Career Opportunities and Tips on Career Searching

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Career Searching is a Journey
Outline

- Overview: Life Sciences Landscape
- Career Opportunities
- Networking to find opportunities
- Informational Interviewing
- Job Search Process and Tips
- Resumes
Finding a Career – Where to Start?

A few questions to ask yourself:

- What do you like?
- What are you passionate about?
- What are you good at?
- What motivates you?
- What culture do you want to be in?
- What location do you want to be in?
- What do your peers/teachers think you are good at?

Answers to these questions can narrow down your focus areas as you think about your career.
Industry Ecosystems

Global
- State Organizations
- Technology Companies
- Policy

Local
- Service Providers
- Consulting / Financing
- Hospitals / Healthcare Providers

Small
- Payers / Insurers

Mid-Sized
- Non-Profit / International Organizations

Large
- Entrepreneurial

Making Connections that Fuel Innovation!
Types of Roles within Industry
# Types of Roles

## Technology Development Firms

<table>
<thead>
<tr>
<th>R&amp;D</th>
<th>Commercialization</th>
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<tbody>
<tr>
<td>Basic Science</td>
<td>Marketing</td>
</tr>
<tr>
<td>Epidemiologist</td>
<td>Product Management</td>
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<tr>
<td>Product Development</td>
<td>Market Research</td>
</tr>
<tr>
<td>Regulatory Affairs</td>
<td>Sales/Business Development</td>
</tr>
<tr>
<td>Clinical Trial Research</td>
<td>Market Access/ Reimbursement</td>
</tr>
<tr>
<td>Clinical Data Analysis</td>
<td>Medical Science Liaison</td>
</tr>
<tr>
<td>Drug Safety</td>
<td>Medical / Technology Communication</td>
</tr>
<tr>
<td>Medical Affairs</td>
<td>Community Development Specialist</td>
</tr>
<tr>
<td>Biostatistician</td>
<td>Health Policy Specialist</td>
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Additional Roles

Consulting

- Scientific Evaluation
- Strategic Analysis
- Competitive Landscape
- M&A Analysis
- Financial Valuation
- Partnership Strategy
- Intellectual Property
- Sales
- Marketing Strategy
- Pharmacoeconomics
- Pricing Scenarios
- Reimbursement
- Market Assess
- Health economics
- Global Healthcare Systems Evaluation
- Commercialization in Global Markets

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2016 Futures in Life Science Events

- Life Sciences Overview of Career Paths: Jan
- Consulting Career Paths: Feb
- Commercialization 1: (Marketing, Product Management, Business Development): March
- Research & Development I: Preclinical / Discover Research: April
- Clinical Development, Regulatory, Medical Affairs: May
- Bio-Informatics, Modeling, Systems Biology: Sept
- Commercialization 2: (Reimbursement, Market Access, Pharmacoeconomics, Patient Advocacy): Oct
- Research & Development 2: Development / Clinical Research Nov
Example Titles for MPH Grads

- Director, Clinical Research
- Manager, Market Research and Forecasting, AMAG
- Senior Analyst, Health Advances
- Policy Manager, Amgen
- Epidemiology Associate, Genentech
- Research Scientist at California Dept of Health Services
- Clinical Project Manager, VA Medical Center
- Project Manager, Drug Development at Repligen
- Preclinical Program Manager at Synta
- Clinical Research Associate at Clinquest
- Senior Counsel at Vaccinex, Inc
- Business Development Consultant at Genomic Expressions
- Director at Consulting Firm
- Corporate Development at Purdue Pharma
- Sr. Manager at Pfizer
- HCV Therapeutic Specialist at Vertex Pharmaceuticals
- Hepatology Sales Specialist at Genentech
- Senior Policy Analyst, at FDA
- Fellow at Agency for Healthcare Research and Quality
- CMO, Medical Device Company
- Senior Manager Strategy and Innovation at Pfizer Pharmaceuticals
- Sr. Manager, Competitive Intelligence, Personalized Genetic Health at Genzyme
- Principal Information Analyst at Genzyme
- Senior Analyst, Competitive and Technical Information, Genzyme
- Associate Consultant at The Frankel Group
- Reimbursement Manager, EMD Serono
- Consultant, Boston Healthcare Associates
- Patient Advocacy, Medimmune
- Biostatistician, Pfizer
Considerations for Joining a Firm

- Culture
- Team
- Types of projects performed
- Management Style
- Focus area(s)
- Growth potential
- Travel requirements
- Size

Understand the dynamics of a firm to see if it is a fit for you!
LinkedIn as a Career Search Tool

- Search via Title
- Company
- Location
- Key Words
- Connections – 1st, 2nd, 3rd ...
- Look at profiles to see career paths
Job Qualifications

- When reading through a job description, look at the qualifications and compare with your background.

