

Presentation on career development for PhD students

Outline

1. Academic jobs
2. Industry jobs

1

Type of Positions (Academic)

PhD students:

- Post-Docs
- Post-Docs:
- Tenure-track assistant professor
- Research-track faculty
 - Instructor
 - assistant professor

4

	You need:	If you don't have them, should you still apply?
Required skills	All, or at least most	No.
Preferred skills	At least half of these	Yes. As long as you have the required Skills.
Desired skills	None of these. But having at least one will increase your chances.	Yes. As long as you have the required Skills.

7

THE JOB SEARCH CALENDAR

- JULY: Start putting your application package together
- AUG: Job ads begin appearing
- **SEPT:** Lots of ads appear
- OCT: Earliest deadlines
- **NOV:** Many deadlines
- DEC: Many deadlines, interview invitations begin



- JAN: Interview invitations, interviews begin
- FEB: Interviews continue
- MARCH: Interviews continue, 2nd visits
- APRIL: 2nd visits and negotiations
- MAY: 2nd visits and negotiations
- JUNE: Job!

2

Deconstructing Job Ads

- Purpose of deconstructing job ads
 - To develop a targeted resume/cover letter

5

Steps of deconstructing Job Ads

1. Identify **qualifications, Skills and abilities/keywords**
2. Fill in worksheet

DECONSTRUCTING WORKSHEET

Job title: _____ Employer organization: _____
 Type of job: _____

Required qualifications	How do you meet the requirement?
Skills, abilities and duties	How do you meet the criteria?

3. Develop a targeted resume and cover letter focusing on your **qualifications, strengths, and competencies** for the job and explain why you are a **good fit** for the position.

8

WHEN AM I READY TO APPLY?

- STUDENTS
- POSTDOCS
 - One great paper or several good papers
 - Career development awards (K01, K99/R00)
 - NIH has a new policy about the definition of early-stage investigators (<= 10 years after getting PhD) who receive higher pay-lines for R01 grants
 - Apply for a second postdoctoral job?

3

READ/INTERPRET A JOB AD

Purpose of deconstructing job ads

- To develop a targeted resume/cover letter

HOW TO READ A JOB AD

- Job Titles/Employers
- Qualifications (degree, years of work experience, funding, etc.)
- Skills, abilities, duties
- Identify **keywords** in the job ads
 - "Highly-motivated"
 - "Team player"
 - "Must be willing to work flexible hours"
 - "Competitive salary and benefits"
 - "required", "preferred", "desired"

6

Preparing for Industry Careers

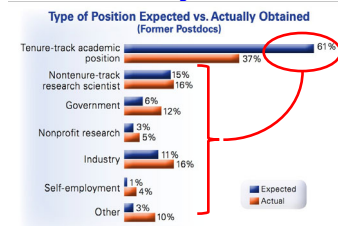
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Outline

- Overview of US job market for PhD's
- How to find and interpret industry jobs

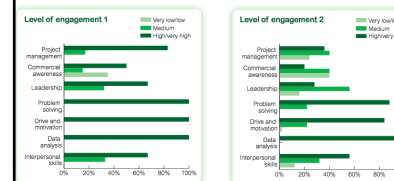
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Availability of Jobs



13

Doctor-level positions in Industry



16

Distribution of USA Science Jobs by Market (+/- 5%)

- 15% Academia
- 30% Government
- 20% Non-Governmental Organizations
- 35% Business

11

Types of Companies

- Large Pharma
- Biotech
- Medical Devices and Diagnostics
- Non-profits, NGOs



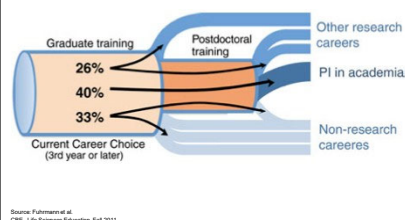
14

Outline

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17

Changing job preferences for graduate students

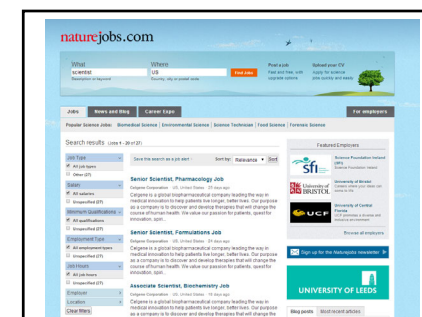


12

Typical Job Titles

- Scientist
 - Senior Scientist
 - Engineer
 - Applications Specialist
 - Technical Support Specialist
 - QA/QC
 - Project/Program Manager
 - Business Research Analyst
 - Technical Writer
 - Patent Review
 - Corporate Communications
 - Regulatory Affairs
 - Business Development
- Scientists
- Science Support
- Science Enterprise

