



University of California
San Francisco

Job Hunting in Industry: The Search

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Career Advancement, International and Postdoctoral Scholars

11/10/15



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
 - Who do I talk to?
 - How do I find them?
 - What do I say?

Slides: career.ucsf.edu

Agenda

1. Learn what you should know before you start
 - unique facts about industry job market and selection process
2. Finding company information and finding scientists at companies
 - PubMed & LinkedIn
3. Informational Interviews
4. Four techniques for a comprehensive job search

Overview of Biotech/Pharma Job Market

Read these:

- Ernst and Young: Global biotechnology reports 2013, 2014 -What kinds of companies are growing?
 - Overall health of industry?
- Biospace.com – News feed
- Book: Career Opportunities in Biotechnology and Drug Development, by Toby Freedman

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

Getting started: Create your Preferred Company List

Company Name	Name of Scientist	Email of Scientist
Company #1		
Company #2		
>		
>		
Company #20		

Finding company information: 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

Finding company information: Create your Preferred Company List

RESOURCES for creating your preferred company list:

- Databases of biotech company information
- University Library Website: Lexis Nexus database “Company Info”
- Elsewhere – check public libraries for Corptech, search for:
 - Technology > Biotechnology > Pharmaceuticals or
 - Technology > Medical devices, etc.
 - Then, search by disease area, company location or size

Finding scientists at the company: Use PubMed to find names

“Limit” your search to publications that have a “tag term”
affiliated with the desired company name

(under Advanced Search)

<http://www.ncbi.nlm.nih.gov/pubmed/limits>

PubMed limits

http://www.ncbi.nlm.nih.gov/pubmed/limits?term=amyris

Search: PubMed

amyris

Search Clear

Limits

Dates

Published in the Last: Any date

Type of Article

- Clinical Trial
- Editorial
- Letter
- Meta-Analysis
- Practice Guideline

Species

- Humans
- Animals

Subsets

- AIDS
- Bioethics
- Cancer
- Complementary Medicine
- Core clinical journals

Text Options

- Links to full text
- Links to free full text
- Abstracts

Languages

- English
- French
- German
- Italian
- Japanese

Sex

- Male
- Female

Ages

- Newborn: birth-1 month
- Infant: 1-23 months
- Preschool Child: 2-5 years
- Child: 6-12 years
- Adolescent: 13-18 years
- Young Adult: 19-24 years

Search Field Tags

Field: Affiliation

Reset Search

amyris - PubMed result

http://www.ncbi.nlm.nih.gov/pubmed

Search: PubMed
amyris

Display Settings: Summary, Sorted by Recently Added

Did you mean: [amyrin](#) (378 items)

Limits Activated: Field: Affiliation [Change](#) | [Remove](#)

Results: 5

- [Escherichia coli-based production of a tumor idiotype antibody fragment - tetanus toxin fragment C fusion protein vaccine for B cell lymphoma.](#)
 1. Patel KG, Ng PP, Levy S, Levy R, Swartz JR.
 Protein Expr Purif. 2011 Jan;75(1):15-20. Epub 2010 Sep 19.
 PMID: 20851769 [PubMed - In process]
[Related citations](#)
- [Genetic engineering to produce polyketide analogues.](#)
 2. Reeves CD, Rodriguez E.
 Methods Enzymol. 2009;459:295-318.
 PMID: 19362645 [PubMed - indexed for MEDLINE]
[Related citations](#)
- [High-level production of amorpho-4,11-diene, a precursor of the antimalarial agent artemisinin, in Escherichia coli.](#)
 3. Tsuruta H, Paddon CJ, Eng D, Lenihan JR, Horning T, Anthony LC, Regentin R, Keasling JD, Renninger NS, Newman JD.
 PLoS One. 2009;4(2):e4489. Epub 2009 Feb 16.
 PMID: 19221601 [PubMed - indexed for MEDLINE] [Free PMC Article](#) [Free text](#)
[Related citations](#)
- [Developing an industrial artemisinic acid fermentation process to support the cost-effective production of antimalarial artemisinin-based combination therapies.](#)
 4. Lenihan JR, Tsuruta H, Diola D, Renninger NS, Regentin R.
 Biotechnol Prog. 2008 Sep-Oct;24(5):1026-32.
 PMID: 19194910 [PubMed - indexed for MEDLINE]
[Related citations](#)
- [Genes for the biosynthesis of the fungal polyketides hypothemycin from Hypomyces subiculosus and radicicol from Pochonia chlamydosporia.](#)
 5. Reeves CD, Hu Z, Reid R, Kealey JT.
 Appl Environ Microbiol. 2008 Aug;74(16):5121-9. Epub 2008 Jun 20.
 PMID: 18567690 [PubMed - indexed for MEDLINE] [Free PMC Article](#) [Free text](#)
[Related citations](#)

