

Job Hunting in the Biotech Industry – Part 1

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Seminar Goals

- Improve understanding of unique biotech industry features for scientist job seekers
- De-mystify job hunting in industry
- Provide step-by-step process for conducting a job search for scientist positions in industry
- Slides: career.ucsf.edu
 - Grad students and postdocs; career; non-academic jobs;

Seminar Sections

- What you should learn before you start - unique facts about industry job market and selection process
- Preparing industry resumes
- Finding company information and finding scientists at companies
- Four techniques for a comprehensive job search
- Interviewing and compensation negotiation tips in Parts 2 and 3

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Overview of Biotech/Pharma Job Market

Read these:

- Ernst and Young: Global biotechnology reports
 - Where are the jobs?
 - What kinds of companies are growing?
 - Overall health of industry?
- Biospace.com – News feed

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Overview of Biotech/Pharma Job Market

Unique company structures and types of jobs.
Learn more!

1. Read: **Massachusetts Biotechnology Council**
www.massbioed.org

-Under Students: Learn about careers;
pdf – Sample of job descriptions
(Salaries outdated)

2. Read: *Careers in Biotechnology and Drug Development* (Freedman)

3. Project: Read 20 job descriptions for
“Scientist” in your field

Overview of Biotech/Pharma Job Market

Unique Hiring Process:

Step 1: Human Resources – Is the candidate a general fit for the position description? Cover letter (10 seconds); resume (20 seconds)

Step 2: General fit? Goes to hiring manager (scientist). Cover letter (10 seconds); resume (1-2 minutes). Phone interview?

Step 3: Phone interview(s) with HR and/or Hiring Manager. Invite for site visit?

Step 4: Site visit includes interviews with 1-10 scientists/ mgrs; possible job talk with interdepartmental audience. Offer?

Total time, Steps 3 thru 4: 1-3 weeks

Overview of Business and Industry Application Materials

Application materials needed:

- **General resume – for networking purposes only**
- **Job application resumes – your general resume tailored for each individual job description**
- **Cover letter draft – tailor for each job description**
- **Business cards – for networking and interviewing**

Betty Smith, PhD
Immunologist

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Sections of a Resume

- **Heading: Name, address, phone (not lab), email, website**
- **Profile or Summary or Highlights**
- **Education**
- **Various “Experience” Sections – Research, Teaching, Mentoring, Leadership and Supervision, Industry, Community Service, Writing, Business**
- **Skills or Techniques – categorized list**
- **Awards – describe if not obvious**
- **Presentations and Publications at end**
- **Generally no references or “References available upon request”**

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Business/Industry Job Search – Marketing yourself with your resume

**Make sense of your background and skills for lay readers
and scientists...**

- 1. Include a Skills/Techniques section**
- 2. Use the 3-bullet format to write about your research**

-What's the big question you're trying to answer?

**-How are you trying to answer it? What methods?
What approaches are you taking?**

**-Accomplishments...What interesting things have you
found? Might you find? What are the potential
applications of this research?**

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Business/Industry Job Search – Marketing yourself with your resume

- 3. Use a Summary section or Profile section:**

-First section of industry resume

-Purpose: "hook"

**-Purpose: Quickly demonstrate match between position
requirements and your qualifications**

-Useful format:

**One or two line statement about "what" you are and
how long you've been that (if job description
specifies), followed by bulleted text that fits job
description**

**-ONLY include items that will help convince the reader you
are a fit for the job description**

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Job Hunting in the Biotech Industry

Business/Industry Job Search – Marketing yourself with your resume

The job ad informs your Summary/Profile

Scientist – Protein Chemist
...We are seeking a highly motivated PhD scientist to join our Technology Development Team...

The Technology Development team is seeking a uniquely qualified individual to establish a new project that combines our chemical synthesis core technology with state of the art combinatorial peptide methods.

