
How to Evaluate, Build, and Highlight Transferable and Career Relevant Skills

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Making Connections that Fuel Innovation!

Outline

- Identifying and highlighting transferable skills
- Transferable skills and their value in different roles
- How to build and/or enhance transferable skills
- Highlighting transferable skills on a resume / cover letter
- Discussing transferable skills during an interview

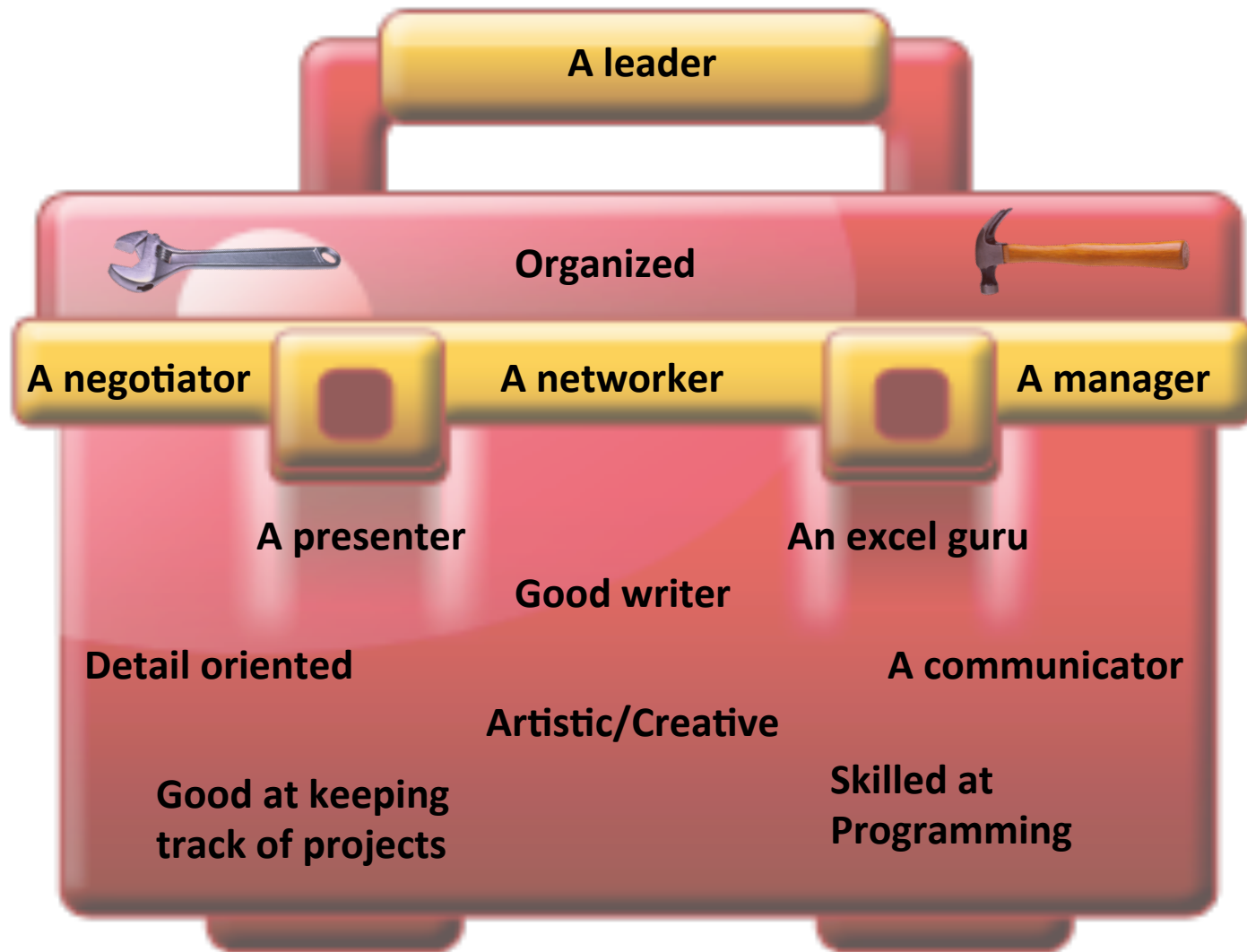


The Importance of Transferable Skills

- Working in a lab is not only about the science.
- There are many OTHER skills that you develop which are transferrable to non-academic careers.
- These assets are important to highlight!