Display Settings: Summary, Sorted by Recently Added

Send to:

Filter your results:

All (5)

[Free Full Text \(2\)](#)

Review (0)

[Manage Filters](#)

Also try:

artemisinin

Titles with your search terms

Cytochrome P450 1 enzyme inhibition and anticancer potential of chrome [Fitoterapia. 2011]

Elemol and amyris oil repel the ticks Ixodes scapularis and Amblyom [Exp Appl Acarol. 2010]

New class of algicidal compounds and fungicidal activities of [J Agric Food Chem. 2010]

[See more...](#)

2 free full-text articles in PubMed Central

High-level production of amorpho-4,11-diene, a precursor of the antimalarial agent [PLoS One. 2009]

Genes for the biosynthesis of the fungal polyketides hypothemycin [Appl Environ Microbiol. 2008]

[See all \(2\)...](#)

Find related data

Database:

Send to:

PubMed.gov
U.S. National Library of Medicine
National Institutes of Health

Search: PubMed Limits Advanced search Help

Search Clear

Display Settings: Abstract Send to: ELS FULL-TE

Protein Expr Purif. 2011 Jan;75(1):15-20. Epub 2010 Sep 19.

Escherichia coli-based production of a tumor idiotype antibody fragment - tetanus toxin fragment C fusion protein vaccine for B cell lymphoma.

Patel KG, Ng PP, Levy S, Levy R, Swartz JR.

Department of Chemical Engineering, Stanford University, 381 North-South Mall, Stanford, CA 94305-5025, USA. kpatel@amyris.com

Abstract

The unique immunoglobulin idiotype expressed on the surface of B lymphoma cells can be used as an effective antigen in tumor-specific vaccines when fused to immunostimulatory proteins and cytokines. A DNA vaccine encoding for an idiotype antibody single chain Fv (scFv) fragment fused to the Tetanus Toxin Fragment C (TTFrC) has been shown to induce protective anti-tumor responses. Protein-based strategies may be more desirable since they provide greater control over dosage, duration of exposure, and in vivo distribution of the vaccine. However, production of fusion protein vaccines containing complex disulfide bonded idiotype antibodies and antibody-derived fragments is challenging. We use an Escherichia coli-based cell-free protein synthesis platform as well as high-level expression of E. coli inclusion bodies followed by refolding for the rapid generation of an antibody fragment - TTFrC fusion protein vaccine. Vaccine proteins produced using both methods were shown to elicit anti-tumor humoral responses as well as protect from tumor challenge in an established B cell lymphoma mouse model. The development of technologies for the rapid production of effective patient-specific tumor idiotype-based fusion protein vaccines provides opportunities for clinical application.

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PMID: 20851769 [PubMed - in process]

- + Publication Types
- + LinkOut - more resources

Related citations

- Cell-free production of efficient approach for
- DNA vaccines against anti-idiotypic antibody
- DNA vaccines with sin fragment C of tetanus I
- Review Idiotypic vacc malignancies as a mo
- Review Vaccine thera matology Am Soc Her

Recent activity

- Escherichia coli-be idiotype antibody fi
- amyris (5)

You are here: NCBI > Literature > PubMed





"@abgenix.com"

Search

[Advanced Search](#)
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Web

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Website: <http://www.abgenix.com> Phone: +1 510 608-6500. Address: ... www.abgenix.com.
Breaking News. Zacks Analyst Blog Highlights: Xoma, PDL BioPharma, ...
www.business.com/directory/pharmaceuticals_and_biotechnology/biotechnology/abgenix_inc/profile/ - 31k - [Cached](#) - [Similar pages](#)

