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Smart Job Search Strategies for Bioscience Careers

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Outline

Day 1 of PhD/Postdoc
3rd year in PhD

Before Job
Search

Start Job
Search

After Job
Search

4th year in PhD
1 year before you leave postdoc

Before Job Search



Career assessment to identify your career interests and sectors



Job exploration (e.g., location, sectors, job titles, specific organizations, industries, or companies, etc.)



Networking via social media, mentors, professional groups, alumni, friends, family, etc.



Informational interview to start connection and learn insights of job responsibilities and requirement



Create and polish your application materials (CV/Resume, cover letters, statement, LinkedIn, etc.)

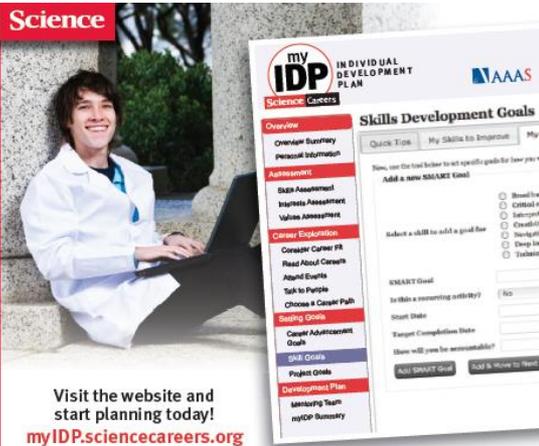
Career Assessment

For your career in science, there's only one

Science

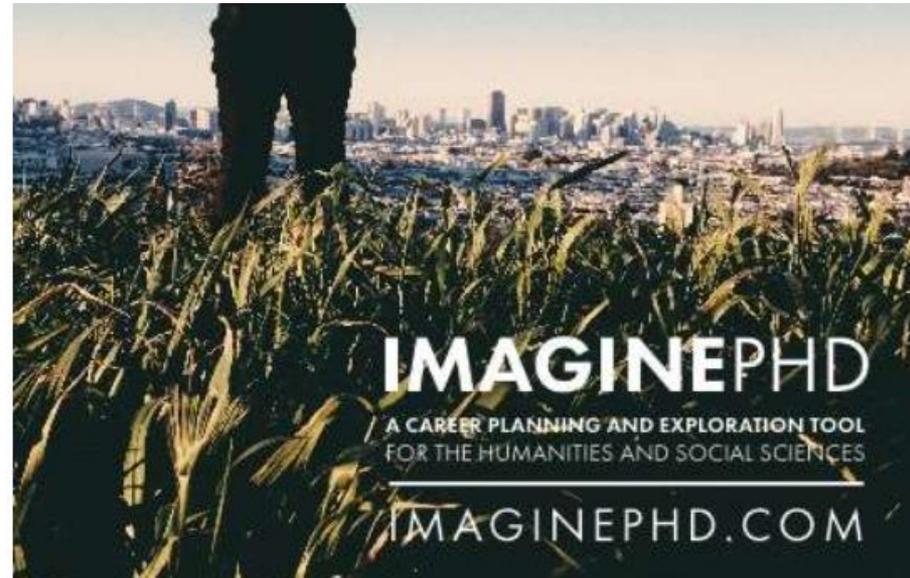
Introducing myIDP:
A career plan customized
for you, by you.

- The first and only online app that helps scientists prepare their very own individual development plan.
- Recommended by leading professional societies and the NIH.
- Developed by scientists at FASEB, UCSF, and the Medical College of Wisconsin in collaboration with AAAS and *Science* Careers, with support from the Burroughs Wellcome Fund.



Visit the website and
start planning today!
myIDP.sciencecareers.org

AAAS In partnership with:



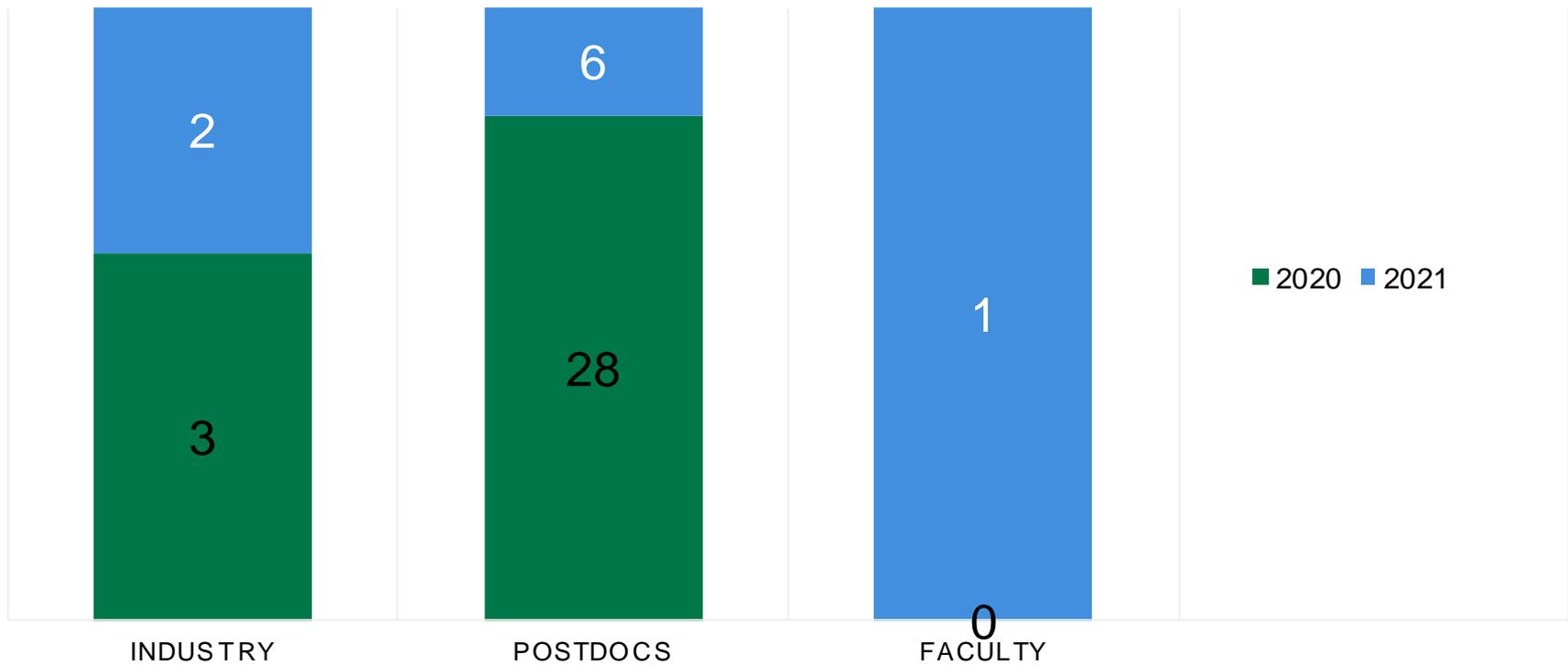
Job Exploration & Biomedical Science Workforce Trends