Transferable Skills – “Your Tool Kit”



These Define your Personal Brand

and help you stand out from the crowd



Customize your Skills!

You can choose what to highlight among your experiences



What Graduate School Teaches You

- Excellent Scientific Foundation!
- Data analysis skills
- Ability to synthesize information/learn new areas
- Ability to ask questions
- Writing ability – abstracts, papers, grants
- Work ethic and drive
- Work independently and be accountable



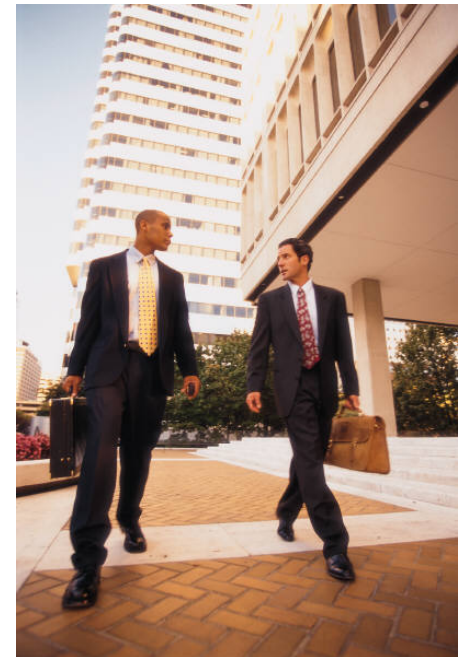
Additional Skills and Experiences

- Exposure to Clinical Research
- Disease Knowledge
- Management of the Lab
- Training of People
- Grant Writing
- Interacting with Collaborators
- Finding Collaborators
- Starting new Groups / Initiatives