Requirements:
-PhD in Biochemistry
-2-5 years of experience in industry or a combination of industry and related postdoctoral experience
-Experience with structural biology, NMR or X-ray crystallography is a plus
-Background in folding and purification of proteins is highly desirable
-The job entails both bench work and management skills
-The job demands excellent communication skills, writing skills and the ability to work in teams

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Job Hunting in the Biotech Industry

Business/Industry Job Search – Marketing yourself with your resume

Ch' en Shu

<p>Dept. of Biochemistry & Biophysics Box 000 University of California at San Francisco San Francisco, CA 94143</p>	<p>Phone: (415) 111-2222 (H) (415) 333-4444 (W) e-mail: shu@ucsf.edu</p>
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PROFILE
Protein **biochemist** with 5 years postdoctoral experience and 3 years industrial experience

- Successful bench scientist with strong publication record
- Extensive experience working in chemistry and **structural biology**
- **Project management experience in industrial settings** and academic settings
- Excellent communication and **writing skills** developed by **managing** my own successful startup company

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Job Hunting in the Biotech Industry

Business/Industry Job Search – Marketing yourself with your resume

Ch'en Shu

Dept. of Biochemistry & Biophysics
Box 000
University of California at San Francisco
San Francisco, CA 94143

Phone: (415) 111-2222 (H)
(415) 333-4444 (W)
e-mail: shu@ucsf.edu

PROFILE

Protein chemist with more than 5 years combined post-doctoral experience in industry and academic settings

- Extensive background in chemistry and structural biology
- Protein purification experience
- Experience with NMR and X-ray crystallography
- Excellent communication, teamwork and writing skills developed through previous industry position, bench and management duties

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Job Hunting in the Biotech Industry

Resume Formatting – Not like this

MOST IMPORTANT DIVIDER
 Next Most Important
 Next Most Important
 Least Important

RESEARCH EXPERIENCE

University of California, San Francisco 1999-Present
 Postdoctoral Fellow, Laboratory of Dr. R. U. Ready
 •Developed novel...resulted in 17 publications in Cell...

Case Western Reserve University, Cleveland, OH, 1995-1999
 PhD Candidate, Laboratory of Dr. I. Rule
 •Initiated discovery of...

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Job Hunting in the Biotech Industry

Resume Formatting

MOST IMPORTANT DIVIDER
Next Most Important
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 -Developed novel...resulted in 17 publications in Cell...

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PhD Candidate, Laboratory of Dr. I. Rule
 -Initiated discovery of...

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Job Hunting in the Biotech Industry

Resume Formatting - Website apps

MOST IMPORTANT DIVIDER
 Next Most Important
 Next Most Important
 Least Important

RESEARCH EXPERIENCE

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO; 1999-Present
 Postdoctoral Fellow, Laboratory of Dr. R. U. Ready
 *Developed novel...resulted in 17 publications in Cell...

CASE WESTERN RESERVE UNIVERSITY, Cleveland, OH; 1995-1999
 PhD Candidate, Laboratory of Dr. I. Rule
 *Initiated discovery of...

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Resume writing tips

Review samples at:

career.ucsf.edu

- Graduate students and postdocs
- Non-academic careers
- Applying

References in the Industry Hiring Process

- Phone call reference check happens at the end of the process
- What if you can't tell your PI yet that you might leave?

"I would prefer to provide references other than my current PI. I feel I've done great work in the lab and I'm confident that my boss agrees. But I have not told her yet that I am job hunting, and I would prefer to hold off on that discussion until I am sure that I have a job offer."

Job Hunting in the Biotech Industry

Finding company information: Create your Preferred Company List

- **20-30 companies where you would most like to work**
- **Based on product area or disease focus, location, size of co.**
- **Research project:**
 - Name of company
 - Name of scientist whose work interests you
 - Email address of that scientist

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Job Hunting in the Biotech Industry

Getting Started: Create your Preferred Company List

<u>Company Name</u>	<u>Name of Scientist</u>	<u>email of scientist</u>
Company #1		
Company #2		
>		
>		
>		
Company #20		

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Job Hunting in the Biotech Industry

Getting Started: Create your Preferred Company List

RESOURCES for creating your preferred company list:

- Always first: companies and scientists you know
- Journals in your field
- Biospace.com daily reading
- Local biotech industry organizations such as BayBio, MassBio
- Databases of biotech company information
 - University Library Website: Lexis Nexis database "Company Info"
 - Health Business Fulltext Elite
 - Elsewhere – check public libraries for **Corpotech**, search for: Technology > Biotechnology > Pharmaceuticals or Technology > Medical devices, etc. Then, search by disease area, company location or size

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Job Hunting in the Biotech Industry

LexisNexis® Academic & Library Solutions

https://vpn.ucsf.edu/hottopics/Inacademic/,DanalInfo=www.lexisnexis.com+?