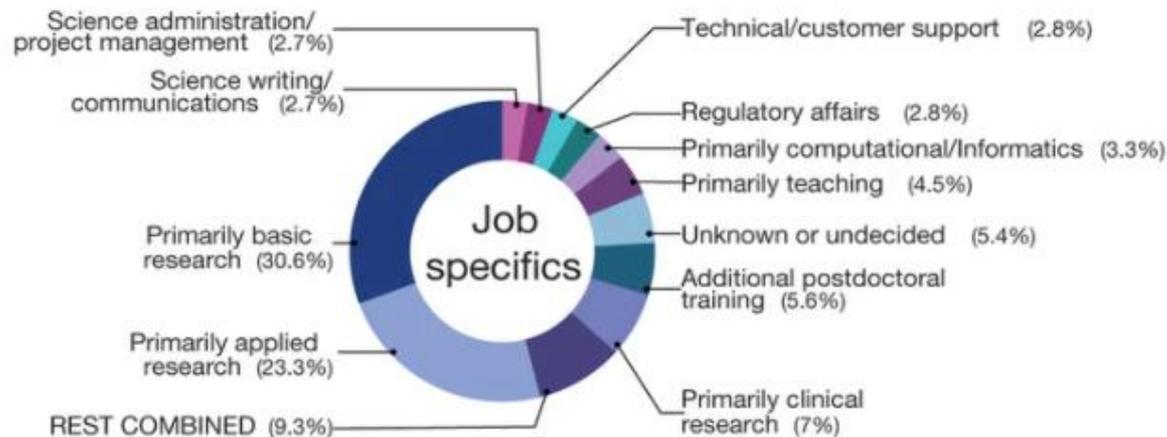
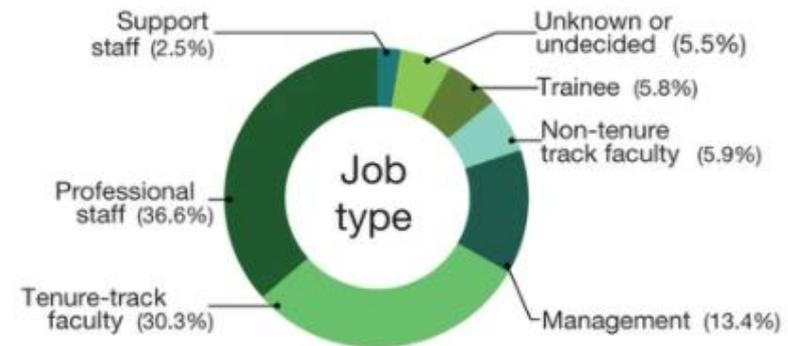
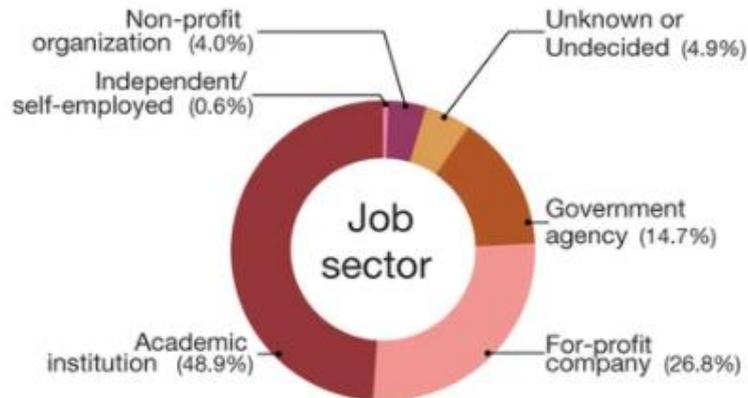
MCW

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MCW Graduates Career Outcomes



Postdoctoral employment trends



US Bureau of Labor Statistics



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| Quick Facts: Microbiologists | |
|---|---------------------------------------|
| 2020 Median Pay ? | \$84,400 per year \$40.58 per hour |
| Typical Entry-Level Education ? | Bachelor's degree |
| Work Experience in a Related Occupation ? | None |
| On-the-job Training ? | None |
| Number of Jobs, 2019 ? | 20,200 |
| Job Outlook, 2019-29 ? | 3% (As fast as average) |
| Employment Change, 2019-29 ? | 600 |

| Quick Facts: Medical Scientists | |
|---|---------------------------------------|
| 2020 Median Pay ? | \$91,510 per year \$43.99 per hour |
| Typical Entry-Level Education ? | Doctoral or professional degree |
| Work Experience in a Related Occupation ? | None |
| On-the-job Training ? | None |
| Number of Jobs, 2019 ? | 138,300 |
| Job Outlook, 2019-29 ? | 6% (Faster than average) |
| Employment Change, 2019-29 ? | 8,400 |