Industry Emphasizes

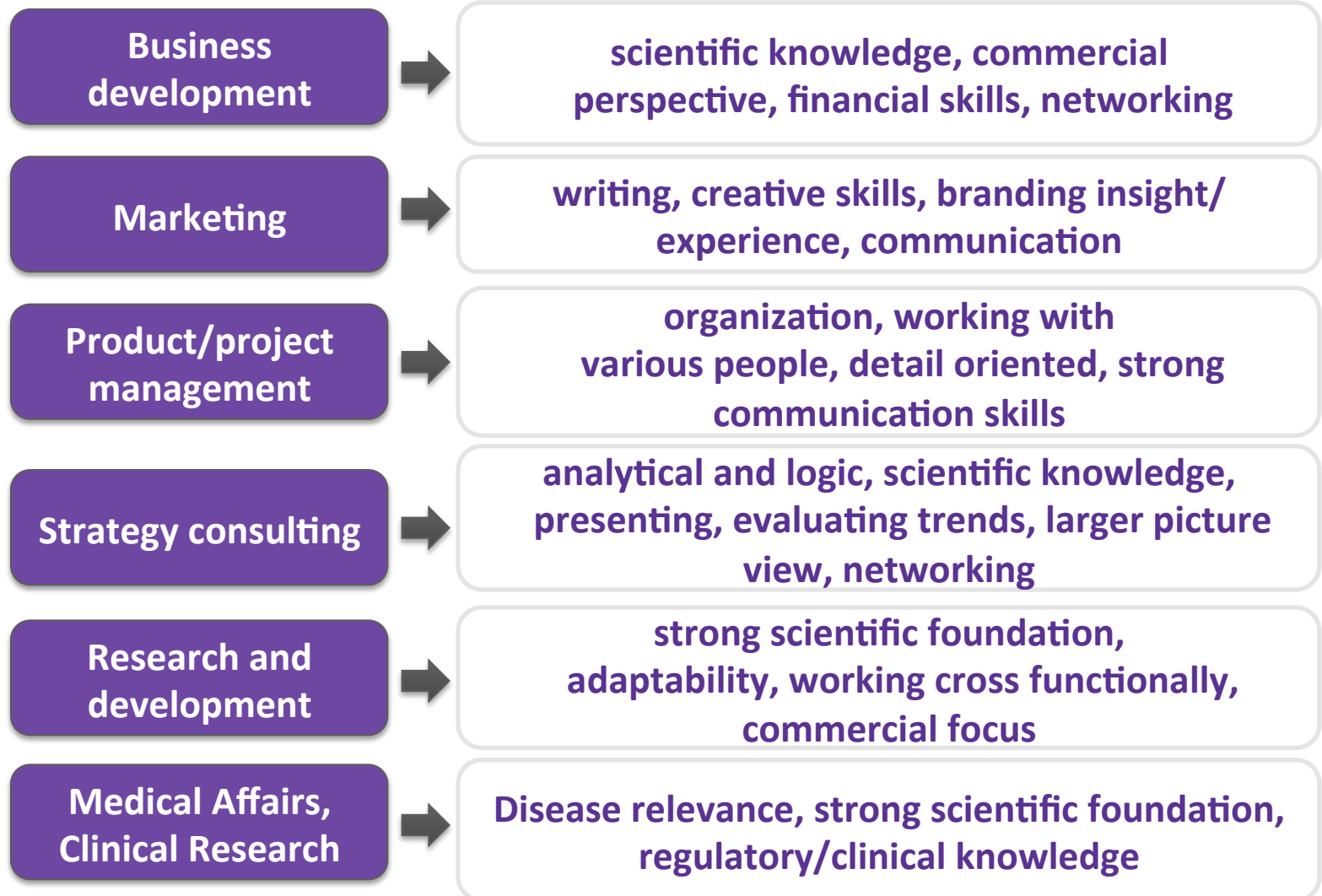
- Teamwork
- Communication skills
- Working in cross functional teams
- Project management / organizational skills



Why is this Important



Transferable Skills for Specific Roles



How to Build Skills

Business development



Tech Transfer Internships, Intern at Startup, Business Development Plans, Business Course(s)

Marketing



Write Blogs, Social Media, programs i.e. Illustrator, take courses, design flyers, i.e. networking groups

Product/project management



Organize/Lead collaborations or activities, work with people of different backgrounds, gain “big picture”, manage budgets, Gantt charts,

Strategy consulting



Consulting club, case competitions, business courses, leadership roles in organizations, tech transfer internships

Research and development



Translational research, drug discovery / development course, intern with startup, write patents, business plans

Medical Affairs, Clinical Research



Translational disease research, clinical research, IRB's, regulatory / clinical courses

Which Skills are Important to your Interests...



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Read Job Postings

Item	Must Have	Nice to Have
Specific research experience – i.e. ChIP-seq	X	
Experience Leading a Team	X	
Experience with Budgeting	X	
Specific Disease Knowledge – i.e. Immunology	X	
Clinical Research Experience		X

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

- Responsibilities
- Day to Day
- Skills needed
- Skills valued
- Like
- Dislike
- Growth potential

Company

- Culture
- Work Environment
- Management Style
- Growth Potential
- Personality Fit

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



How to Highlight your Transferable Skills on a Resume



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Scientific Role – Entrepreneurial Company

Harvard Medical School, Massachusetts General Hospital
Research Fellow, Department of Bioengineering

09/2010 - present

- Develop microfluidic device to identify sensitizers of contact dermatitis and point-of-care diagnostics.
- Develop microfluidic gradient device to conduct assays to study protein mediated activation of glucose metabolism pathways in type I diabetes.
- Multiplexing real-time optical measurement of secreted cellular metabolites in MEMS format.
- Diagnostic sensor winner at Healthcare Innovation and Commercialization workshop.
- Hands-on experience with biological techniques including primary cell culture, cell lines, immunoassays, transfection, ELISA, imaging, and lipid analysis.

