
Adapting Your Job Search During The COVID19 Pandemic

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Career Development Focused Series

- Oct 6th - **Adapting your job search due to the COVID19 pandemic** - 2-3:30pm
- Nov 4th - **Planning career transitions and building skills and experiences during the COVID19 pandemic** - 2-3:30pm
- Nov 24th - **Tips to navigate a successful virtual interview process** - 2-3:30pm



Outline

- How the job search process has changed due to COVID
- Improving and leveraging your online profile
- Empowering others to help you in your search



Many people feel uncertain about their future
especially right now



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How the Job Search Process has Changed due to COVID



More (potential) opportunities

- “Work from home” option is increasing opportunities for candidates for certain roles



Faster Hiring Process

- The hiring process is (sometimes) going faster, due to using video interviewing



zoom

Google Hangouts



Microsoft Teams



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Fit/Match even more important

- Organizations are paying even more attention to passion for the role and culture / organizational fit



A few other things to keep in mind

- More candidates are applying for (certain) roles, therefore **tailored** resumes and cover letters are important as well as referrals (when possible)



Proactivity is Important



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Interview Practice is Important



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Searching for Organizations Hiring

Develop / Track Your Organization List

Organizations Interested in	Organizations that are a fit	Organizations applied to	Status



Organizations are Still Hiring



- Healthcare Organizations
- Pharma/Biotech organizations
- Contract Research Organizations
- Consulting Firms
- Biofood – such as “lab based meat companies”
- Public Health
- Manufacturing – i.e. for gene therapies, med devices
- etc



Many Life Sciences/ Healthcare Orgs are Hiring

- Bench Researchers, of course
- And also...
 - Clinical Research
 - Medical Affairs
 - Business Development
 - Marketing
 - Communications
 - Operations
 - Etc





What main source do you use to search for roles?

LinkedIn

Google

Glassdoor

Indeed

MassBio job board

My network

Other

Don't Just Use Job Boards

 glassdoor

 indeed

 naturejobs.com

 in

 careers.massbio.org



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Not all roles are Posted or posted broadly



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Entrepreneurial Companies - Venture Capital Investments

The Record-Breaking Biotech Funding Tsunami Of 1H2020

<https://www.forbes.com/sites/brucebooth/2020/07/15/the-record-breaking-biotech-funding-tsunami-of-1h2020/#396e2c45c0fe>

Mass. Biotech Funding Is Off To A Strong Start This Year Despite The Pandemic

<https://www.wbur.org/bostonmix/2020/07/28/massachusetts-biotech-funding>

Atlas becomes latest venture firm to raise cash

https://biotechnologycommunity.com/md_news/atlas-becomes-latest-venture-firm-to-raise-cash/



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Job Searching Tips – leverage the internet

organizations hiring amid covid



[www.cnn.com](#) › [2020/06/05](#) › [economy](#) › [whos-hiring](#)

[Who's hiring? These companies - CNN - CNN.com](#)

Jun 5, 2020 - **Businesses** shut down across America **during** the **coronavirus** pandemic, leading to millions of layoffs and furloughs.

[abc7.com](#) › [jobs-hire-hiring-openings](#) ▾

[Jobs hiring during coronavirus: See list of companies hiring in ...](#)

2 days ago - Looking for a job? Here's who is **hiring** in SoCal amid **coronavirus** economic slowdown. KABC. Wednesday, September 23, 2020 5 ...

[Amid coronavirus unemployment, these companies are hiring by the thousands](#)

[CNET](#) · 1 week ago

If you're out of work, check out this huge list of companies that are hiring right now. More than 26...