Google

The Atlantic... Atlantic.com The Upfront... Tech Career JAN - Job A... ion Network idp 445 Caminos de l...rto Vallarta Rock Talk OCPD PORTAL

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» Advanced Search

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Companies

Advanced Search Help Clear

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Search Type: Terms & Connectors Natural Language

Search Terms: Search

Specify Date:

Add Index Terms:

Select Source: Selected: Clear Sources

Add Section Search:

Add search term(s) within a specific document section

Connector: And Or

Section:

Term(s): Add to Search

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Job Hunting in the Biotech Industry

The screenshot shows the LexisNexis Academic search interface. The search term is "breast cancer". The search type is set to "Terms and Connectors". The date range is "Previous 2 years". The search is filtered by "Company" and "Industry". A geographic filter is applied, showing a list of locations with "Boston, MA, USA" selected. The interface includes a sidebar with navigation options like "General Searching", "Advanced Search", and "News".

The screenshot shows the search results page for "S&P's Corporate Descriptions, ImmunoG...". The results list shows 29 of 748 results. The first result is for "ImmunoGen, Inc." with the following details:

Copyright 2013 The McGraw-Hill Companies, Inc.
Standard & Poor's Corporate Descriptions plus News
April 13, 2013
ImmunoGen, Inc.
830 Winter Street
Waltham, MA 02451-1477
USA

OFFICE- 830 Winter Street, Waltham, MA, USA 02451-1477, Telephone: 781-895-0600, Fax: 781-895-0611, http://www.immunogen.com

***** COMMUNICATIONS *****
TELEPHONE: 781-895-0600

***** COMPANY IDENTIFIERS *****
TICKER: IMGN
CUSIP: 45253H

***** COMPANY INFORMATION *****
INCORPORATION DATE: 1981

Job Hunting in the Biotech Industry

Job Hunting in the Biotech Industry

LexisNexis Academic

Results List | Edit Search | New Search | Home

Show 29 of 748

Search within results

More Like This

SBP's Corporate Descriptions, ImmunoG...

ORGANIZATION TYPE: industrial
EMPLOYEES: 245

INCORPORATED in Massachusetts Mar. 27, 1981.

***** **CORPORATE STRUCTURE** *****

SUBSIDIARIES:

- ImmunoGen Europe Limited
- ImmunoGen Securities Corp.

***** **EXECUTIVES** *****

OFFICERS:

- Stephen C. McCluski, Chairman
- Daniel M. Junius, President & Chief Executive Officer
- Gregory D. Perry, Chief Financial Officer, Exec VP & Chief Accounting Officer Craig Barrows
- John M. Lambert, Exec VP & Chief Scientific Officer
- Carol Hausner, Investor Relations Contact

DIRECTORS:

- Mark A. Goldberg
- Daniel M. Junius
- Stephen C. McCluski
- Dean Jonathan Mitchell
- Nicolas Domet

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Job Hunting in the Biotech Industry

LexisNexis Academic & Library Solutions

Results List | Edit Search | New Search | Home

Show 29 of 748

Search within results

More Like This

SBP's Corporate Descriptions, ImmunoG...

***** **DESCRIPTION** *****

Revision Date: November 29, 2012

ImmunoGen, Inc. engages in the development of antibody-based anticancer therapeutics. The company develops its products using its targeted antibody payload (TAP) technology. Its product candidates include Trastuzumab emtansine, a Phase III clinical trial product for HER2+ metastatic breast cancer; lortvotuzumab mertansine, which is in Phase II clinical trial for the treatment of diagnosed metastatic small-cell lung cancer, as well as in a Phase I clinical trial for the treatment of multiple myeloma; IMGN853, a Phase I clinical trial product that targets over-expressed folate receptor 1 in ovarian cancer and other types of solid tumors, including non-small cell lung cancer; and IMGN529, a product in Phase I clinical trial for treatment of non-Hodgkin's lymphoma (NHL) and chronic lymphocytic leukemia. The company's compounds in earlier-stage of development comprise SAR3419, a Phase II clinical trial product to treat CD19-expressing B-cell malignancies, such as NHL and B-cell acute lymphoblastic leukemia; BT-062, a Phase I product, which targets CD138 antigen found on multiple myeloma and various solid tumors; SAR650984, a Phase I clinical trial product for CD38-targeting hematological malignancies; SAR56658, a Phase I clinical trial product for D56-expressing solid tumors; BAY 94-9343, a Phase I clinical trial product for mesothelin-expressing solid tumors; and Amgen 1 and Amgen 2, which are phase I clinical trial compounds. It has collaborations with Amgen Inc.; Bayer HealthCare; Biotest AG; Eli Lilly and Company; Novartis Institutes for BioMedical Research, Inc.; Genentech, Inc; Sanofi; and Hoffman-La Roche Inc. ImmunoGen, Inc. was founded in 1981 and is headquartered in Waltham, Massachusetts. **RESEARCH & DEVELOPMENT EXPENDITURES**, Includes customer or government sponsored research and development.: **Thous. \$**
2012.....69,192 2011.....63,453 2010.....50,280 **EMPLOYEES- June 30, 2012, 245.**
CAPITAL EXPENDITURES, Capital Expenditures are net of sales, retirements and/or disposals OR includes other items.: **Thous. \$**
2012.....2,908 2011.....2,029 2010.....1,534