[Abgenix Announces Stockholder Approval Of Acquisition By Amgen ...](#)

Mar 30, 2006 ... CONTACT: Greg Mann, Director, Corporate Communications and Investor Relations of Abgenix, +1-510-284-6566, or greg.mann@abgenix.com ...
www.biospace.com/news_story.aspx?NewsEntityId=13892 - 83k - [Cached](#) - [Similar pages](#)

[Amgen - Media - Press Release](#)

Nov 3, 2005 ... The webcast of the conference can be found on Amgen's Web site, www.amgen.com, under Investors, and on Abgenix's Web site, www.abgenix.com. ...
www.amgen.com/media/media_pr_detail.jsp?releaseID=777851 - 25k - [Cached](#) - [Similar pages](#)

[Abgenix.com - AboutUs Wiki Page](#)

From AboutUs: See what information we have on **Abgenix.com** - AboutUs Wiki Page and share your knowledge.
www.aboutus.org/Abgenix.com - 18k - [Cached](#) - [Similar pages](#)

[Abgenix Reaffirms Optimism Regarding ABX-EGF. - Free Online Library](#)

For more information on Abgenix, visit the company's website at www.abgenix.com.

How to guess the scientist's email address once you know their name...

Use LinkedIn to find names and companies

- Search contacts
- Search companies



Searching Companies

lumosity **Lumos Labs (Lumosity)**

[Home](#) [Products](#)

The web's most popular brain training designed by top neuroscientists

Lumosity's mission is to pioneer the understanding and enhancement of the person the power to unlock their full potential. Lumosity's web and mobile pro to... [see more](#)

***Your network**

How You're Connected

Eric Joe
Recruiting at Lumos Labs
[Connect](#) [View Profile](#)

***Get introduced**

***Company info**



TM

Searching Contacts

Marketing

Home Profile Network Jobs Interests

SEARCH 46,004 results for Marketing Sort by Relevance

Advanced >

All

- People
- Jobs
- Companies
- Groups
- Universities
- Articles
- Inbox

Relationship

- All
- 1st Connections (739)
- 2nd Connections (22377)
- 3rd + Everyone Else (23623)

Company

- All
- CyberCoders (568)
- N2 Publishing (529)
- Microsoft (473)
- Morgan Stanley Wealt... (442)
- Dell (367)
- + Add

Location

Portfolio Marketing - Senior Marketing Manager

vmware VMware Palo Alto, CA, 94301, USA · Feb 19, 2014
▶ 33 people in your network · Similar

Marketing Manager, WW Channel Marketing

nimble storage Nimble Storage San Jose, CA · Feb 24, 2014
▶ 2 people in your network · Similar

Lead Generation Marketing Manager

HMC Harding Marketing Communications San Francisco Bay Area · Feb 21, 2014
Similar

People for Marketing

- Palak Shah 1st Product Marketing Professional
- Shay Fan 1st Social Marketing Manager at Skype
- Han Li 1st Technology Marketing Specialist at UCSF

Marketing Intern (Social Media, Public Relations, Events)

Marketing & Consulting Firm US -California- Berkeley · Feb 19, 2014
Similar

VP, Marketing

Sling Media



***Your network**



Get Introduced

- Go to profile of 2nd-degree connection
- Move your cursor to –
 - “Get introduced”
- Choose a Shared Connection
- Write a personal message

Quality Engineer at St. Jude Medical
Dallas/Fort Worth Area | Biotechnology

Previous UTSW/UTA, St. Jude Medical
Education University of Texas at Arlington/ University of Texas Southwestern

Connect Send Elizabeth InMail

View recent activity
Get introduced
Follow

Share profile
Save to PDF
Block or report
Save to contacts



TM

Profiles provide rich information

Dan Byrd | LinkedIn

Search: "ocean wave energy" | policy

Advanced 237

Experience

Senior Consultant & Communications Specialist
BCS, Incorporated

January 2013 – Present (1 year) | Washington D.C. Metro Area

Dan primarily supports the U.S. DOE's Advanced Manufacturing Office (AMO) with policy guidance, responding to Congressional inquiries related to advanced manufacturing and clean energy; reviewing R&D projects to highlight examples of successful projects that led to the commercialization of new products and technologies across industry sectors; developing an AMO-wide communications plan; providing content to justify budget requests; and responding to other quick turnaround requests from DOE's front office and Capitol Hill.

