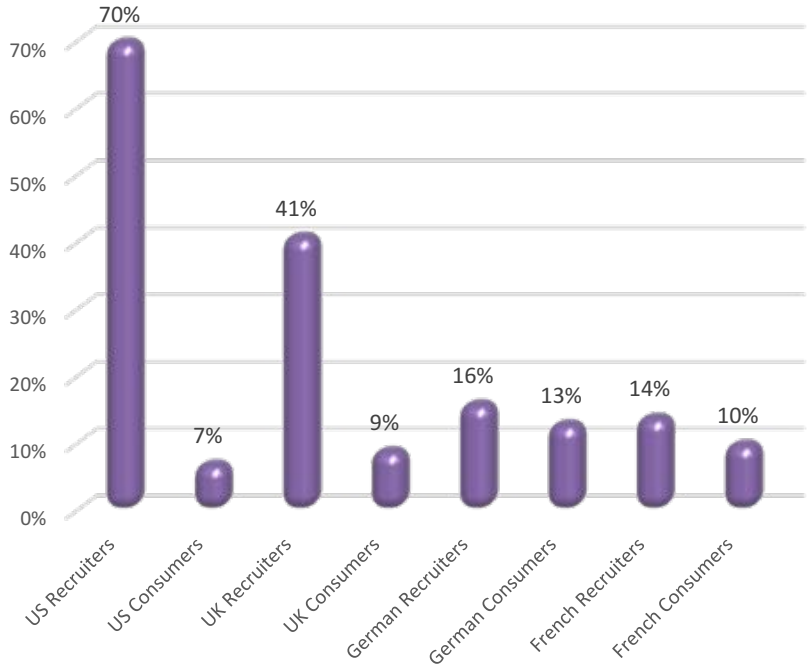

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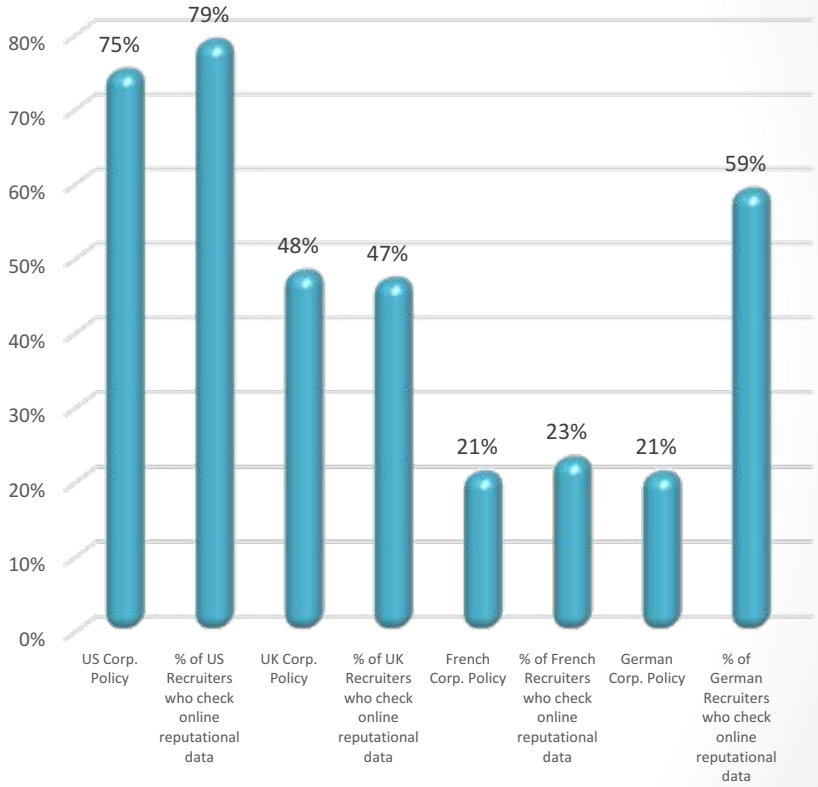
Figure 2. Percent of companies with policies that require review of reputational data vs. percent of recruiters and HR professionals surveyed who seek it