2020 SCIENCE CAREERS OF EMPLOYERS SURVEY



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Top Twenty Employers

| 2020 Rank | 2019 Rank | Employer (global headquarters) | Innovative leader in the industry | Treats employees with respect | Is socially responsible | Has loyal employees | Work culture values aligned |
|-----------|-----------|--|-----------------------------------|-------------------------------|-------------------------|---------------------|-----------------------------|
| 1 | 2 | Regeneron (Tarrytown, NY) | • | | • | • | |
| 2 | 3 | Incyte (Wilmington, DE) | | • | • | • | |
| 3 | 1 | Anylam Pharmaceuticals (Cambridge, MA) | • | • | • | | |
| 4 | 10 | Syngenta (Basel, Switzerland) | • | | • | • | |
| 5 | 6 | Biocon Limited (Bangalore, India) | • | | • | • | |
| 6 | 4 | Merck KGaA (Darmstadt, Germany) | | • | • | | • |
| 7 | 20 | Novo Nordisk (Bagsvaerd, Denmark) | | • | • | | • |
| 8 | 12 | Vertex Pharmaceuticals (Boston, MA) | • | • | • | | |
| 9 | 11 | Moderna (Cambridge, MA) | • | • | • | | |
| 10 | 5 | Spark Therapeutics (Philadelphia, PA) | • | | • | | • |
| 11 | 8 | Genentech (South San Francisco, CA) | • | • | | | • |
| 12 | 13 | AbbVie (North Chicago, IL) | | • | | • | • |
| 13 | 16 | GlaxoSmithKline (GSK) (London, United Kingdom) | | • | • | | • |
| 14 | 17 | Abbott (Abbott Park, IL) | • | | • | • | |
| 15 | 14 | Roche – excluding Genentech (Basel, Switzerland) | • | | • | | • |
| 16 | 9 | Eli Lilly and Company (Indianapolis, IN) | | • | | • | • |
| 17 | 18 | Pfizer (New York, NY) | | • | • | | • |
| 18 | – | Takeda Pharmaceutical Company Limited (Tokyo, Japan) | | • | • | | • |
| 19 | 19 | Novartis (Basel, Switzerland) | • | | • | | • |
| 20 | – | bluebird bio (Cambridge, MA) | • | • | | • | |

The 20 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2020 survey undertaken for the Science/AAAS Custom Publishing Office.

The companies without a 2019 rank did not receive enough mentions to qualify or did not receive a high enough ranking from the 2019 survey.

The fifth attribute in the above table is "Has work culture values that are aligned with employees' personal values."

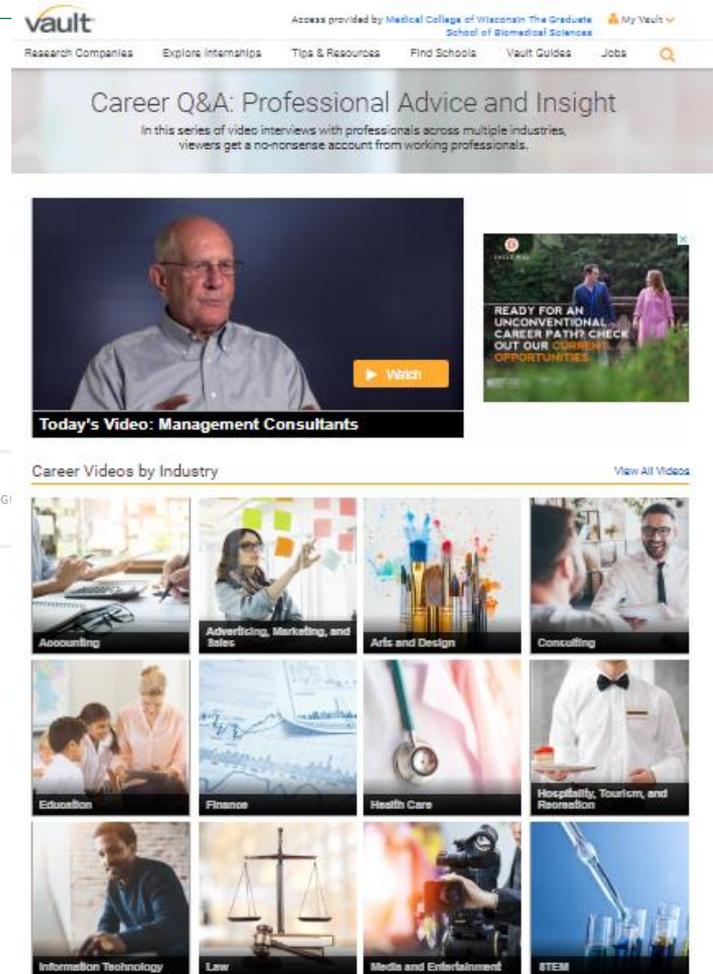
Career Exploration



InterSECT Job Simulations

Interactive Simulation Exercises for Career Transitions

Welcome to InterSECT Job Simulations!



vault Access provided by Medical College of Wisconsin The Graduate School of Biomedical Sciences My Vault

Research Companies Explore Internships Tips & Resources Find Schools Vault Guides Jobs

Career Q&A: Professional Advice and Insight

In this series of video interviews with professionals across multiple industries, viewers get a no-nonsense account from working professionals.