**Job Description:** We are searching for a full-time Master level biostatistician to support research studies across a range of clinical topics and programs relevant to pediatric and adult psychiatry. Current research areas include attention-deficit/hyperactivity disorder, mood and substance use disorders, pervasive developmental disorders, neuroimaging, molecular genetics and neuropsychology. The successful candidate will be expected to collaborate with a team of investigators from several disciplines. Candidates will also help prepare manuscripts for submission to peer-reviewed journals. Additionally, successful candidates will be responsible for the management and quality control of several large databases.

**Qualifications:**
- Excellent writing and interpersonal skills, and the ability to work on several projects simultaneously are required.
- MPH or MS/MA in Biostatistics, statistics, mathematics or related field. Proficiency in the biostatistical analysis of observational cohorts and clinical trials is preferred. Software package STATA is preferred.
- 1-2 years of experience required.
Searching by Job Title

- Make a list of relevant titles, i.e.
  - Biostatistician
  - Sr. Data Analyst
  - Data Analyst
  - Sr. Biostatistician
  - Manager
  - Project Manager

- Use the list of titles to search for people with the title(s) that you know
Create a Career Skills List

<table>
<thead>
<tr>
<th>Item</th>
<th>Must Have</th>
<th>Nice to Have</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific disease knowledge – i.e. infectious disease</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Experience Leading a Team</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Analytical Skills – STATA, SAS, R</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Experience working on collaborative projects and with people from different disciplines</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Clinical Research Experience</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
Advanced Search Feature

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Making Connections that Fuel Innovation!
Compare LinkedIn Profiles

- Evaluate the background of people at your desired level
- Are they similar or different from yours?

This can shed light on whether your background is a fit for this company and level.
Networking
Networking

- State Organizations
- News Sources
- Law / Financing Firms
- Consulates
- Universities
- Networking Groups
- Conferences
- Informational Interviewing
Connections Through Organizations

www.massbio.org  www.massmedic.com

www.masslifesciences.com
Connections Through Organizations

- **Local Networking Groups**
  - i.e. AWIS, WEST, HBA, AAPS, AACR

- **National Organizations**
  - Biotechnology Industry Association (Bio); Medical Technology Association (AdvaMed)

- **Industry Associations**
  - i.e. Drug Information Association (DIA), American Association of Pharmaceutical Scientists (AAPS), International Health Economics Association (iHEA)
Women’s Networking Groups Include

Women Based:

- AWIS
- WEST
- WIB
- HBA
- gwise@BU

http://www.awis.org/
http://www.westorg.org/
http://womeninbio.org/
http://www.hbanet.org/
http://www.propelcareers.org/
Student Chapters

http://www.aiche.org/community/students/chapters/find

Institute of Electrical and Electronics Engineers
http://www.ieee.org/index.html

American Society of Mechanical Engineers
https://www.asme.org/

bbo@bu.edu
eclub@bu.edu
Financing Organizations

Venture Capital Organizations Including:

Excel Venture Management

Flagship Ventures

Flybridge Capital Partners

HealthCare Ventures LLC

SV Life Sciences

Corporate Venture Funds Including:

Novartis Venture Funds

MedImmune

Sanofi
Connections with Smaller Companies

Incubators/Incubator Spaces

- MassChallenge: [http://www.masschallenge.org](http://www.masschallenge.org)
- North Shore Technology Council – [www.nstc.org](http://www.nstc.org)
- Cambridge Innovation Center: [www.cictr.com](http://www.cictr.com)
- Lab Central
- HealthBox
Networking - News and PR Sources

Fierce Biotech
THE BIOTECH INDUSTRY'S DAILY MONITOR

xconomy

Google reader

BioSpace
Life • Science • Community

BIOWORLD

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Additional Networking Opportunities

- Law Firms
- Finance Firms
- Consulting Firms
- Realty Firms
- International Consulates
- Etc

Making connections happens in many ways

Be creative – your career will benefit from this.
Informational Interviewing: How to find the right opportunity

**Definition:** An informational interview is an interview conducted to collect information about a job, career field, industry or company.