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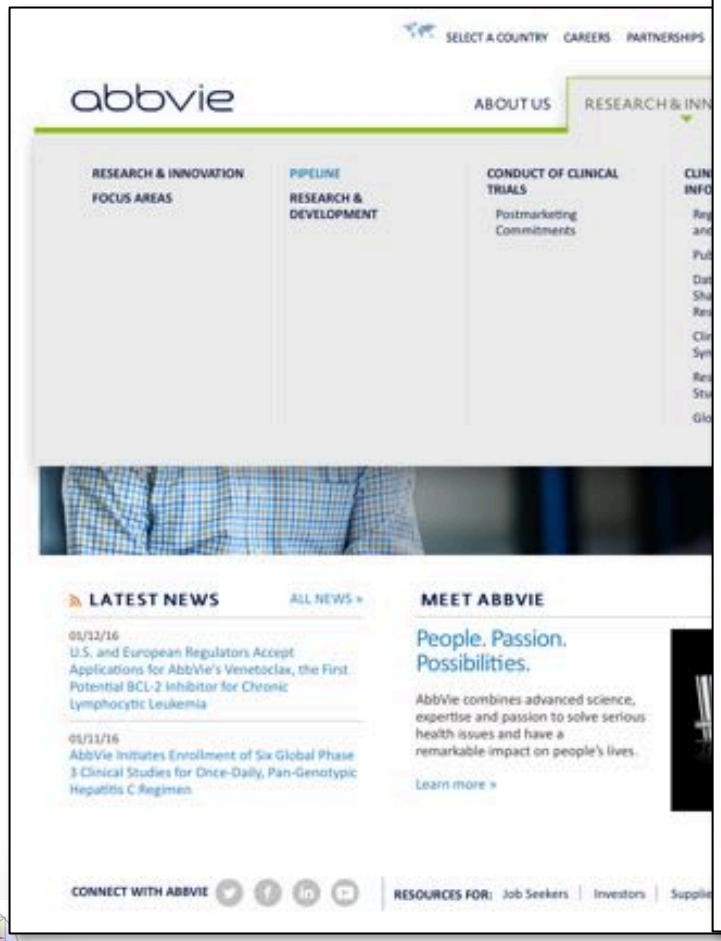
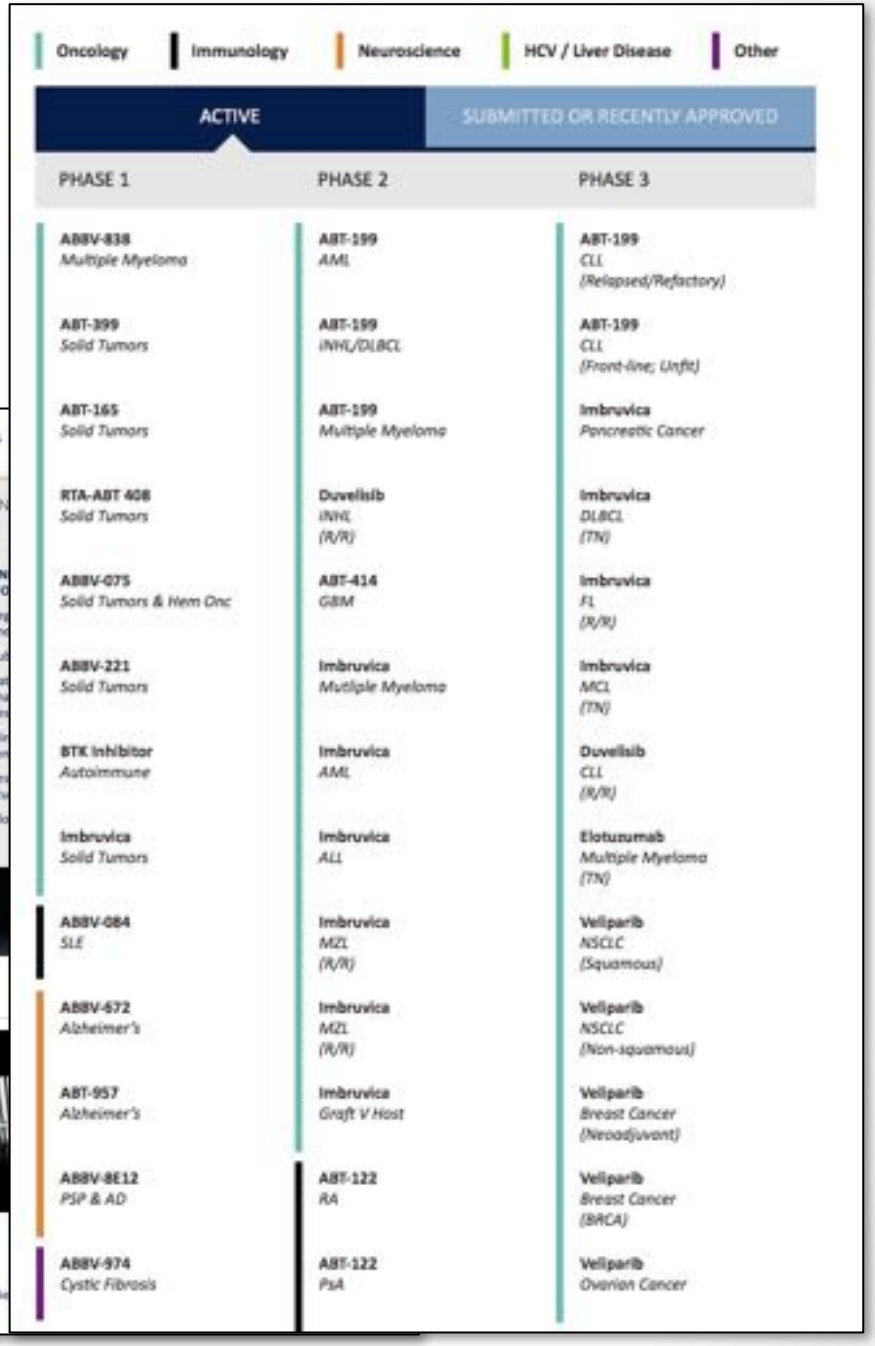
Research their Science!!





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Research their Science!!