Today's Video: Management Consultants [Watch](#)

Career Videos by Industry [View All Videos](#)

| | | | |
|---|--|--|--|
|  <p>Accounting</p> |  <p>Advertising, Marketing, and Sales</p> |  <p>Arts and Design</p> |  <p>Consulting</p> |
|  <p>Education</p> |  <p>Finance</p> |  <p>Health Care</p> |  <p>Hospitality, Tourism, and Recreation</p> |
|  <p>Information Technology</p> |  <p>Law</p> |  <p>Media and Entertainment</p> |  <p>STEM</p> |

17 Career Categories in Science



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| | | | | |
|-----------------------|-----------------------------|----------------------|--------------------------------|--|
| Business-Related | Clinical Trials | Data Analytics | Entrepreneurship | Freelance Journalism & Science Communication |
| Intellectual Property | Journal Editing | Medical Writing | Policy and Advocacy | Program Management |
| Public Health | Regulatory Affairs | Research Development | Science Outreach and Education | Scientific and Medical Testing |
| | Support of Science Products | Teaching | University Administration | |

LinkedIn and Networking



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1

Kevin Grubb **2**

PREMIUM

Careers Professional • Student of Social Media • Speaker • Author • Exploring where psychology & technology intersect **3**

Greater Philadelphia Area | Professional Training & Coaching **4**

Current Kevin Grubb LLC, LinkedIn, Villanova University **5**

Previous Villanova University, New York University

Education New York University

[View profile as](#) ▼

500+ connections

 <https://www.linkedin.com/in/kevingrubb> **6**

 Contact Info **7**

 **8**

Summary

Villanova students and alumni: I invite you to join me in one of the numerous LinkedIn groups affiliated with Villanova University. The "Official Villanova University Network" group is open to all students & alumni and is my recommendation as the best resource for networking with the Villanova community on LinkedIn. See you there.

I'm a careers professional, student of social media's effect on relationships & identity, and speaker on the subject of social media & careers. I teach, write and consult on the subject, too.

I'm also author of the Career Counselor's Guide to Social Media in the Job Search, and teach a course I created that focuses on social media and creating a professional identity online.

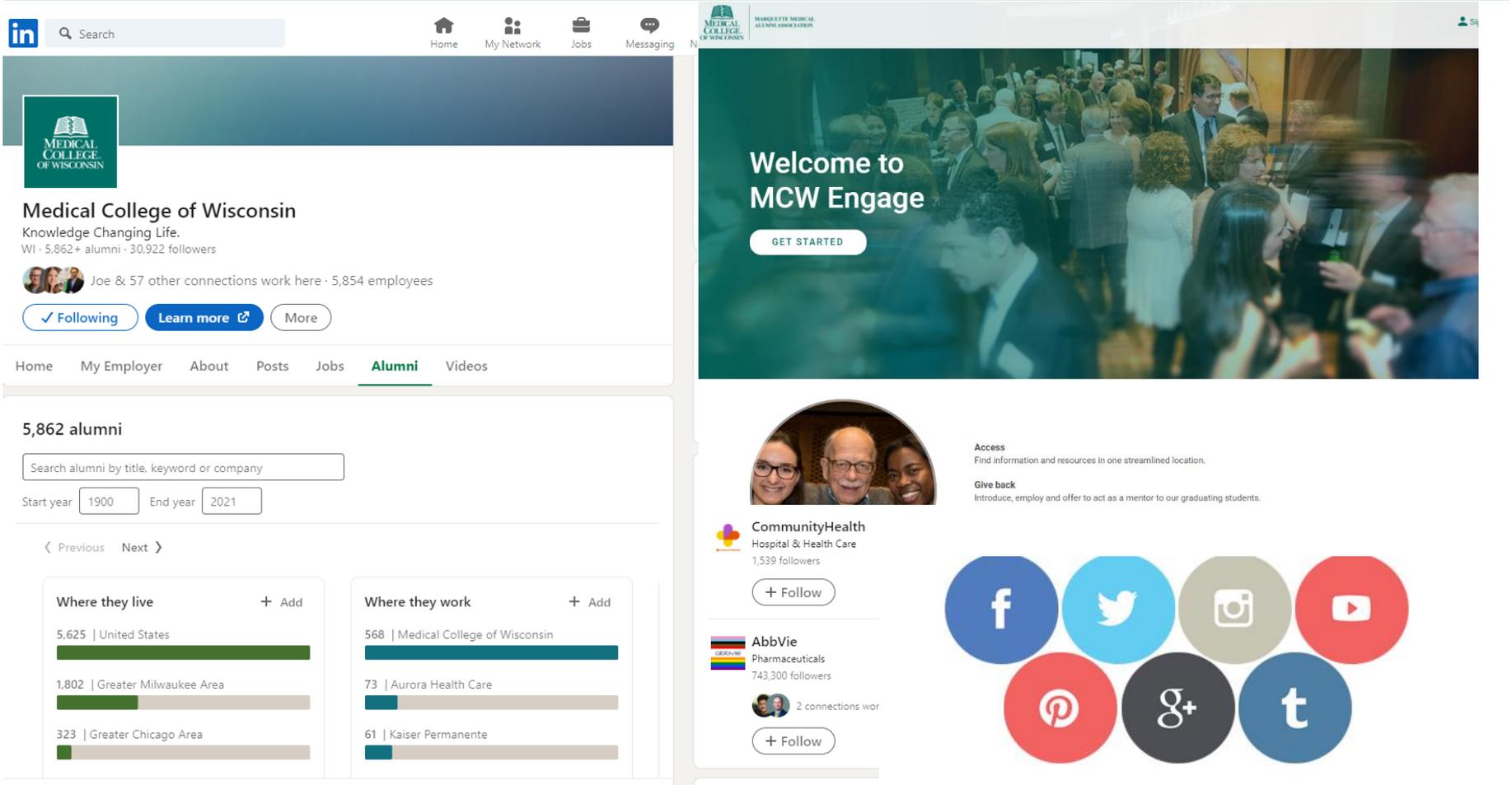
LinkedIn Profile

First impression is matter

Bring life to your profile by

- 1) Showing off your personality with your photo and banner photo,
- 2) Work history and education attract people to your profile,
- 3) User your summary to share where you are from and where you want to go (40-100),
- 4) Volunteer experiences showcase your personal values and transferable skills,
- 5) Skills and endorsement help identify your talents at work.