Dan also assists BCS in business development initiatives, particularly helping to prepare the technical narrative for a proposal in response to a public solicitation from the DOE's National Nuclear Security Administration, as well as new contracts and recompetes within DOE's Office of Energy Efficiency and Renewable Energy.

Partner
Progressive Energy Group, LLC

January 2010 – December 2012 (3 years) | Greater New York City Area

Progressive Energy Group was a market research firm for the renewable and energy efficiency industries that was a member of a DOE project team reviewing energy efficiency finance programs and bottlenecks, advised utilities and government agencies on energy efficiency finance and advised clean energy investment funds on potential investments.

Director of Research
Virid Eco Fund

October 2009 – December 2011 (2 years 3 months) | Greater New York City Area

A long-short global hedge fund focused on public equities in the renewable energy and energy efficiency industries.

Legislative & Technology Analyst
GreenTech Research LLC

January 2007 – January 2009 (2 years 1 month)

A long-short global hedge fund that invested in renewable energy and other cleantech industries.

Liz Pennington
Senior Communications Specialist at BCS, Incorporated

Ken Green, PMP
Senior Vice President at BCS, Incorporated

Jordan Levy
Chief External Relations Officer, Ubuntu Education Fund

Jacob Lief
CEO and Founder at Ubuntu Education Fund

How You're Connected

You

Julia Zhu

TJ Cradick, Ph.D.

Connie Hampton

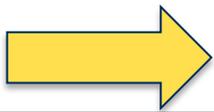
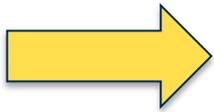
20 more connections can introduce you to someone who knows Dan
[Get introduced.](#)



Join Groups

The screenshot shows a LinkedIn profile page for a user with the search term "ocean wave energy | policy" in the search bar. The profile is divided into several sections:

- Education:**
 - Yale University - School of Forestry & Environmental Studies**
M.E.M., Environmental Science and Management
1999 - 2001
Master's from Yale School of Forestry and Environmental Studies
Activities and Societies: Master's Thesis on the Implementation of the U.N. Convention on Biological Diversity Internship at United Nations Development Programme-Global Environment Facility
 - University of Pennsylvania**
B.A., Biology
1995 - 1999
Activities and Societies: Dean's Advisory Board
 - Rutgers University Law School**
J.D., Law
2001 - 2004
Activities and Societies: Internship with U.S. EPA Office of Regional Council, Region II, NYC Environmental Law Clinic
- Additional Info:**
- Interests:**
Clean energy, renewable energy, alternative energy, green collar jobs, executive search consulting, talent acquisition consulting, high volume recruitment campaigns, green employee benefit programs, diversity recruitment, career development, employment branding, greentech investing, socially responsible investments, sri, environmental policy, ecology, corporate sustainability, media relations, public speaking, solar, wind, tidal, geothermal, biogas, smart grid, advanced vehicle technology, pollution control, water treatment and supply, ocean and wave energy
- Honors & Awards:**
Additional Honors & Awards
Renewable Energy & Cleantech Panelist
Scholarship from Yale Club of Montclair
Dean's Advisory Board, University of Pennsylvania
- Groups:**
 - ALTERNATIVE ... + Join
 - Advanced Ener... + Join
 - Cleantech Prof... + Join
 - Climate Policy ... + Join



Get insights into field trends

■ INTERESTS

■ GROUPS



Use keywords to find Jobs or People

The screenshot shows a search bar with the text "patent agent and life science and san francisco" circled in orange. Below the search bar are tabs for "Jobs" and "Interests". The search results show 10 results for the query. Three results are visible:

- 2015 1L Two-Summer Patent Program for Patent Strategy & Prosecution** by Morrison & Foerster, United States, Feb 2, 2015. 32 people in your network.
- Patent Intern - Paid** by Nokia Technologies, San Francisco Bay Area, Feb 23, 2015. Similar.
- Patent Agent/Scientific Advisor (Palo Alto)** by Wilson Sonsini Goodrich & Rosati, Palo Alto, CA, US, Feb 6, 2015. 47 people in your network.