abbvie

ABOUT US RESEARCH & INNOVATION PRODUCTS RESPONSIBILITY

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
- MEDIA CONTACTS

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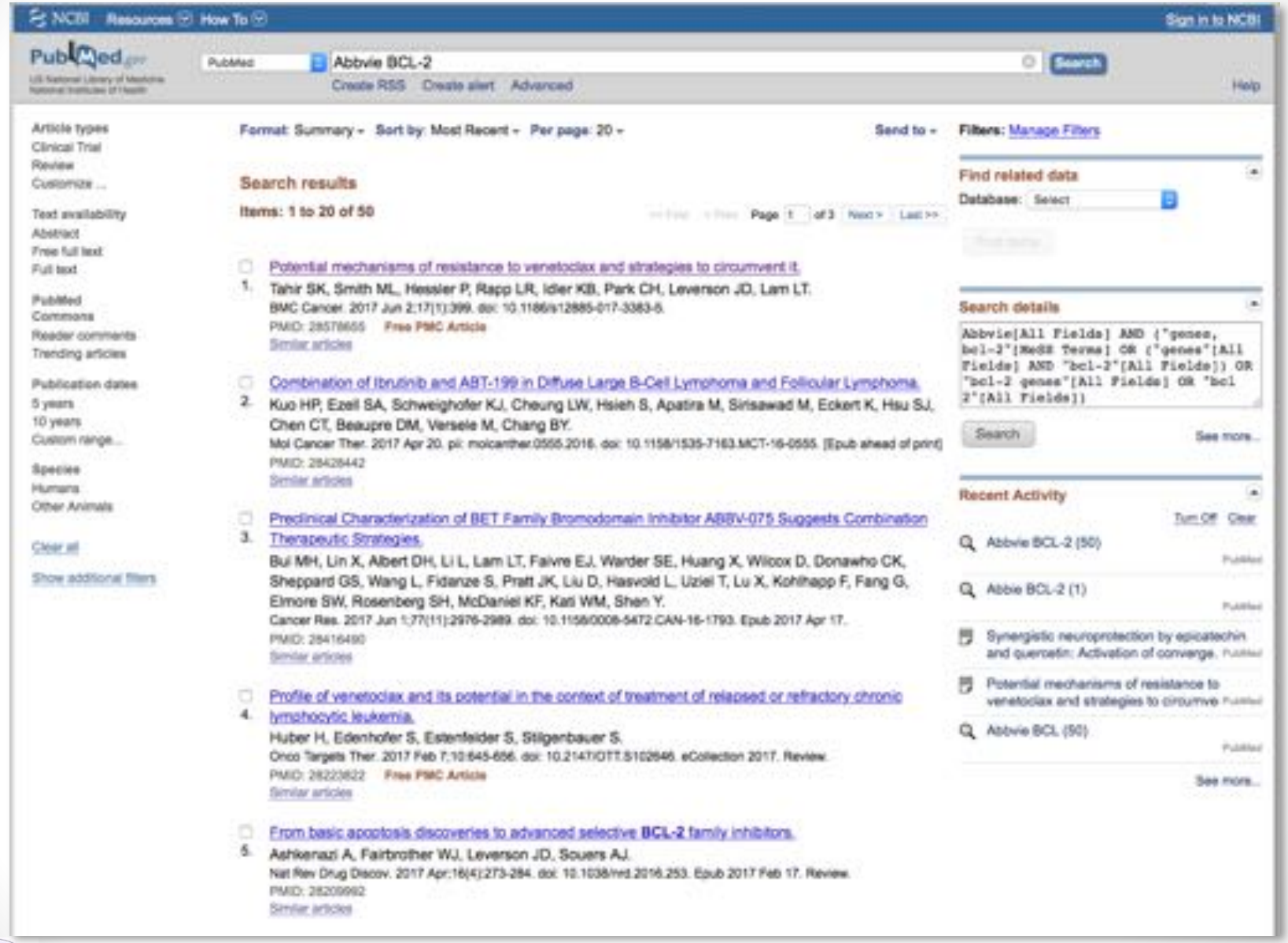
Research their Science!!



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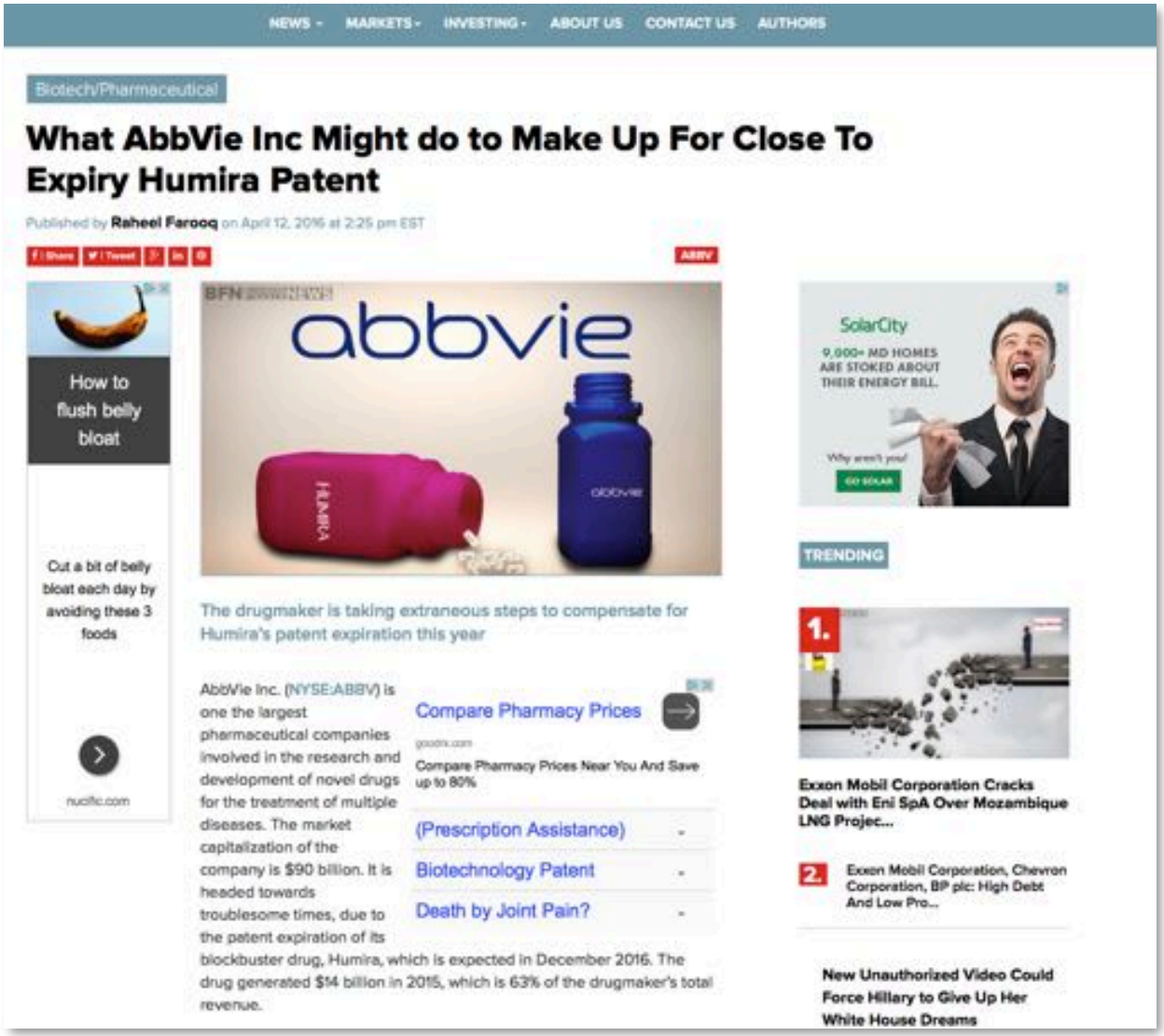
Research their Business…



