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

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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)

Limits

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Reset | Search
Results: 5

   Patel KG, Ng PP, Levy S, Levy R, Swartz JR.
   PMID: 20851769 [PubMed - indexed for MEDLINE]
   Related citations

2. Genetic engineering to produce polyketide analogues.
   Reaves CD, Rodriguez E.
   PMID: 19362645 [PubMed - indexed for MEDLINE]
   Related citations

3. High-level production of amorpha-4,11-diene, a precursor of the antimalarial agent artemisinin, in Escherichia coli.
   PMID: 19221601 [PubMed - indexed for MEDLINE]
   Related citations

4. Developing an industrial artemisinic acid fermentation process to support the cost-effective production of antimalarial artemisinin-based combination therapies.
   Lenihan JR, Tsuruta H, Diola D, Renninger NS, Regentin R.
   PMID: 19194910 [PubMed - indexed for MEDLINE]
   Related citations

5. Genes for the biosynthesis of the fungal polyketides hypothemycin from Hypomyces subiculosa and radicicol from Pochonia chalmydosporia.
   Reaves CD, Hu Z, Reid R, Keasley JT.
   PMID: 18567690 [PubMed - indexed for MEDLINE]
   Related citations
Escherichia coli-based production of a tumor idiotype antibody fragment - tetanus toxin fragment C fusion protein vaccine for B cell lymphoma.

Patel KG, Ng PD, Levy S, Levy R, Swartz JR.
Department of Chemical Engineering, Stanford University, 381 North-South Mall, Stanford, CA 94305-6025, 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 (TTF-C) 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 - TTF-C 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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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

*Company info

*Your network

*Get introduced
Get Introduced

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

Get insights into field trends

- INTERESTS
- GROUPS
Use keywords to find Jobs or People

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?

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<th>They are a tool that:</th>
<th>They are NOT</th>
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<tr>
<td>Helps you explore career opportunities</td>
<td>Job interviews</td>
</tr>
<tr>
<td>Might eventually lead to a job</td>
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</tr>
<tr>
<td>Learn about companies or people</td>
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**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 a 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”

**Contract agencies include:**
- Kelly Scientific
- Lab Support
- Yoh Scientific
- Lab Pros
- Kforce

Post your resume on:
- Monster, etc
- Biospace
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