Search category-
JOBS

Boolean search-
Title
"AND"
Field
"AND"
location

Informational Interviews

Using Your Contacts:

Generating Career Information and Job Opportunities

- Who do I talk to?
- How do I find them?

NOW:

- What do I say?

Informational Interviews – What are they?

They are a tool that:	They are NOT
Helps you explore career opportunities	Job interviews
Might eventually lead to a job	
Learn about companies or people	

Purpose

- Ask for information about the interviewee's career history
- Ask advice

Informational Interviews – Conducting an info interview

- In person, telephone (email last resort)
- 30 minutes (up to 60 minutes)
- At interviewee's workplace is best

Informational Interviews – Conducting an info interview

- Goals - by the end you should:
 - Understand the interviewee’s job duties
 - Know what skills and background/prep are required to get the job and to succeed in the job
 - Understand the future career prospects in that field
 - Get contact info for other potential networking targets

Informational Interviews – Possible questions

The day to day

- Can you tell me a little bit about your current responsibilities?
- Could you describe a typical day?

Their career path

- How did you get into this field?
- What types of skills are essential for succeeding in your position?
- What advice would you give someone in my position who wants to be successful in the field?
- Are there professional organizations that I should consider joining or websites that I should be looking at to get additional information?

Informational Interviews – Possible questions

Company specific

- Would you talk about typical compensation packages including vacation, salary range, etc /work-life balance?
- How would you describe the culture, management style, and organization of the company?
- Can you tell me anything about other firms involved in this activity?

Network building questions

- Do you know of any companies that might be expanding or hiring in the next year?
- Would you recommend anyone else to speak with in this field? May I have permission to use your name when I contact them?

Informational Interviews – How to line one up

- Email your potential interviewee, and ask to set a time to talk
- Tell them you're transitioning, “**beginning to think about making a change from academic research into industry**”
- Tell them you're “**not asking for a job...ONLY seeking information and opinions on our field and what it's like to transition into x career field**”
- Let them know you'll be “**brief, structured**”; offer coffee/lunch
- Take notes during the informational interview

Use Info Interview Questions tutorial at myIDP.sciencecareers.org, under “Talk to People”

Informational Interviews – Sample invitation letter

**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

Informational Interviews – Following up

- Wrap up with sincere appreciation – people are busy!
- Email a thank-you note within 2-3 days max
- Follow up weeks or even months later, reporting on advice that you followed, and thanking them again

Informational Interviews – Sample thank you letter

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 research 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

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

Job hunting techniques that work

1. Networking with contacts in your field
2. Working with third party recruiters
3. Applying for online job announcements

Technique 1: Networking in your field

- Conduct an informational interview with each contact
- 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

Technique 1: Networking in your field

ADDITIONAL RESOURCES

- Meetings: Invite industry scientists to your poster/talk
- Scientist networking groups: SWE, AWIS, WIB, BioSF, SDbio, MassBio, BayBio
- myIDP.sciencecareers.org (Talk to people → “Informational interviewing”)
- 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”

Technique 2: Working through third party recruiters

WHAT ARE THEY?

“Headhunters” or “Search Firms” -

Consultants hired to locate, screen potential employees

Paid by the employer, not the job seeker

Three types of headhunters:

- Contingency firms
- Retained firms
- Contract agencies

Technique 2:

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

Technique 2:

Working through third party recruiters

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 2: Working through third party recruiters

Resources:

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

Post your resume on:

- Monster, etc
- Biospace

Contract agencies include:

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

Technique 3: Answering job postings effectively

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

Technique 3: Answering job postings effectively

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**

Technique 3: Answering job postings effectively

Send a “2nd Application to a scientist

Sample email

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

Timeline for the job hunt

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 words

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

Contact Information:

Bill Lindstaedt, MS
bill.lindstaedt@ucsf.edu



University of California
San Francisco