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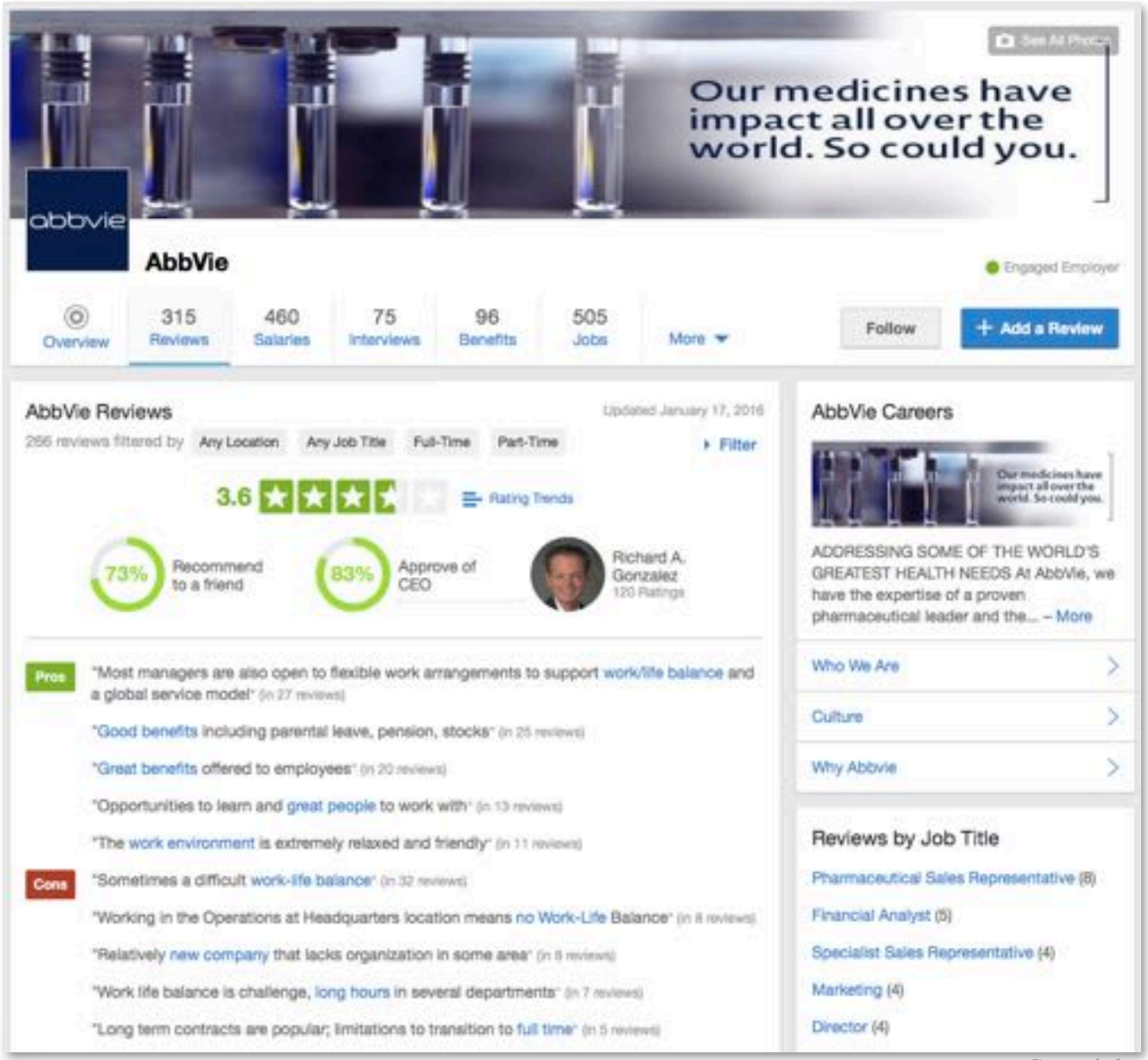
Research their Social…



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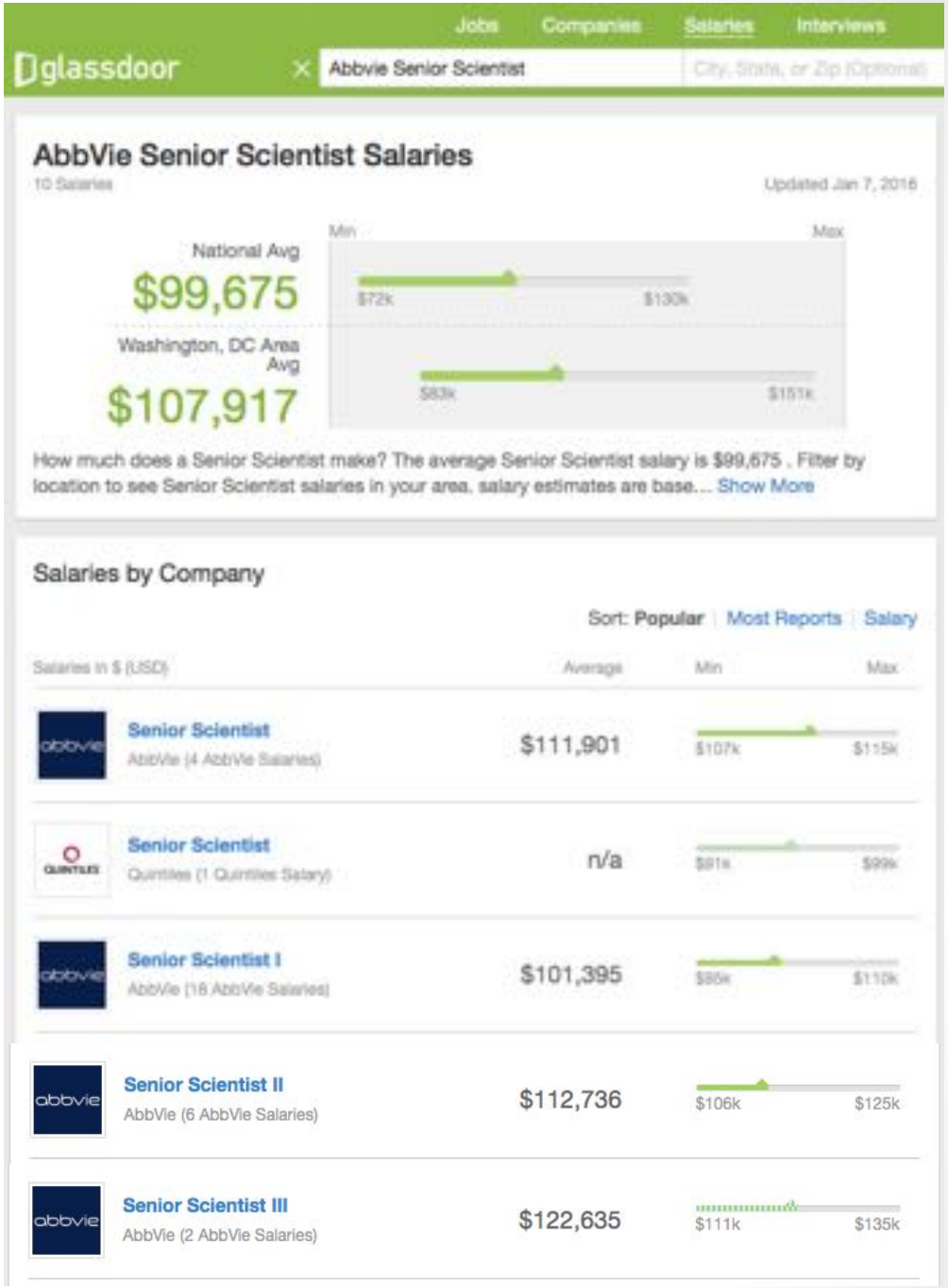
glassdoor.com