***** **MARKET AND INDUSTRY** *****

PRIMARY SIC:
28 - Chemicals and allied products-mfg.
2834 - Pharmaceutical preparations

SECONDARY SIC:
28 - Chemicals and allied products-mfg.
2836 - Biological products, exc. diagnostic substances

***** **OTHER FINANCIALS** *****

Annual Report- Inc. Acct... Yrs. End... Jun. 30; **Thou. \$-**

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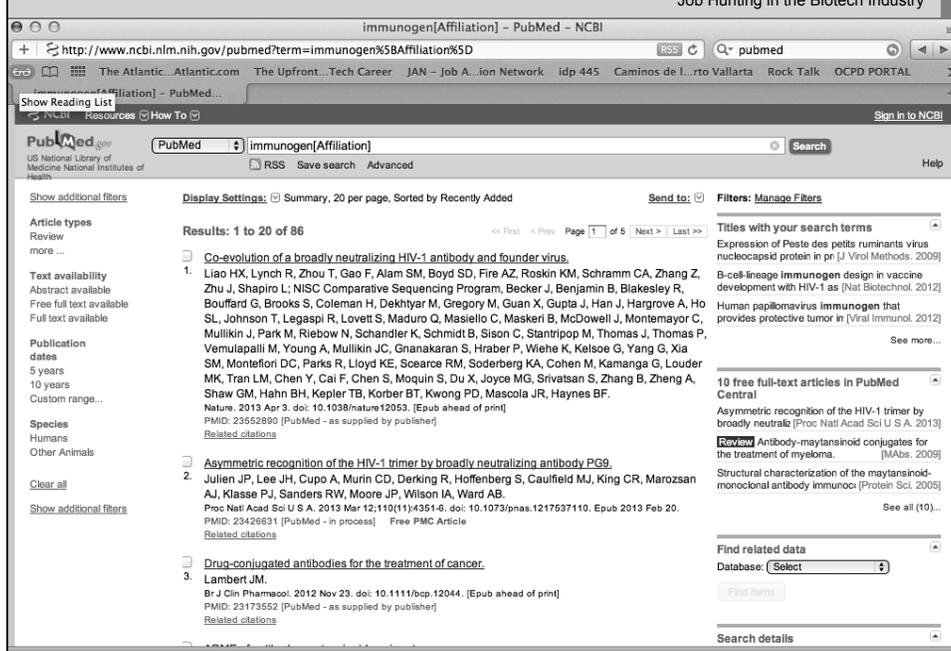
Job Hunting in the Biotech Industry

How to use PubMed to find the names of scientists at companies:

Under advanced search, limit your search to publications that have a “tag term” affiliated with the desired company name

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Job Hunting in the Biotech Industry