It is **NOT** a job interview. Rather, it's an interview with an individual working in a career you would like to learn more about.
What To Ask About

- Particular Job
- Company
- Career Progression
- Career Entry

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What To Ask About

**Particular Job**
- Responsibilities
- Day to Day
- Like
- Dislike
- Growth potential
- Skills needed

**Company**
- Culture
- Work Environment
- Management Style
- Growth Potential
- Personality Fit
- Skills needed
- Skills valued

**Career Progression**
- Growth Opportunities
- Career Path
- Skills to Develop

**Career Entry**
- How to get in a role
- Networking
- Experience required
- Skills needed
- Skills one can learn
- Best way to enter field

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Sample Elevator Pitch

I am an (MPH student) at (Boston University) with a focus on (Epidemiology). I will be finishing in (6 months) and looking for a (data analytics role) in a (pharmaceutical firm) focusing on (oncology) in (Boston).
Three Levels of Elevator Pitches

• **The overview pitch** – networking events, cocktail hours, people who don’t know much about your area

• **The deeper dive** – meant for someone who knows a little about your area

• **The really deep dive** – meant for someone who knows your specific area
Recruitment Process

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Apply
Recruitment Database

Keyword Searches
- Skills
- Experiences
- Companies
- Referrals

Contract HR
Internal HR
Recruitment Firms

Hiring Manager
Interview (s)
Offer
HR Professionals

Types of HR people:
- Company Hired, Full Time HR, Contract HR, Consultants – project by project

Small Company
- One HR working all roles
- Sometimes more generalist
- Shorter time frame

Large Company
- HR by functional area
- Science, business, etc.
- Longer time frame
Reading Job Descriptions

• 3 years of experience vs. 3 years of industry experience
• Required vs. preferred
• Typically first few bullet points are most critical

Tip
• If you are a “stretch” explain why you are applying in your cover letter
• Companies want to know that you read the job description
Using LinkedIn

- >30% of jobs are filled using LinkedIn
- This is not just for filling jobs...
  - Networking event follow-up
  - Informational Interviews
  - Keeping in touch
  - Searching for types of roles / companies to gain insight
Build out Your Profile

Lauren Celano
Co-Founder and CEO, Propel Careers
Greater Boston Area | Biotechnology

Current
- Founder and CEO at Propel Careers

Past
- Team Leader at Boston University
- Sr. Account Manager, Business Development at SNBL USA
- Account Manager, Business Development at Aptuit, Inc

Education
- Boston University - School of Management
- Gaffney College
- University of East Anglia

Recommendations
- 3 people have recommended Lauren

Connections
- 500+ connections

Lauren Celano's Summary
Successful business development professional with a proven track record of establishing strong relationships, growing existing client relationships, and managing complex projects. Diverse knowledge of drug discovery and development areas and experience with small and large molecule development programs.

Lauren Celano's Experience
Founder and CEO
Propel Careers
Pharmaceuticals / Biotechnology - Greater Boston Area Industrial Park
April 2009 – Present (2 years 2 months)
Propel Careers is a recruitment firm focused on delivering a wide array of placement and career development services in the life sciences sector. Whether you are an undergraduate or graduate student, a recent graduate, or experienced professional, Propel’s resources and network can be an asset to your career growth. The Propel website (www.propelcareers.com) contains information on how we can assist you with:

- Recruiting services for full-time positions with leading life sciences companies
- Securing a project-based opportunity or internship in the life sciences sector
- Identifying a seasoned professional who can serve as a mentor
- Career counseling and resume review
- Networking

Please contact me at Lauren@propelcareers.com with any questions about how we might be able to help you.