Salaries



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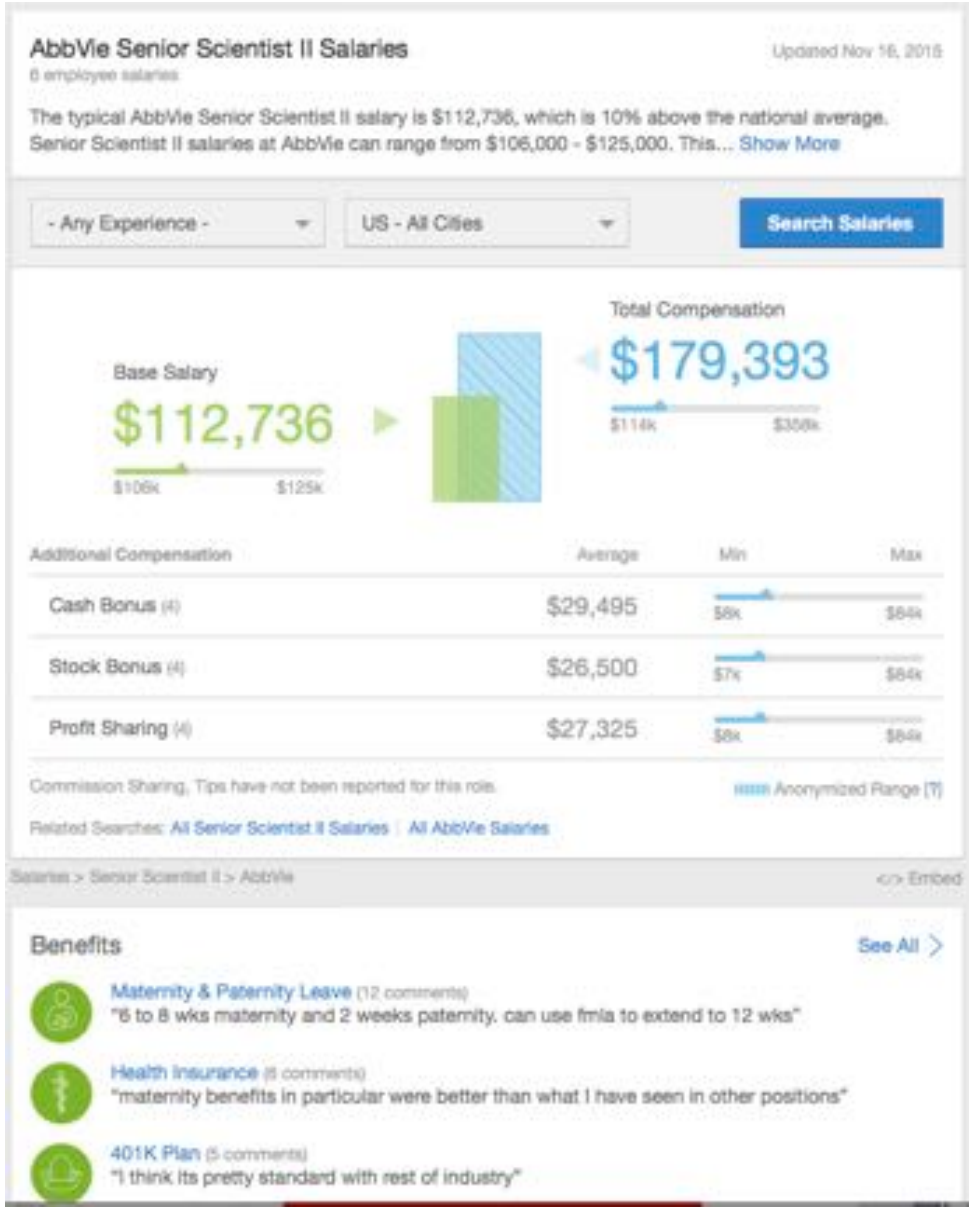
Total Compensation