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Identifying Life Science Organizations

Health Care

These Mass. companies are developing COVID-19 treatments and tests 

- <https://www.bizjournals.com/boston/news/2020/04/16/these-mass-companies-are-developing-covid-19.html>

Life Sciences Companies Commit Expertise and Assets to the Fight Against COVID-19 Pandemic Alongside Bill & Melinda Gates Foundation

<https://www.gatesfoundation.org/Media-Center/Press-Releases/2020/03/Life-Science-Companies-Commit-to-the-Fight-Against-COVID-19-Pandemic-alongside-Gates-Foundation>



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Job Searching Tips

ClinicalTrials.gov is a database of privately and publicly funded clinical studies conducted around the world.

Explore 338,568 research studies in all 50 states and in 210 countries.

See [listed clinical studies](#) related to the coronavirus disease (COVID-19)

ClinicalTrials.gov is a resource provided by the U.S. National Library of Medicine.

IMPORTANT: Listing a study does not mean it has been evaluated by the U.S. Federal Government. Read our [disclaimer](#) for details.

Before participating in a study, talk to your health care provider and learn about the [risks and potential benefits](#).

Find a study (all fields optional)

Status ⓘ

Recruiting and not yet recruiting studies

All studies

Condition or disease ⓘ (For example: breast cancer)

Coronavirus X

Other terms ⓘ (For example: NCT number, drug name, investigator name)

X

Country ⓘ

X

Search [Advanced Search](#)



Developing and Using Anchors in Your Search

Where to Start?

A few questions to ask yourself:

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



Answers to these questions will narrow down your focus areas as you think about your career



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Develop your Job Search Checklist

- Outline what you want in a job

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

Item	Must Have	Nice to Have	Definitely No



Develop your “Anchors”



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Using Anchors in your Job Search

Anchor 1: Disease Area: Cancer or Rare Disease

Anchor 2: Focus of company

Anchor 2: Location: i.e. Boston, NYC, San Francisco

Anchor 3: Stage of company: i.e. clinical stage

Anchor 4: Type of Role: Non-Bench

Anchor 5: Lifestyle Options i.e. work from home


Etc



Empowering Others by Leveraging your LinkedIn Profile

Build out your Profile

Background

 Experience

Postdoctoral Fellow
Boston University School of Medicine
June 2015 – Present (2 months) | Greater Boston Area

Graduate Student in Pharmacology
Boston University School of Medicine
August 2011 – Present (4 years) | Boston, MA

Associate Scientist
Pfizer
July 2008 – July 2011 (3 years 1 month)


Intern
Wyeth Research
2007 – 2007 (less than a year) | Cambridge, MA



VS




Background

 Summary

I am a research scientist with 15 years of experience. I am currently collaborating on an IND-enabling preclinical drug study for an atherosclerosis therapy in lupus. My research history is broad and includes studies of embryonic development, cancer, autoimmune diseases, and cardiovascular disease. I'm also interested in the epigenetic regulation of human disease. Toward that end, during my previous postdoctoral appointment I characterized the impact of several key proteins on aberrant DNA modifications in human cancer. I was awarded a grant from the National Cancer Institute for this study, and this research resulted in several high-impact peer-review publications.

Highlights of experience:

- Research experience includes genetics, developmental biology, epigenetics, oncology, and immunology
- Adept at writing and editing review articles, grants, study protocols, manuscripts for peer-review publication, and study reports for regulatory applications
- Enjoys building cross-functional collaborations and mentoring
- Maintains a strong work ethic and meets aggressive timelines

 Experience

Postdoctoral Fellow
Boston University School of Medicine
April 2014 – Present (1 year 4 months) | Boston, MA

Investigating the contribution of diet and auto-immunity to cardiovascular disease and metabolic syndrome in mouse disease models of systemic lupus erythematosus and atherosclerosis

- Performs in vivo efficacy studies for novel treatments for atherosclerosis in SLE
- Conducts systemic evaluation of drug responses in lupus mouse models including serum lipid profiling, ELISA-based expression profiling, cytokine profiling by multiplex Luminex, and FACS-based immunological profiling
- Communicates weekly progress reports to research team; regularly meets project milestones

Writes study reports,

- Complies with good laboratory practice (GLP) requirements
- Routinely performs mouse necropsy and primary cell culture
- Characterizes cell populations by cell surface and intracellular staining and by use of a BD LSRII flow cytometer (proficient with FlowJo data analysis software)



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Summary Section

Goals of the Summary Section:

- Let the reader know a little about you
- Help the reader to “help you”
- Provide a personal narrative about your career interests
- Provide insight about your background and skills that you have built
- You can personalize this summary





Summary Section – Research

An experienced research scientist in the field of immunology with expertise in Innate Immunology, Neuro-inflammation and Autoimmunity, with a strong inclination for a bench to bedside research. Open to seekin...