Networking



The screenshot shows a LinkedIn profile for the Medical College of Wisconsin. The header includes the LinkedIn logo, a search bar, and navigation icons for Home, My Network, Jobs, and Messaging. The profile banner features the MCW logo and the text "Medical College of Wisconsin Knowledge Changing Life. WI - 5,862+ alumni · 30,922 followers". Below the banner, there are buttons for "Following", "Learn more", and "More". The "Alumni" tab is selected, showing a search bar for alumni by title, keyword, or company, and filters for start and end years (1900 to 2021). Two charts are displayed: "Where they live" and "Where they work".

| Where they live | Where they work |
|--------------------------------|------------------------------------|
| 5,625 United States | 568 Medical College of Wisconsin |
| 1,802 Greater Milwaukee Area | 73 Aurora Health Care |
| 323 Greater Chicago Area | 61 Kaiser Permanente |

On the right side of the screenshot, there is a "Welcome to MCW Engage" banner with a "GET STARTED" button. Below this, there are two profile cards: "CommunityHealth Hospital & Health Care" (1,539 followers) and "AbbVie Pharmaceuticals" (743,300 followers). A social media sharing section includes icons for Facebook, Twitter, Instagram, YouTube, Pinterest, Google+, and Tumblr.

Information Interview



*During an informational interview, the focus **isn't on employment** but on **information gathering**.*

*Your real goal is to **illuminate the path ahead of you**, not to focus on job openings*

Informational Interview

1. Send informational interview request
2. Set up phone/virtual/in-person 15 to 30 minutes informational interview
3. List and prepare informational interview questions
4. Send a thank you letter within 24 hours
5. Follow up with an email or phone call with an update



Start Job Search



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1

Start with specific company, organization, institution/university to search the job

2

Define job titles for broad search

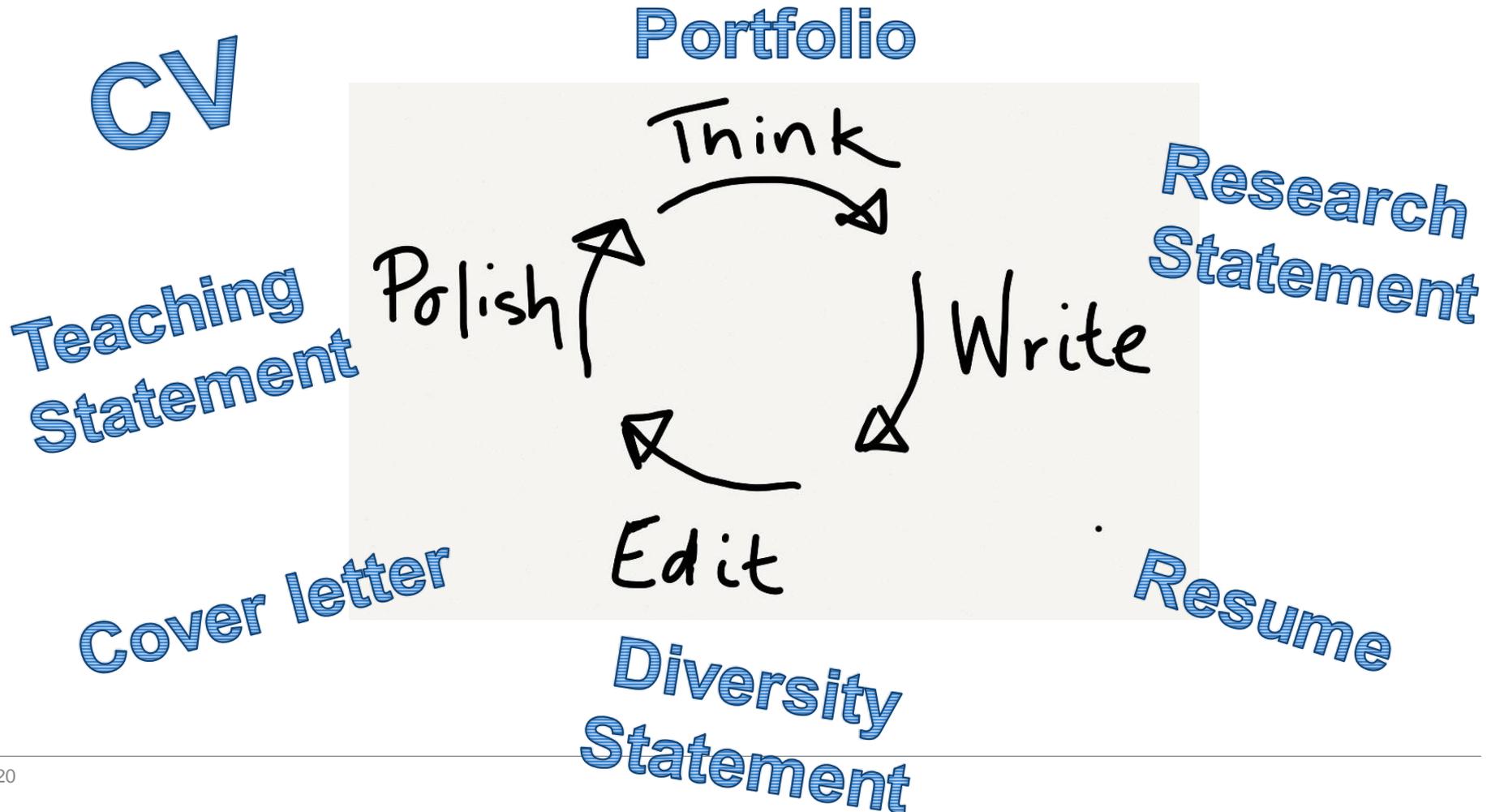
3

Base on each position to identify transferable skills and highlight these skills on your resume/cover letter

4

Continue professional networking, informational interviewing, and company research