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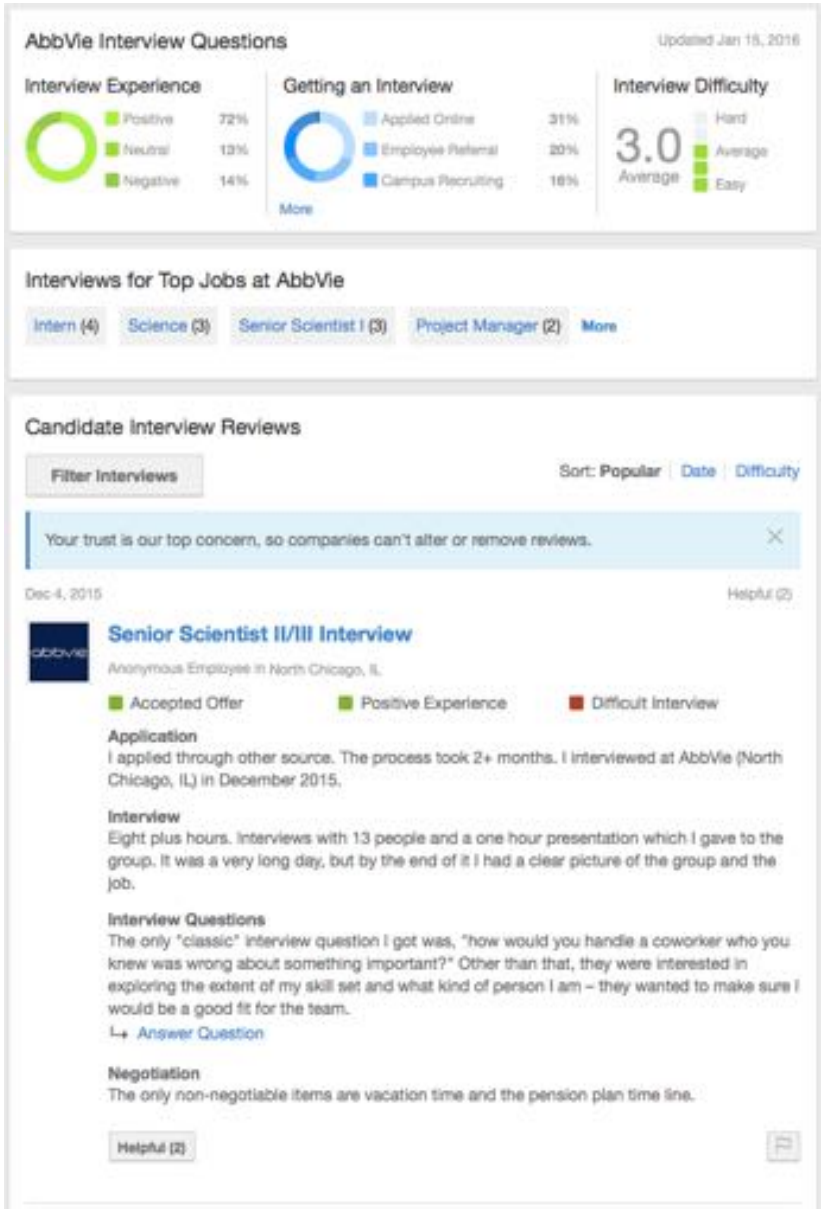
Research the Interview Process



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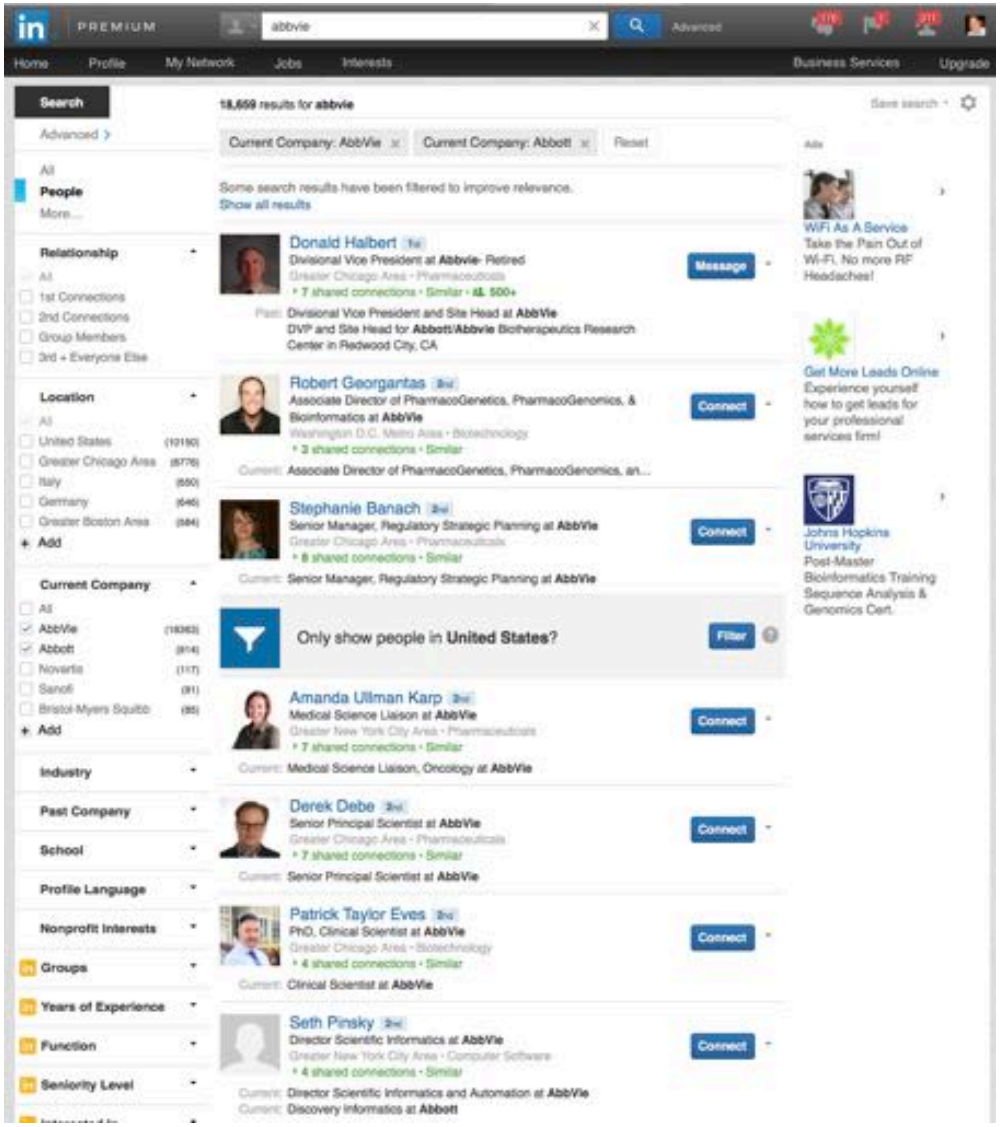
Abbvie Connections



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Be Prepared for 2 Types of Questions

Theoretical

Behavioral Based

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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…

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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…

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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?