University of XX

07/2007 - 09/2010

Postdoctoral Fellow, Department of Mechanical Engineering

- Developed sensors and mathematical models to identify biomarkers in exhaled breath for clinical diagnostics.
- Developed organometallic films. Startup formed around idea (XX Company) won 2nd place in UC Davis Business Plan competition.

University of XX

08/2002 – 06/2007

Ph.D. Research, Mechanical Engineering Department

- Led team on a DoD funded project to develop microfluidic gas sensors to detect toxic gases and metabolites of disease biomarkers.



Scientific Role – Larger Company

- Disease knowledge
- Technical assay knowledge
- Publications (Nature, Cell, Science, PNAS, etc)
- Teamwork
- Managing collaborations, people, budgets
- Leadership
- Intellectual property



Project Management Role

University of California Berkeley (Berkeley, CA)

2004 - 2011

Lab focuses on ion channel and neurotransmitter receptor biology

Ph.D Student and Postdoctoral Researcher

- Research focuses on optical control of excitatory neurotransmitter receptors.
- Research techniques used include: electrophysiology, optics, molecular biology.
- Managed multiple collaborations:
 - Dirk Trauner – Chemical Biology and Genetics, University of Munich (Synthetic photochromic neurotransmitter receptor ligands).
 - John Flannery – Dept. of Molecular and Cell Biology, University of CA, Berkeley (Viral vectors and retinal degeneration).
 - Herwig Baier – Dept. of Physiology, University of CA, San Francisco (Optogenetics in zebrafish).
 - Xiang Zhang – Dept. of Mechanical Engineering, University of CA, Berkeley (Custom spatiotemporal optics).
- Business courses involving project management, managing innovation, and business plan development.
- Presented extensively at scientific conferences and meetings.



Business Development Roles

Venture Capital Firm, San Francisco

September 2009 – July 2010

Associate / Intern, Venture Capital Division

- Developed proposal & investment rationale for raising capital for India focused \$300MM Venture Fund. Part of team that built relationships with & pitched the fund to Pharmaceutical companies as potential LP's.
- Sourced 3 investment opportunities. Conducted due-diligence on 64 companies as investment targets. Wrote & presented investment memoranda. Analyzed 2 deal structures for optimizing value to Fund portfolio & financial return. Built financial models (revenue analysis, exit scenarios & valuation models) on 2 investments.
- Participated in term-sheet negotiations for 1 deal.

Equity Research, Investment Bank, New York

August – September 2010

Associate / Consultant

- Assisted Specialty Pharmaceuticals Analyst launch research coverage on biotech stocks
- Contributed to industry-wide research reports on mid-cap & small-cap biotech companies.

XX Pharmaceuticals, Houston

February – May 2010

Advisor, Business Development

- Provided recommendation on strategic decision to pursue in-house clinical development program v/s out-license prostate cancer asset for optimizing value. Assisted in preparation of business proposal. Successfully secured non-dilutive grants.
- Recommended market positioning for asset in Regenerative Medicine & Transplantation immunology space

Venture Capital Firm, Houston/Austin

January – August 2009

Consultant

- Conducted due-diligence, identified investment risks & performed valuation analysis on 4 deals in Oncology space
- Participated in diligence of 2 successful transactions valued at \$40M

Boutique Consulting Firm, Houston

July – December 2008

Consultant

- Advised client of boutique consulting firm. Evaluated cardiovascular market entry strategy for med-tech company in clinical imaging space. Created map of competitive landscape & scenarios for disruption created by client's technology application

Rice University Alliance for Technology Entrepreneurship, Office of Technology Licensing

February – December 2008

Associate

- Evaluated commercialization potential of 2 life-science technologies: intellectual property landscape, market analysis, start-up capital requirement
- Co-wrote business plan for start-up. Received capital commitments from angels.