Polish your application based on jobs



Highlight Transferable Skills on CV/Resume

- Qualifications/Personal Statement
- Combination Resume: A mix between a chronological resume and a functional resume; it highlights the skills you have that are relevance to the job you are apply for

| <p>Full Name, Degree</p> <p>Milwaukee, WI Permanent email address Cell phone number linked in profile URL</p> | <p>Education</p> <p>Doctor of Philosophy (PhD) in XXXX, Medical College of Wisconsin Bachelor OF FIELD, UNIVERSITY NAME</p> <p>XXX-XXX XXX-XXX</p> | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|-----------------------------------|-------------------------|------------------------|-----|------------------------|-----------------------------------|-----|--------------------|---------------------------------|-----|-------------------------------|--------------------------------|-----|-----------------|-----|------------------------------|-------------------------------|-----|----------------------------|-----------------------------|-----|-----------------------------------|------------------------------|-----|
| <p>Professional Summary</p> <ul style="list-style-type: none"> • Self-driven leader with experience working in multidisciplinary professional environments, able to work effectively in small and large groups and manage projects to achieve timely and accurate results leading to XXXX peer-reviewed publications and more than XXXX abstracts, scientific presentations and seminars. • Scientist with more than XXXX years-experience in designing, implementing and analyzing TYPE OF experiments applied in FIELDS OF research. • Utilizing problem solving and critical thinking to provide research-based actionable business consultation for biopharmaceutical and biotechnology companies including market analysis and business plan drafting. | <p>Honors & Awards</p> <p>CONFERENCE/PRESENTATION AWARDS, HONORS ETC...</p> <p>XXX XXX XXX</p> | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Research and Professional Experience</p> <p>FIELD Researcher Medical College of Wisconsin XXX-XXX</p> <ul style="list-style-type: none"> • Experienced in WHAT AREA AND WHAT TECHNIQUES • Strong working experience in ADDITIONAL DETAILS PERHAPS RELEVANT TO THE POSITION • Initiated collaborations to adopt a new XXXX technique for the USE OF THE TECHNIQUE and independently optimized it to achieve better quality and efficiency. <p>Consultant Catalyst Bioconsulting (formerly PICO) XXX-XXX</p> <ul style="list-style-type: none"> • Provide research-based, actionable business consultation for biotech and biopharma companies in small groups comprising researcher consultants of different backgrounds. • Performed a market analysis that DID WHAT AND WHAT WAS THE DESIRED OUTCOME. • Led a team of researchers who DID A CERTAIN PROJECT FOR A CLIENT. <p>POSITION IN A Committee NAME OF CONFERENCE XXX-XXX</p> <ul style="list-style-type: none"> • • <p>POSITION IN A program NAME OF THE PROGRAM XXX-XXX</p> <ul style="list-style-type: none"> • Team member of the XXXXX • My responsibilities included developing XXXX <p>POSITION IN A program NAME OF THE PROGRAM XXX-XXX</p> <ul style="list-style-type: none"> • Team member of the XXXXX • My responsibilities included developing XXXX | <table border="1"> <thead> <tr> <th>Lab Techniques</th> <th>Business/Writing Skills</th> <th>Computer/Data Analysis</th> </tr> </thead> <tbody> <tr> <td>XXX</td> <td>Scientific Manuscripts</td> <td>Microsoft/Mac OS/Linux experience</td> </tr> <tr> <td>XXX</td> <td>Research Proposals</td> <td>Word, Excel, PowerPoint, Access</td> </tr> <tr> <td>XXX</td> <td>Executive/Technical Summaries</td> <td>GraphPad, Matlab, Prism & JASP</td> </tr> <tr> <td>XXX</td> <td>Market Analysis</td> <td>XXX</td> </tr> <tr> <td>Western Blot, RT-qPCR, ELISA</td> <td>Standard Operating Procedures</td> <td>XXX</td> </tr> <tr> <td>Multi-color flow cytometry</td> <td>Educational Content Writing</td> <td>XXX</td> </tr> <tr> <td>Antibody panel design and testing</td> <td>Course and curriculum design</td> <td>XXX</td> </tr> </tbody> </table> <p>Professional member of the XXX Association, American XXX Society and the American Association for the Advancement of Science.</p> | Lab Techniques | Business/Writing Skills | Computer/Data Analysis | XXX | Scientific Manuscripts | Microsoft/Mac OS/Linux experience | XXX | Research Proposals | Word, Excel, PowerPoint, Access | XXX | Executive/Technical Summaries | GraphPad, Matlab, Prism & JASP | XXX | Market Analysis | XXX | Western Blot, RT-qPCR, ELISA | Standard Operating Procedures | XXX | Multi-color flow cytometry | Educational Content Writing | XXX | Antibody panel design and testing | Course and curriculum design | XXX |
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| Western Blot, RT-qPCR, ELISA | Standard Operating Procedures | XXX | | | | | | | | | | | | | | | | | | | | | | | |
| Multi-color flow cytometry | Educational Content Writing | XXX | | | | | | | | | | | | | | | | | | | | | | | |
| Antibody panel design and testing | Course and curriculum design | XXX | | | | | | | | | | | | | | | | | | | | | | | |

Example

Job Description: Independently design and execute his/her own multistage experiments and interpret results to support advancing early and late-stage Oncology research programs

Applicant Experience: Excellent skill set of problem identification, data collection, data analysis and problem-solving demonstrated through successful ongoing research project

| Job Posting Transferable Skills | Rewrite Applicant's Experience |
|---------------------------------|---|
| Project Management | Managed Oncology research project with problem identification, data collection, data analysis and problem-solving to develop molecular platform |

Qualifications

Basic:

- Bachelor's degree with 5+ years of experience; Master's Degree with 2+ years of experience in cell biology, immunology, or a related field of biology.
- Strong background in cellular and molecular biology is required, extensive experience in the fields of cancer biology and antibody drug conjugate is preferred.
- Previous experience in drug discovery, either in an academic or industry setting is preferred.
- High degree of proficiency in standard biochemical, cellular, and molecular biology techniques is required (FACS, ELISA, cell-based assays, immunoblotting, aseptic cell culture, cloning, Lenti virus, CRISPR and etc).
- Strong oral and written communication skills are a must.
- Team player with the ability to thrive in a fast paced, multi-disciplinary, matrixed environment.
- Enthusiasm and passion for executing innovative scientific 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 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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- **Years of experience in cell and molecular biology**
- **Cancer biology, drug discovery experience**
- **Presentations/publications**
- **Collaborate and work with multiple stakeholders**
- **Leadership**