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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

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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?

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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

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How do I Get Going?

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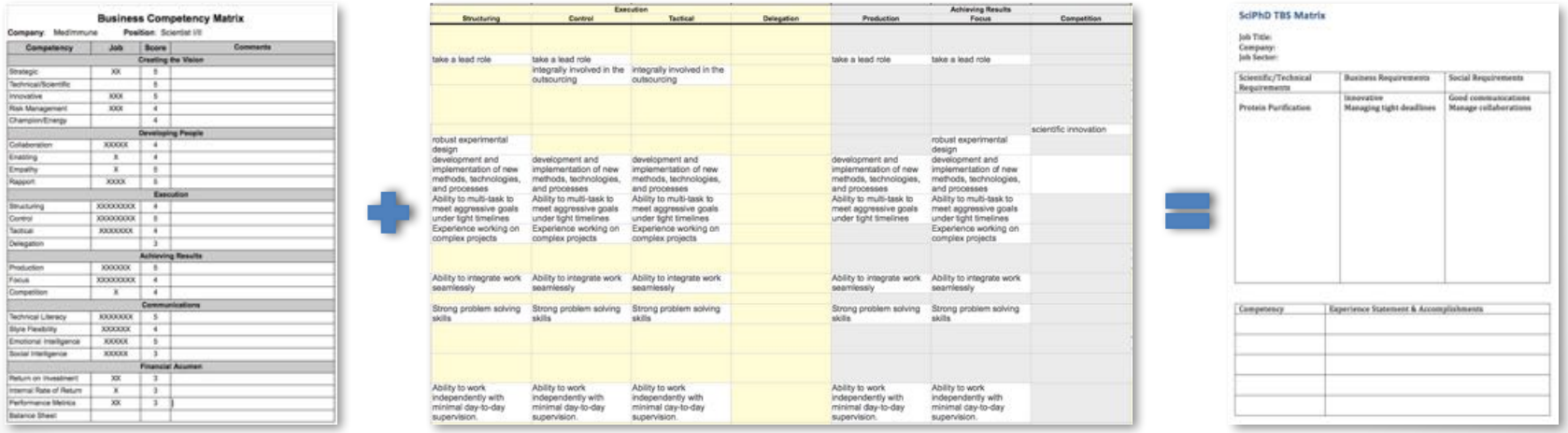
SciPhD MyCareer Plan

- 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



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Developing Your Strategic Plan

- Prioritize skills (provide slide that shows most critical skills)
- Brainstorm how to gain experiences
- Peer coach
- Develop action plan

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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

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mySciPhD Strategic Action Plan form

Name: *Just Hatched PHD* [SAMPLE] **My Career Preparation Plan for 2015**

Career Objectives: Upon completion of my *PhD* in the field of *Immunology* at *Univ Mich*, I plan to compete for a career position in *Pharma* for positions to include:

1. *Scientist II*
2. *Application Scientist*
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
Communications	*Present in our weekly Lab meetings and to foundations who support our lab*	*See Lab Chief*	*Starting June 2015 until graduation*
Personal Flexibility in Communications	*Take MBTI*		
Developing People: enabling	*Train new tech in immunologic assays used n the lab*		
Financial Literacy	*Take course in "Finance for Non-finance Managers"*	*MOOC*	*By end of 2015*
Project management	Take Project Management for Scientists, and then apply to current research project.		

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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

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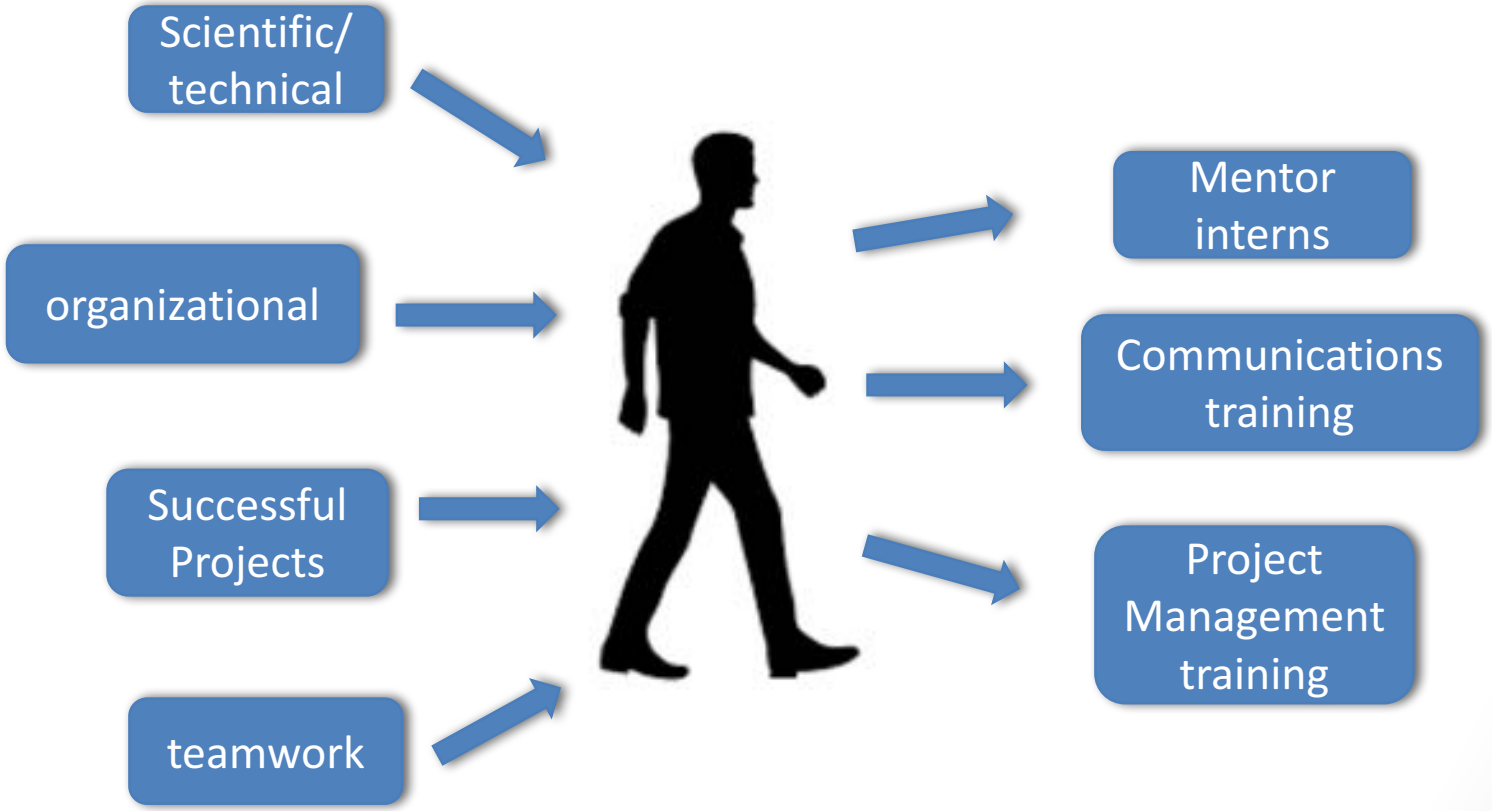
What about your critical skills?