Mal Biomedical Sciences, Baylor College of Medicine, Houston,
PhD, Researcher

2005-2010

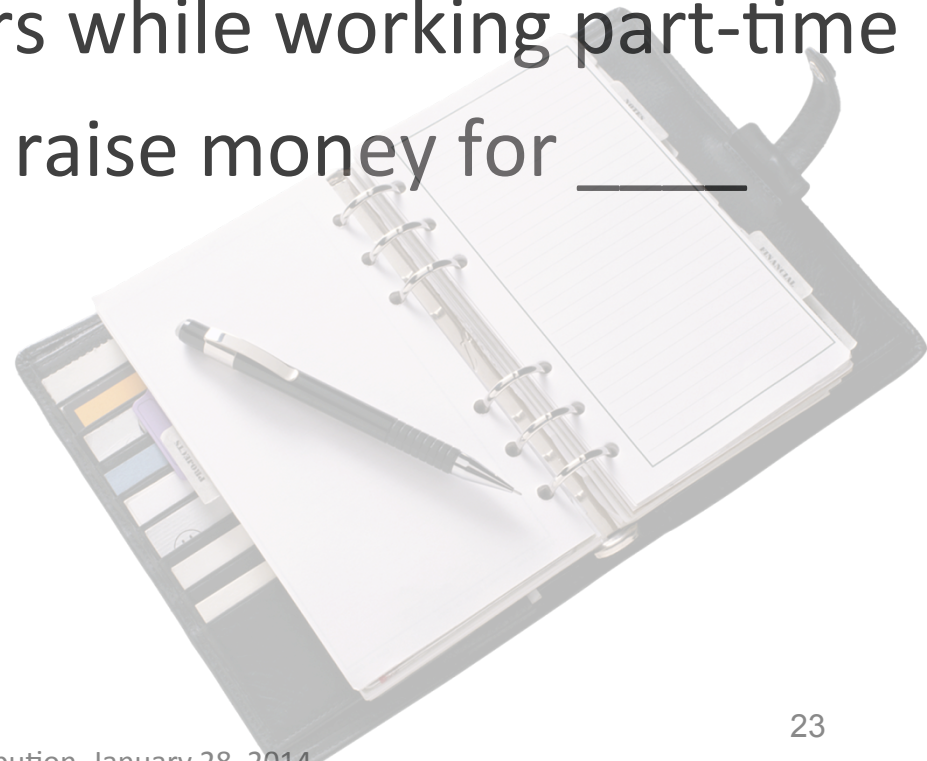
Discussing Transferable Skills

You can choose what to highlight among
your experiences



Organizational Skills

- Managed multiple projects on time and budget
- Managed multiple people to accomplish a goal
- Organized a national conference for ___ group
- Completed Ph.D. in 5 years while working part-time
- Organized a gala event to raise money for _____ charity



Networking and Leadership Skills

- Have you taken leadership roles within your institution or industry association?
- Are you involved in a local or national chapter of a networking group / industry association?
 - AWIS, AAPS, ACS, HBA, RTPDMDG, etc.?
- Community Service



Management Skills

- Managed an undergraduate / graduate researcher
- Managed summer interns for scientific experiments
- Managed a research budget
- Managed collaboration(s) among _____ universities
- Managed collaboration(s) with industry
- Managed a team of people to organize _____
- Managed the review process for a grant



Ability to get up to Speed in new Areas

- Ph.D. in oncology
- Postdoc in neurobiology
- Success in learning new techniques during each role
- Successful track record of research and publications
- Tech transfer internship focusing on cardiovascular medical device technology