Applying for Jobs Timeline

Faculty Position

12
months

Gov. Position
Postdoc Position

6 months



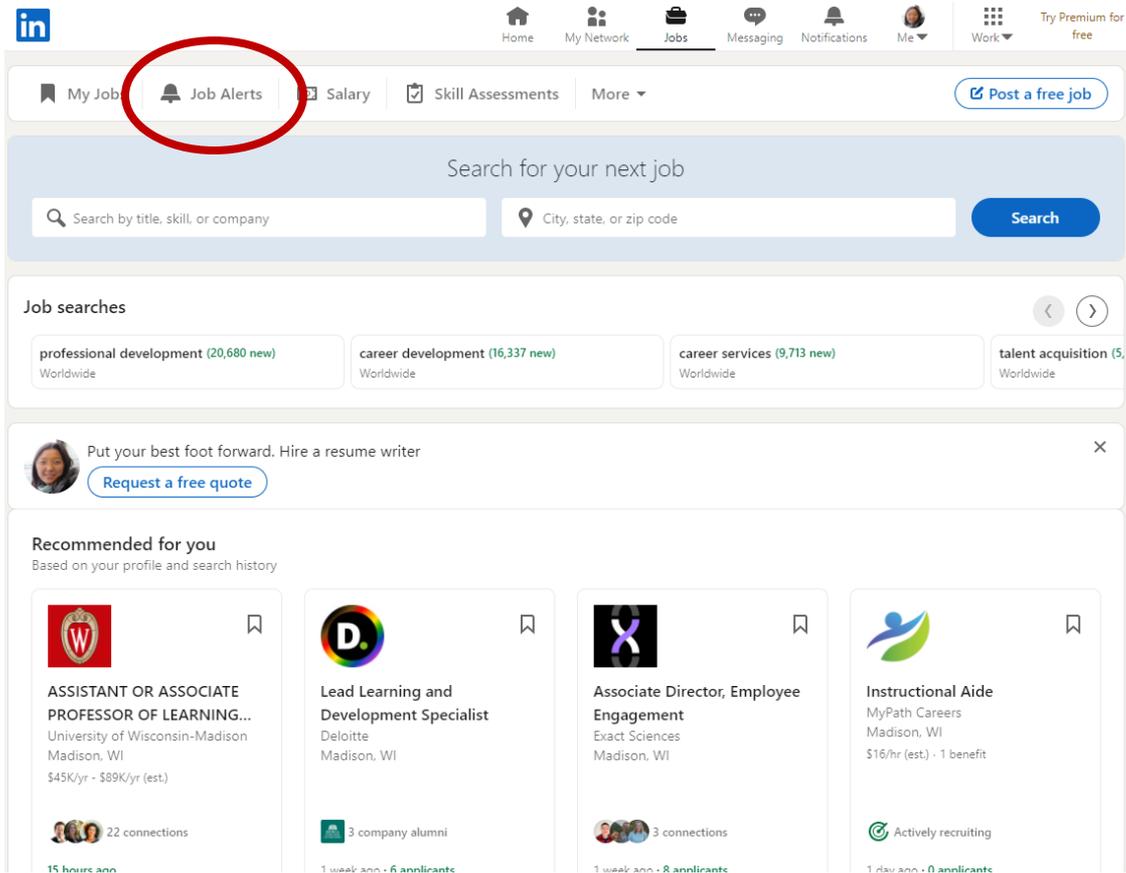
8 months

Graduate

Industry Position



Job Alerts



The screenshot shows the LinkedIn Jobs interface. At the top, navigation icons include Home, My Network, Jobs (highlighted), Messaging, Notifications, Me, and Work. Below these are tabs for My Jobs, Job Alerts (circled in red), Salary, Skill Assessments, and More. A search bar is present with the text "Search for your next job" and a "Search" button. Below the search bar, there are job search filters for "professional development (20,680 new)", "career development (16,337 new)", "career services (9,713 new)", and "talent acquisition (5,000 new)". A banner for "Put your best foot forward. Hire a resume writer" with a "Request a free quote" button is also visible. The "Recommended for you" section displays four job listings:

| Job Title | Company | Location | Salary | Connections | Applicants |
|---|---------------------------------|-------------|----------------------------|---------------------|---------------------------|
| ASSISTANT OR ASSOCIATE PROFESSOR OF LEARNING... | University of Wisconsin-Madison | Madison, WI | \$45K/yr - \$89K/yr (est.) | 22 connections | 15 hours ago |
| Lead Learning and Development Specialist | Deloitte | Madison, WI | | 3 company alumni | 1 week ago · 6 applicants |
| Associate Director, Employee Engagement | Exact Sciences | Madison, WI | | 3 connections | 1 week ago · 8 applicants |
| Instructional Aide | MyPath Careers | Madison, WI | \$16/hr (est.) · 1 benefit | Actively recruiting | 1 day ago · 0 applicants |