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Project management	Take Project Management for Scientists, and then apply to current research project.		

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Review your Concerns

Did we cover everything you needed?

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Review your Concerns

Did we cover everything you needed?

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What do you do now???

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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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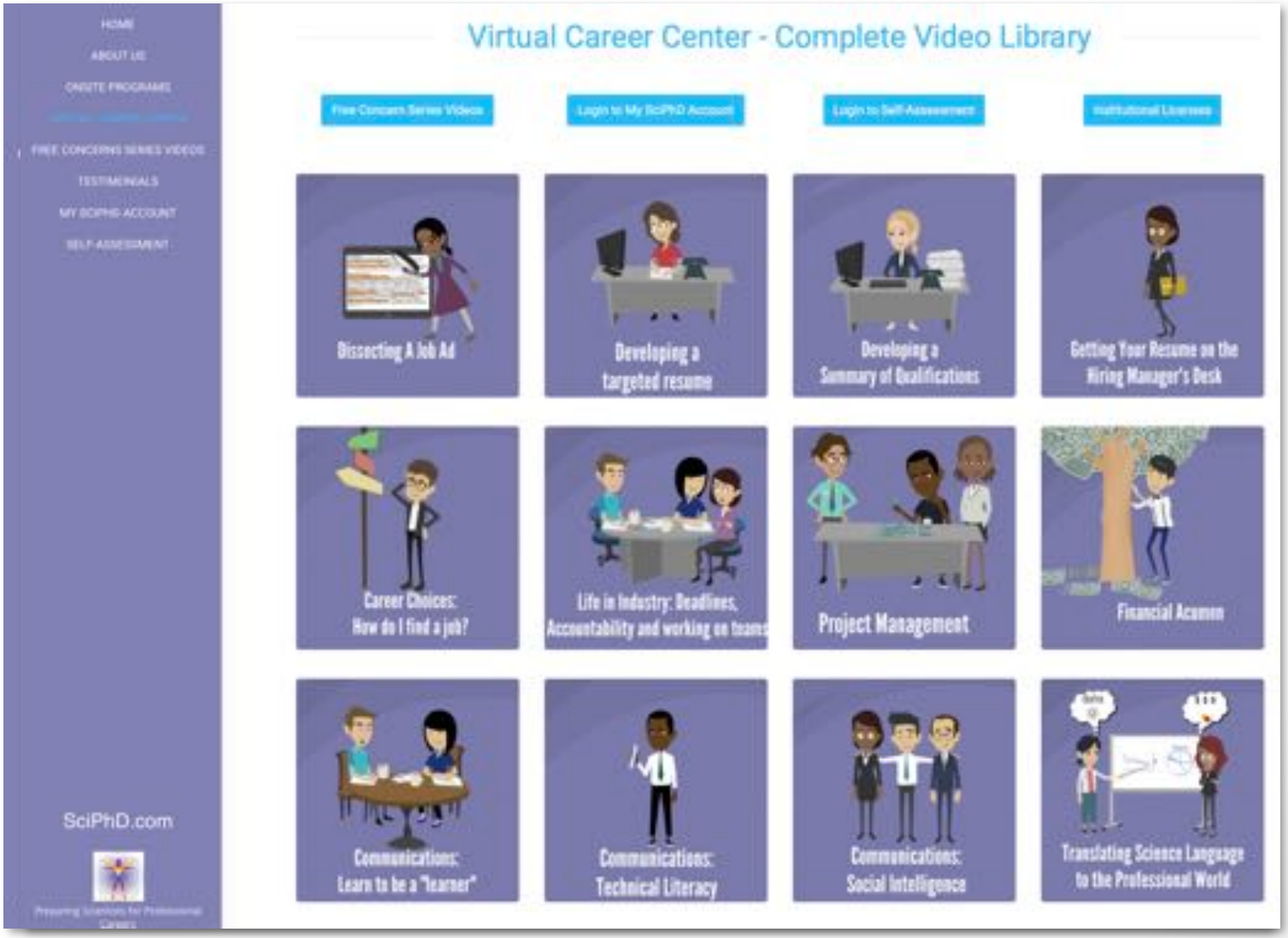
SciPhD Virtual Career Center



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Thank You

… keep on rowing!!!

Questions & Feedback

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