Presentation Skills

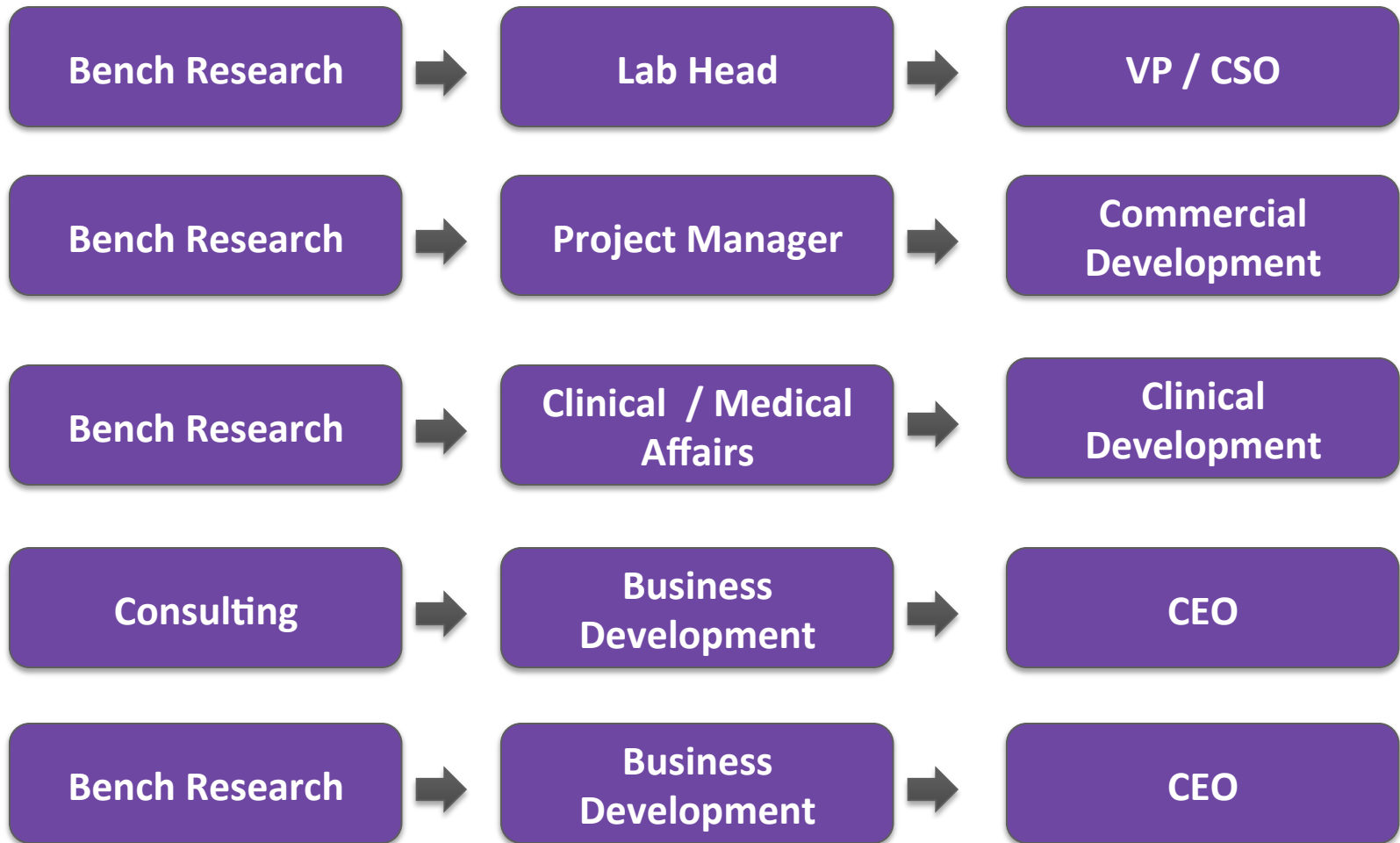
- Presentations at meetings
 - local, regional, national, international
 - lab meetings
- Teaching experience
- Leadership experience in organizations
- Toastmasters

Writing and Communication Skills

- Papers
- Grants
- Journal reviewer
- University paper
- Industry association / conference
- Personal Blog