The screenshot shows a PubMed search results page for the query 'immunogen[Affiliation]'. The search results are displayed in a list format, with the first three results visible. The first result is 'Co-evolution of a broadly neutralizing HIV-1 antibody and founder virus' by Liao HX, Lynch R, Zhou T, Gao F, Alam SM, Boyd SD, Fire AZ, Roskin KM, Schramm CA, Zhang Z, Zhu J, Shapiro L, NISC Comparative Sequencing Program, Becker J, Benjamin B, Blakesley R, Bouffard G, Brooks S, Coleman H, Dekhtyar M, Gregory M, Guan X, Gupta J, Han J, Hargrove A, Ho SL, Johnson T, Legaspi R, Lovett S, Maduro Q, Masiello C, Maskeri B, McDowell J, Montemayor C, Mullikin J, Park M, Riebow N, Schandler K, Schmidt B, Sison C, Stantripop M, Thomas J, Thomas P, Vemulapalli M, Young A, Mullikin JC, Gnanakaran S, Hraber P, Wiehe K, Kelsoe G, Yang G, Xia SM, Montefiori DC, Parks R, Lloyd KE, Seearce RM, Soderberg KA, Cohen M, Kamanga G, Louder MK, Tran LM, Chen Y, Cai F, Chen S, Moquin S, Du X, Joyce MG, Srivatsan S, Zhang B, Zheng A, Shaw GM, Hahn BH, Kepler TB, Korber BT, Kwong PD, Mascola JR, Haynes BF. The second result is 'Asymmetric recognition of the HIV-1 trimer by broadly neutralizing antibody PG9' by Julien JP, Lee JH, Cupo A, Murin CD, Derking R, Hoffenberg S, Caulfield MJ, King CR, Marozsan AJ, Klasse PJ, Sanders RW, Moore JP, Wilson IA, Ward AB. The third result is 'Drug-conjugated antibodies for the treatment of cancer' by Lambert JM. The page also shows various filters on the left, such as 'Article types', 'Text availability', 'Publication dates', 'Species', and 'Humans'. On the right, there are sections for 'Titles with your search terms' and '10 free full-text articles in PubMed Central'.

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Job Hunting in the Biotech Industry

The screenshot shows a PubMed search result for the article "Drug-conjugated antibodies for the treatment of cancer" by Lambert JK. The article is from the British Journal of Clinical Pharmacology, 2012. The abstract discusses the development of antibody-drug conjugates (ADCs) for cancer treatment, highlighting the challenges of early ADCs and the recent progress with agents like trastuzumab emtansine and brentuximab vedotin. The search interface includes a search bar, navigation tabs, and a sidebar with related citations and recent activity.

The screenshot shows a Google search for "@abgenix.com". The search results include several links related to Abgenix Inc., such as "Abgenix Inc. Information | Business.com", "Abgenix Announces Stockholder Approval Of Acquisition By Amgen ...", "Amgen - Media - Press Release", "Abgenix.com - AboutUs Wiki Page", and "Abgenix Reaffirms Optimism Regarding ABX-EGF - Free Online Library". A text box on the right side of the search results asks: "How to guess the scientist's email address once you know their name...".

Job Hunting in the Biotech Industry

Job Hunting Techniques – What works?

“I spent two hours applying for jobs on Biospace.com. Then I got offered four jobs. Now I’m CEO of the company!”



SEEKER PROFILE

Mike W.
 CRA Program Manager
 (B2B Community Lending)
 San Diego, CA

Commute to work:
 Often work at home

Best thing about my job:
 "I get to work my own schedule."

Monster Facts:
Number of jobs...

Applied to:	10
Interviewed for:	5
Offered:	3

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Job Hunting in the Biotech Industry

Four job hunting techniques that work

1. Answering internet ads *effectively*
2. Networking with contacts in your field
3. Attending job fairs *effectively*
4. Working with third party recruiters

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Technique 1: Answering internet ads

1. Locate an interesting position
2. Research that position and company
3. Create targeted resume and cover letter
4. Submit resume as instructed in ad, to HR
5. Then email resume w/letter to a scientist within the company

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Technique 1: Answering internet ads

Resources:

- **Journals from your field**
- **General sites**
monster, indeed, craigslist
- **Biotech jobsites**
sciencecareers.org, biospace.com, medzilla.com,
naturejobs.com, the-scientist.com/careers
- **“Careers” site at each of your preferred companies**

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Technique 1: Answering internet ads

Send a “2nd Application to a scientist

Sample letter for your “2nd Application” to a scientist

Dear Dr. Adams:

I have been reading with interest about the scientific developments at Abgenix. And because of my background in XYZ, I have been reading with particular interest the fascinating work that you have been doing in the area of XYZ.

I recently noticed a job posting on the Abgenix website for a Protein Chemist (Job #112345J), for which I feel I am very well qualified. I have already applied on line to the Human Resources website but I was wondering if you would be willing to also send my attached resume on to the scientist who is hiring for the Protein Chemist position? Or, if you are the hiring scientist, I hope you will read my resume and consider contacting me for an interview!

Thank you for your assistance.