[See more](#) ✓

An experienced research scientist in the field of immunology with expertise in Innate Immunology, Neuro-inflammation and Autoimmunity, with a strong inclination for a bench to bedside research. Open to seeking new exciting opportunities in Immunology.

- Experienced in mouse models of asthma and acute lung injury
- Experienced in co-culture models of monocyte -derived microglia and T cells as well as neurons.
- Proficient in designing and analyzing novel experiments to address scientific questions
- Strong communication skills and a dedicated team player

Specialties: Molecular cell Biology, Efficacy studies, Pharmacodynamics (PD), Cell based assays, T-cell activation assay, Flow cytometry, RNAi, lentivirus generation, knockdown assays, Monocyte derived differentiation of Macrophages and microglia. Mammalian cell culture, Confocal microscopy, Extensive animal handling experience, Precision cut Lung slices (PCLS) and contraction measurement studies, Western Blot, SDS Page, Cloning, ELISA, PCR.





Summary more Business Focused

I am a creative and driven scientist with a proven track record of success in driving innovation behind breakthrough research related to oncology with 10+ years of experience in DNA damage response and DNA repair, molecular biology, nucleic acid biology, and post-translational protein modification.

Throughout my career, I have been able to apply myself as a versatile and strategic project manager, combining portfolios of scientific skills to innovate, validate, and develop protocols, procedures, and programs performed in the lab environment.

I am highly productive multi-tasker and accomplished at mastering new areas of knowledge and skill sets. In addition, I can collaborate with an interdisciplinary team of both scientists, clinicians, and business management teams to deliver recommendations and proposed strategies for stakeholders and cross-functional teams. I am interested in working in an entrepreneurial environment to deliver breakthrough therapies to improve the lives of patients.





Personal Details in a Summary

I decided to work in oncology after witnessing my uncle's unsuccessful battle against glioblastoma. I strongly believe that my dedication, determination and incessant hard work have been strong pillars of my success so far.

Handling multiple multifaceted projects simultaneously has made efficient at multitasking and time-management. I love presenting, educating and interacting with diverse audiences and have been able to present at > 15 national and international conferences and teach > 10 classes during my graduate work. I truly value establishing and maintaining strong and long term relationships. During my career so far, I have been instrumental in nurturing and coordinating key scientific cross-organizational collaborations leading to novel insights for cancer pathways. In addition, I consider myself fortunate to work with people from diverse backgrounds as it provides ample opportunities to learn something new.



Experience Section



Postdoctoral Fellow

Broad Institute of MIT and Harvard

Jun 2017 – Present • 4 mos

Cambridge, MA

My study aims to identify novel genetically-associated molecular pathways in the innate immune cells (monocytes and microglia) that are functionally associated with Alzheimer's disease pathology and cause increased cognitive decline.

- Collaborate with faculty from Brigham and Women's (BWH) and UCB pharma on projects involving siRNA knockdown of genes of interest in Parkinson's disease.

- Investigate the role of microglia in AD pathology. To understand this I am performing a small scale siRNA screen by reducing the expression of genes involved in AD and measuring the effect of the knockdown in Aβeta/Dextran uptake.















- Interact with clinicians from the Neurology division at BWH and Harvard Medical School to understand the progression of AD and provide better translational research tools.

- Using lentivirus/siRNA approach knocking down genes of interest in THP-1 cells as well as monocyte derived microglia cells.