15



18

<http://www.gsk.com/en-gb/careers/>

Search jobs and apply

This page contains links to help you search for jobs across the world of GSK. Simply start by choosing your country you would like to work in. If we recruit in that country then select your experience level or apply using the details provided.

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Choose a country

Global search jobs and apply

Search for jobs

19

Job Description: Research Scientist II: Drug Metabolism

Description
Vertex Pharmaceuticals, Inc. is seeking a **highly motivated scientist** for our DPK (Drug Innovation and Pharmacokinetics) group in San Diego, CA. The successful candidate will be skilled in the **preparation, isolation and characterization of drug metabolites** generated using enzymatic systems such as bacterial **glucosyltransferases (GUTs)** among others. The scientist will be **working closely with other members** of the DPK group and medicinal chemists in the selection of compounds to study as well as **metabolites for scale-up to advance all discovery projects** in San Diego and other Vertex sites as required.

Requirements
- Ph.D. with 4+ years of experience, or a MS/BS with 7+ years of experience in **analytical chemistry** and **drug metabolism** with a minimum of 3 years experience gained in the pharmaceutical industry.
- Extensive knowledge of **metabolite identification using LC/MS/MS and NMR** is required as well as metabolite preparation and purification procedures.
- A strong desire to contribute in a collaborative fashion with an ability to present higher part of view and influence the project through scientific debate.
- A strong knowledge of **biotransformation and experience in drug chemistry** are preferred.

Vertex **believes in diversity in thinking. Our best ideas, decisions and communications** **emerge** **from people with diverse backgrounds, perspectives and experiences.** Vertex scientists and our collaborators are working on new medicines to cure or significantly advance the treatment of **genetic, cellular, systemic, and other life-threatening diseases**. Founded more than 20 years ago in Cambridge, MA, we now have ongoing worldwide research programs and sites in the U.S., U.K. and Canada. Vertex has continually been recognized as one of the industry's top workplaces by leading publications such as Science Magazine, The Boston Globe, Boston Business Journal, San Diego Business Journal and The Scientist. For more information and to view Vertex's press releases, please visit <http://www.vrtx.com>

22

Matching your Talent Map to Business Requirements by Employee Size and Revenue

Competency	<100 employees	<1,000 employees	Global	<\$50M per year	>\$500M per year	>\$500M per year
Technical/Scientific	++++	++++	+++	++++	+++	+++
Creating the Vision	+++			+++		
Developing People	+++			+++		
Execution	+++	+++		+++		
Achieving Results	++++			++++		
Communications	++++	+++		+++	+++	
Financial Acumen	++++				+++	

25

<http://careers.vrtx.com/>

Working Here

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20

Steps of deciphering job Ads

- Job Ads
- Required Skills (business)
- Self-assessment
- Targeted resume / cover letter

23

Matching your Talent Map to Business Requirements by Function

Competency	Executive	Mid level Manager	Staff Support	Research	Operations	Sales
Technical/Scientific				++++		
Creating the Vision	+++			+++		
Developing People		+++				
Execution		+++			++++	
Achieving Results		++++		+++	++++	++++
Communications	++++	+++	+++	+++	+++	++++
Financial Acumen	++++	+++	+++	+++	++++	+++

26

Specific Aims

Q: What is the purpose of deciphering job ads?
A: Develop a targeted resume/cover letter

Q: What is the purpose of the resume/cover letter?
A: To get an interview

Q: What is the purpose of the Interview?
A: To get a job

21

Mapping Scientists Behaviors to Business Skills

PhD Behavior	Relates to
Developing a Hypothesis	Creating the Vision
Training students	Developing People
Planning and performing experiments	Execution
Quality-checking data	Achieving Results
Presenting and defending your work	Communications
Managing costs for an experiment	Financial Acumen

24

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27