Sincerely,
Fred Jones
Dept. of Immunology
UCSF
415-555-5555
fred@ucsf.edu

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Technique 2: Networking in your field

- Start with your “preferred company list” – 20-30 companies you would like to work for (based on location, size, product or research area)
- Identify at least one person at each company to contact
- Conduct an “**informational interview**” with each contact
- Add to list of companies and contacts; continue with info interviews
- Knowledge of “hidden” jobs; suggestions to apply for positions *will* emerge
- You will be able to use your new network to supplement your online applications

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Technique 2: Networking in your field

- Email each person and ask to set a time to talk
- Tell them you're beginning to think about **"making a change from academia to industry"**
- Tell them you're **"ONLY seeking information and opinions on our field and what it's like in industry"**
- Let them know you'll be **"brief, structured"**; offer to buy coffee/lunch
- Use Info Interview Questions list at career.ucsf.edu
Life Sciences; Job Search; Information Interview
- Take notes; try to leave each session with 1-2 new contacts
- Email a thank-you note later
- Keep your contacts updated on your job search or other progress

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Technique 2: Networking in your field

Sample email requesting Informational Interview from someone you do not know already (generally, no resume attached):

Dear Dr. Adams:

I have been reading about the work of ABC Bio, Inc. and in particular about your very interesting work on XYZ. It's clear from your publication history that we share similar backgrounds and that's why I am writing to you.

I am beginning to think about the next step in my career and would like to explore the potential career paths available in corporate research. Obviously, you have made a successful transition from academia to industry, so I was wondering if you would be willing to meet with me to give me some advice?

I am not asking for a job. I only seek information and advice about how science is conducted in industry settings. If you can meet in person, on the phone or by email, I will be well prepared to conduct a brief, structured informational meeting.

Thank you for your assistance and advice.

Fred Jones, PhD
 Postdoctoral Researcher, UCSF
 415-555-5555
fred@ucsf.edu

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Technique 2: Networking in your field

Sample thank you email for Informational Interview

Dear Dr. Adams:

I thank you for the time you spent with me yesterday. Your willingness to share information with me on your career and on our chosen field of work is most appreciated.

Your perspective regarding market developments in the anti-infectives "mini-industry" was very helpful. I now have a better idea of how to approach this market. I plan to follow up this week on your suggestion to contact Orville Jones at PDQ Bio Corporation. It sounds like an interesting company.

Again, thank you for your assistance.

Sincerely,
Fred Jones
Dept. of Immunology
UCSF
415-555-5555
fred@ucsf.edu

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Technique 2: Networking in your field

ADDITIONAL RESOURCES

Meetings: Invite industry scientists to your poster/talk

Scientist networking groups: SWE, AWIS, Biotech Tuesday, WIB

www.ucsf.edu/career

**click on "Life Sciences", "Samples/Resources",
"Going on the Job Market", "Networking"**

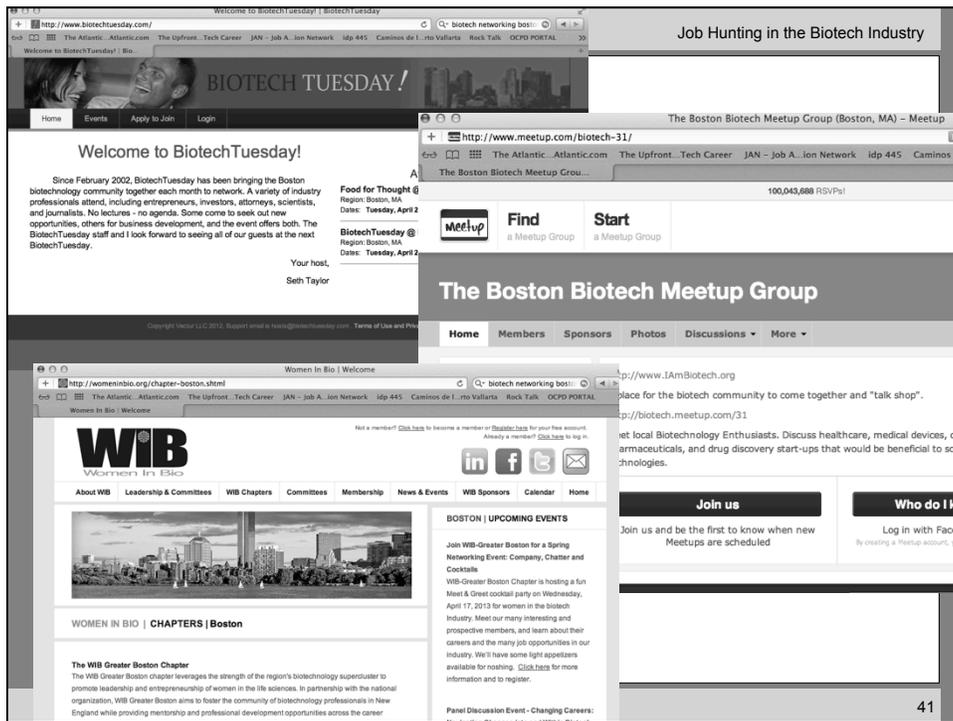
Articles by Dave Jensen on sciencecareers.org