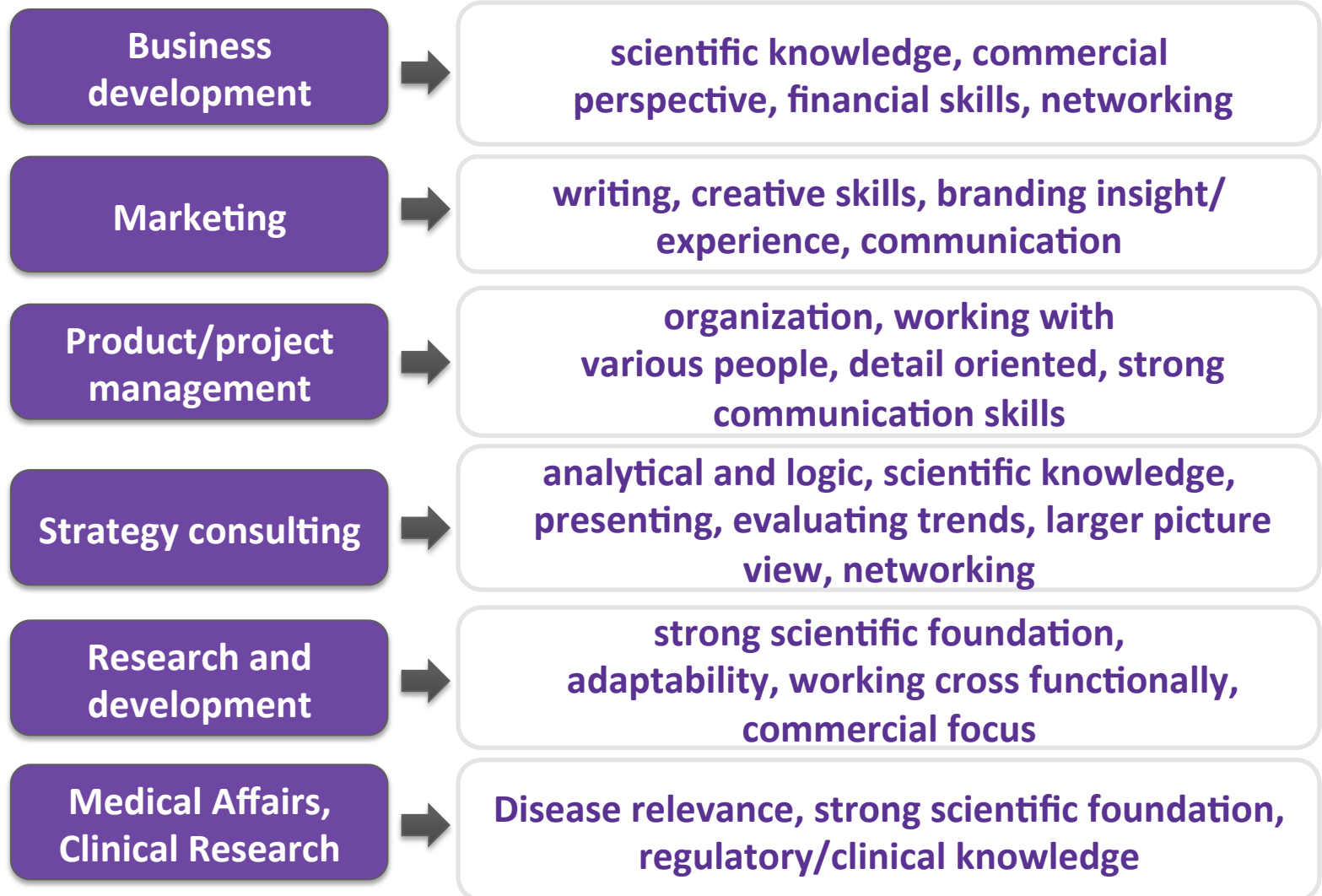
A Few Career Paths



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Transferable Skills for Specific Roles



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