Experience
Associate Director - Global Marketing
Public Company | Biotechnology industry
May 2008 – Present (3 years 1 month)

Product Manager - Oncology
Public Company | Pharmaceuticals industry
January 2007 – May 2008 (1 year 5 months)

Cardiovascular specialty sales
Public Company | Pharmaceuticals industry
September 2003 – January 2007 (3 years 5 months)
Sales representative for cardiovascular portfolio at tory.

Senior Account Executive
Public Company | Marketing and Advertising industry
August 2001 – July 2003 (2 years)
Managed marketing and advertising for pharma and biotech clients in Oncology.
Resumes - a Few Points to Consider...

- Resumes tell a story
- **Customize each resume for each job application**
- Make it easy to read
- Pay attention to formatting
  - Bullet points, fonts, size, ease of reading, etc
- Put your **first and last name** in resume file name
- Two pages are okay, if you have enough experience
- Academic CVs are different from industry resumes
Transferrable Skills – “Your Tool Kit”

Organized
A networker
A negotiator
A leader
A manager
A presenter
An excel guru
Detail oriented
Good at writing
Skilled at programming
Good at keeping track of projects
A communicator (written and verbal)
Good at drawing/other artistic activities
Networking and Leadership Skills

- Have you taken leadership roles within your institution?
- Are you involved in a local or national chapter of a networking group?
  - AWIS, AAPS, ACS, HBA, etc.?
  - Do you have a leadership role in one of these above organizations?
- Community Service
Highlight Course Projects

EDUCATION
Boston University School of Public Health, Boston, Massachusetts
Candidate, Master of Public Health GPA 3.66/4.00
Concentrations: Health Policy and Management (HPM), and Pharmaceuticals Program
Honors: Boston University School of Public Health Merit Award
Key course deliverables:

- Designed and presented cost-effectiveness analyses comparing Flu Vaccinations in seniors, and mixed treatment comparisons on osteoporosis treatment health plans for maximum cost benefit.
- Team project on the service area competitor analysis (SACA) of Pfizer soon to be off-patent product, Celebrex and developed strategic management recommendations including: target on service area to the most prevalent arthritis group, osteoarthritis; focus on customer satisfaction for customer loyalty and market retention.
- Group financial statement analyses of Tufts Floating hospital for Children over the fiscal years of 2009 to 2010 and produced a detailed summary report on the contributing factors to the hospital’s financial recovery.
Job Searching: The Funnel Effect

- I have no idea what I want to do
  or
- I want/ can do everything

Actually, maybe there are some Jobs that I am better suited for than others

- I know exactly what I want to do

When you are here, you should apply
Job Search Tips

- Make a target list of companies/roles that interest you
- Create job profile on company / recruitment sites that interest you
- Sign up for newsletters / news feeds for companies / recruiters of interest
- Ask people in roles that you want to be in, how they found their role?
  - Through which website, recruiter, job board, etc
  - Use this to compile a list for yourself
- Track your progress
- Be strategic and focused
Job Search Checklist

- Outline what you want in a job

- Location
- Requirements
- Responsibilities
- Size of company
- Salary
- Culture
- Management style
- Etc...

<table>
<thead>
<tr>
<th>Item</th>
<th>Must Have</th>
<th>Nice to Have</th>
<th>Definitely No</th>
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<tbody>
<tr>
<td>Location</td>
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<td></td>
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<tr>
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<td>Management style</td>
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<tr>
<td>Etc</td>
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</tbody>
</table>
Job Search Checklist

▪ Use this to compare jobs with “your fit”
  - Helpful to decide which jobs to apply for
  - Especially helpful if you have multiple offers to compare

▪ Your time is valuable
  - Be careful with how you spend it!
  - Interviewing for jobs that you don’t want / or are not a fit is taking time away from your job search
What Organizations Look For

- Passion and interest in the company/role
- Relevant skills and ability to learn new skills
- Team work, organizational, analytical skills
- Excellent Interpersonal skills
- A personal connection to the company/people in the company, is huge
Propel Careers

Propel Careers is a life science search and leadership development firm that specializes in connecting innovative, entrepreneurial companies and like-minded professionals in a more efficient and personal manner.

www.propelcareers.com
Contact Details: Connect with Propel

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