BEYOND THE BENCH:

Tips for Managing Your Health Sciences Career

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Reality Check …

• Only 20% of Ph.D. candidates and Post Docs will become professors.

• Therefore you need a “Plan B”
Are You ...

- Working “in” your career or “on” your career?
A Spectrum of Options ...

Corporate Business
Consulting/Professions
Colleges/Government
BioTech
Academic

Marketing
Patent Agent
Operations
Consultant
Entrepreneur
Instructor
Instructor
Researcher
Professor

Expert
You Have Multiple Career Options!

- Research in Biotech
- Pharmaceutical Research
- Pharmaceutical Sales or Technical Support
- Science Journalism
- Technical Writing
- Research Administration
- Technology Transfer
- Patent Law
- Investment Analysis
- Management Consulting
- Federal Science Policy
- Technical Services
- Quality Control
- Investor Relationships
- Secondary School Teaching
- Community College Teaching
- Corporate Communications
- Regulatory Affairs
- Entrepreneurship
Four Essential Questions ...

WHO am I?
WHAT are my options?
WHERE are the employers?
HOW do I get a job?
WHO Are You??

- WHAT type of job and WHERE you will thrive relates to WHO you are.
WHO Are You??

- WHAT three words best describe you?
- WHAT are you an expert in?
- WHAT distinguishes you?
- WHAT makes you marketable?
- WHAT do you enjoy?
What Does Your Profile Reflect?

- Based on your profile, you are likely better suited to certain kinds of work and certain kinds of environments.
What Does Your Profile Reflect?

Corporate Business
- Fast Pace
- Desire/Tolerance For Profit/Business
- Accomplishment Oriented
- Must demonstrate “value”
- Values innovation within a traditional environment

Consulting/Professions
- Stable; great benefits
- Enjoy Teaching
- Tolerance for Bureaucracy
- Good at finding money

Colleges/Government
- Exacting
- Unionized Environment

BioTech
- Must demonstrate “value”

Academic
- Must produce new research
Academic Career - Do You Have the Right Stuff? (courtesy of Dr. Jane Roskams)

- Highly motivated
- Independent
- Focused
- Honest and Fair
- Determined (Stubborn! Persistent!)
- Collaborative
- Effective communicator
- Calculated risk taker
- Capable of learning by your mistakes!
- Can take brutal criticism
- GREAT sense of humour!

If not, Academic Science will be hard for you.
WHAT Type of Job Do You Want??

- WHAT type of job do you think you want?
- Do you know why you want this?
- Have you fully explored your job options?
Making Yourself Marketable – Academia

- Get published
- Get on a peer review committee
- Get connected
- Earn solid references (three written will be required when in job search)
- Having a compelling research question
- Be able to find pots of money
Making Yourself Marketable – Industry

- Get connected
- Belief in for-profit
- Prove that you can get things done
- Demonstrate that you can develop people
WHERE Are the Jobs??

- Requires some “Sherlock Holmes” skills
- Listen to experts today but don’t stop after today.
- Join Student Biotech Association, SCWIST, and others ASAP.
- Biotechs: jobs depend on size and stage of business
- Colleges: jobs exist, lots of competition so you need to demonstrate teaching capacity. Like to see volunteer work. Start now!
- Government: in general (Fed Gov’t), will need people. Can have slow hiring cycle.
- Consulting: demand will depend on several factors but probably always opportunity for people with the right skills
HOW Do I Find Work??

- 80% of jobs are not advertised
- Students over rely on internet postings
- Become a proactive job searcher
Career Building Tip #1

- Be curious and explore!

- You don’t have to have the answer now but you need to take actions:

  - Network, conduct information interviews, get a mentor, attend all talks available to you, join a professional association.
Career Building Tip #2

- Do things **NOW** that will make yourself attractive to your future employer.

- How do you want your CV/Resume to read by the time you are finished graduate school?
Career Building Tip #3

- Get a mentor or coach.

- No one can maneuver through a complex career path without the guidance and support of another trusted and respected individual.
Career Building Tip #4

Develop your professional competencies

- Participate and lead special initiatives/committees
- Take some leadership and management courses
- Get on a peer review committee
Career Building Tip #5

As you move forward in your career:

- Listen with your head, and
- Listen with your heart.
- Try and align them.