"Networking Part 1: Making the Most of Your Contacts"

"Networking Part 2: More Networking Scenarios"

"More Than Just a Job-Seeking Tool"

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The screenshot shows three overlapping browser windows. The top window is 'BiotechTuesday.com' with a banner for 'BIOTECH TUESDAY!' and a welcome message. The middle window is 'The Boston Biotech Meetup Group' with a 'Meetup' logo and 'Find Start' buttons. The bottom window is 'Women In Bio' with a 'WIB' logo and 'WOMEN IN BIO | CHAPTERS | Boston' section.

Job Hunting in the Biotech Industry

Technique 3: Attending job fairs

- Attend multiple industry-specific fairs
- Before the event: Prepare a targeted resume for jobs for which you are most qualified
- Also hand out generic resumes when asked
- Follow-up: Email targeted resume after the fair; ask to be referred to scientist in your field

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Technique 3: Attending job fairs

- For the company where you have a targeted resume:
 - Approach representative slightly to side
 - Greet
 - Hold out targeted resume
 - Say “there is a (specific title) scientist position on your website for which I feel I am particularly well qualified. I have placed the job number at the top of this resume (point). And I would like to point out several things on my resume that I think make me an ideal candidate for this position (point point point).”
 - Finish with a brief question if a dialogue does not begin

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Technique 3: Attending job fairs

RESOURCES:

Career Fairs

- Major Professional Societies Career Fairs
- Vendor and Product Fairs at Professional Society Meetings – make it into a career fair
- Scientific job websites sponsor fairs in biotech cluster cities

Career Fair Preparation Advice

- Navigating a Job Fair* – includes list of sample questions to ask at a booth career.ucsf.edu; Life Sciences
- Fair Thee Well: Strategies for Job Search Success* article by Peter Fiske www.sciencecareers.org
- Making the Most of a Career Fair* article by Garth Fowler on www.sciencecareers.org

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Technique 4: Working through third party recruiters

WHAT ARE THEY?

“Headhunters” or “Search Firms” -

Consultants hired to locate, screen potential employees

Three types of headhunters:

- Contingency firms
- Retained firms
- Contract agencies

Paid by employer seeking to fill a position, not paid by you

If they ask you to pay...don't work with that person!

Technique 4: Working through third party recruiters

HOW TO GET HEADHUNTERS TO HELP YOU:

- Be visible in your field AND/OR
- Develop list of headhunters; send a resume for their db
- Follow-up phone
- Wait; call them every 2 months to “update your resume” or ask advice

WHAT TO DO IF THEY CALL:

- BE SURE to get their name and contact information
- Ask if they work on Contingency or Retained basis
- Expect to be interviewed by the headhunter
- Headhunters send short list to hiring manager, for final decision
- Headhunter will likely participate in negotiating compensation

Technique 4: Working through third party recruiters

RESOURCES:

Executive Search Directories – print at libraries
Google, for example: “*immunology* search firm”

Contract agencies include:

- Kelly Scientific
- Lab Support
- Yoh Scientific
- Lab Pros
- Kforce

Post your resume on Monster or Biospace

Putting it all together

Formula for a comprehensive job search

- **Techniques 1 + 2 + 3 + 4 = Job**

How long does it take? How much time to devote?

- **Often, six months or more for a PhD-level scientist leaving academia**
- **Commit to spending x hours per week on job search**
- **Hours spent on each technique in proportion to effectiveness**

Last thoughts:

Visa issues?

Postdoc in industry?

Fresh-out PhD's applying for Scientist positions?

- Concept of "independence" in discovery jobs
- "Scientist" in drug dvpt vs device vs tools