Job Searching Websites



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Bioforward



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Home

Member Coronavirus Resource Guide

Membership

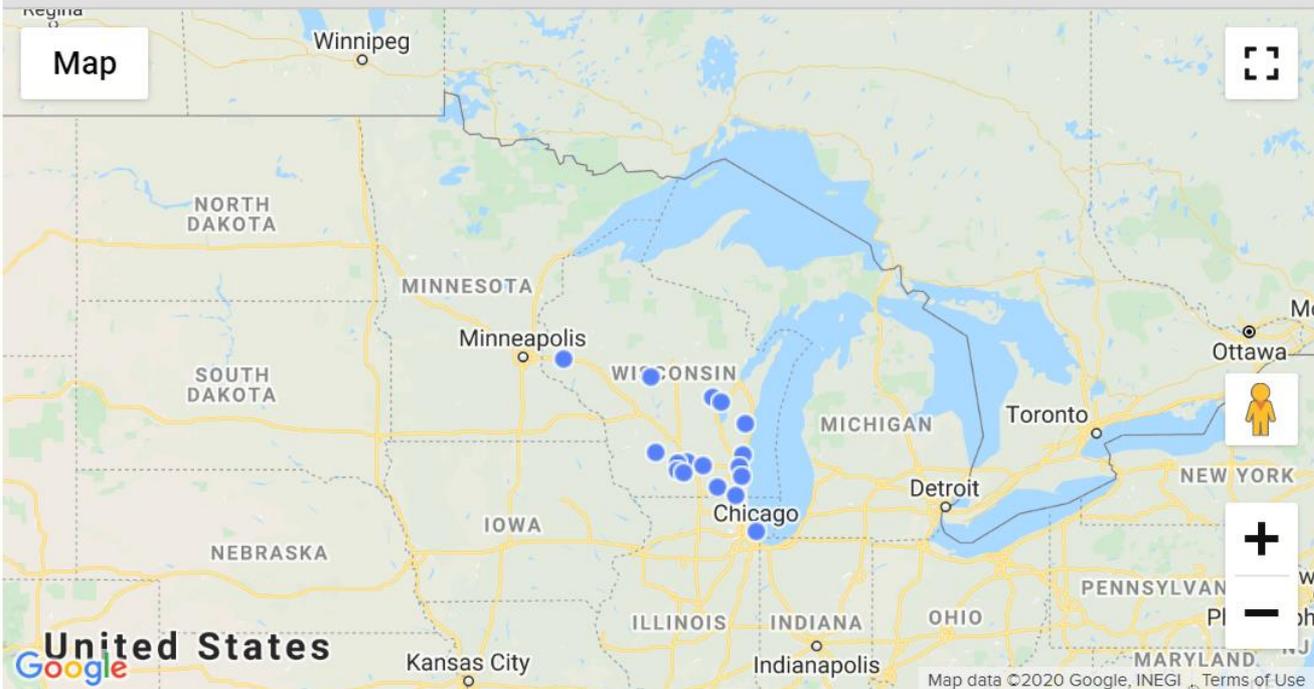
Forwarding WI Biohealth

Wisconsin

Search

Clear

Search by location ▼ Category ▼ Membership Type ▼



Bioforward-Career Center



[Home](#) [About](#) [Post a Job](#) [Employer Panel](#) [FAQ](#) [BioForward Homepage](#)

BioForward Career Center

[POST A JOB](#) [FIND A JOB](#)

Learn more about the companies that may be hiring around Wisconsin on the [BioForward Talent Initiative](#) page.

Search with keyword, location, company



All categories



ALL JOBS ▾

You're currently browsing: [All Jobs](#) | [All Categories](#)



Production Partner - Operations Manager

Ab E Manufacturing

Waterloo, WI
Full-time

Jun, 10

NEW



Lab Tech - 2nd shift 12-8pm - Job # 170931

Middleton, WI

Jun, 10

BioForward Career Center

- [+ Post a Job](#)
- [Browse Jobs](#)
- [Map](#)
- [Employer Registration](#)
- [Employer Login](#)
- [Candidate Registration](#)
- [Candidate Login](#)
- [BioForward Website](#)

Job Search Websites

Science Job Search:

<https://jobs.sciencecareers.org/>

<https://www.nature.com/naturecareers>

<https://jobs.newscientist.com/jobs/life-sciences/#browsing>

<https://biocareers.com/>

<https://www.biospace.com/jobs/>

Job Search Websites

Higher Education Job Search:

<https://www.higheredjobs.com/>

<https://careers.insidehighered.com/>

https://chroniclevitae.com/job_search/new

<https://www.hercjobs.org/#>

<https://www.postdocjobs.com/job/category/list?name=Biology+and+Life+Sciences>

<https://careers.nationalpostdoc.org/>

Job Search Website

General Job Search:

<https://www.zippia.com/matches/>

<https://www.ziprecruiter.com/>

-Google

-LinkedIn

-Professional Associations

MCW Career Services: MS Teams



Search

PhD Students Posts Files + Channel Meet

Friday, April 30, 2021

Su, Nai-Fen 4/30 11:04 AM
[SCIENTIST, VIRUS DISCOVERY at Abbott]
https://www.jobs.abbott/us/en/job/ABLAUS30979654ENUSEXTERNAL/Scientist-Virus-Discovery?utm_source=directemployers&utm_medium=phenom-feeds

Abbot Scientist, Virus Discovery in United States - Illinois - Abbott Park | Research & Development at Abbott Canvas
Apply for Scientist, Virus Discovery job with Abbott Canvas in United States - Illinois - Abbott Park. Research & Development at Abbott Canvas
www.jobs.abbo

Reply

Su, Nai-Fen 4/30 11:12 AM
[POSTDOCTORAL SCIENTIST, MASS SPECTROMETRY]
<https://www.jobs.abbott/us/en/job/ABLAUS30981701ENUSEXTERNAL>

Abbot Postdoctoral Scientist, Mass Spectrometry in United States - Illinois - Abbott Park | Research & Developmen...
Apply for Postdoctoral Scientist, Mass Spectrometry job with Abbott Canvas in United States - Illinois - Abbott Park. Research & Development at Abbott Canvas
www.jobs.abbo

Reply

Monday, May 3, 2021

Su, Nai-Fen 5/3 9:20 AM
[Postdoctoral Fellow (Herma Heart Institute, Dr. Joy Lincoln) at MCW]
https://careers.peopleclick.com/careerscp/client_medcollegewi/external_staff/gateway.do?functionName=viewFromLink&jobPostId=18643&localeCode=en-us

MEDICAL COLLEGE OF WISCONSIN Postdoctoral Fellow - Milwaukee WI 53201
Postdoctoral Fellow - Milwaukee WI 53201
careers.peopleclick.com

Reply

Monday, May 10, 2021

New conversation

After Job Search

- Research starting salaries in your field
- Develop an elevator or research pitch for job interview
- Conduct a mock interview specific to your position
- Research interviewers or company/department background
- Prepare a job talk or presentation
- Learn how to negotiate job offers
- Write a thank you letter



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