- Established a high throughput assay for knockdown of several genes of interest in primary cells. (384/96 well plates).

- Establishing techniques that allow co-culturing of human microglia like cells with astrocytes and

Experience Section

 <p>Language This can help you find a new job, get a promotion, or transfer overseas.</p> <p>Add language</p>	 <p>Volunteering Experience 1 in 5 managers hired someone because of their volunteer experiences.</p> <p>Add volunteering experience</p>	 <p>Causes you care about Show the causes that matter to you.</p> <p>Add causes</p>
 <p>Volunteering Opportunities Non-profit organizations could be looking for someone like you.</p> <p>Add volunteering opportunities</p>	 <p>Organizations Add more color to your professional identity to show who you are.</p> <p>Add organizations</p>	 <p>Publications Publications are a great way to show off your professional accomplishments.</p> <p>Add publications</p>
 <p>Honors & Awards Show the recognition you've earned.</p> <p>Add honors & awards</p>	 <p>Test Scores Here's another way to show your accomplishments.</p> <p>Add test scores</p>	 <p>Interests Share some of your professional and personal interests.</p> <p>Add interests</p>
 <p>Courses Showing more information about your background will help you get found for more opportunities.</p> <p>Add courses</p>	 <p>Patents Showcase your innovation and expertise.</p> <p>Add patents</p>	 <p>Supported Organizations Add more color to your professional identity to be found for opportunities.</p> <p>Add supported organizations</p>
 <p>Personal Details You can control who will see this information.</p> <p>Add personal details</p>		 <p>Certifications Members with a certification on their profile get double the profile views.</p> <p>Add certifications</p>



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Updating Connections on LinkedIn



- You can share updates, i.e.:
 - Upcoming presentations
 - Published papers
 - Awards
 - Attendance at a conference
 - Meetings you are organizing
 - Mention relevant articles
 - Etc...

Search and Filter Profiles on LinkedIn

Search bar:

Navigation icons: Home, My Network (2), Jobs, Messaging (1), Notifications (19), Me, Work

Filter tabs: People, Jobs, Content, More, People filters, Connections, Locations, Current companies, All Filters

All people filters

Clear | Cancel [Apply](#)

[Search with Recruiter](#)

Connections

- 1st
- 2nd
- 3rd+

Connections of

Locations

- United States
- Greater Boston Area
- Greater New York City Area
- San Francisco Bay Area
- India

Current companies

- Novartis
- Amgen

Past companies

- Pfizer
- Novartis

Industries

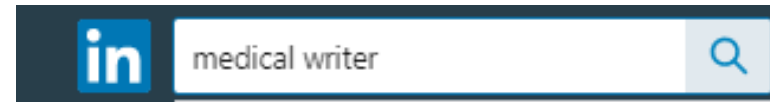
- Biotechnology
- Pharmaceuticals



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Search LinkedIn



People ▾

Locations ▾

Connections ▾

Current companies ▾

All Filters

C

Clinical Research Scientist

Apr 2017 – Jan 2019 · 1 yr 10 mos

Waltham, MA

- Contributes to early phase oncology clinical strategy, including development of study concepts and protocols
- Performs literature searches and uses competitive intelligence to inform decisions on biomarker selection, inclusion criteria, indication selection, and treatment regimens
- Develops and delivers slide presentations on study design concepts and study results
- Organizes and presents at scientific advisory board meetings
- Provides clinical contributions for briefing documents, IND filings, IND updates, DSURs, and IBs

[see less](#)



Senior Medical Writer

Medtronic

Sep 2015 – Apr 2017 · 1 yr 8 mos

Greater Boston Area

Generated peer-reviewed evidence to support regulatory and reimbursement approvals for surgical devices

- Published results from clinical, preclinical, and R&D studies through peer-reviewed manuscripts, abstracts, and conference presentations
- Developed publication strategies to support cross-functional business objectives
- Prepared clinical protocols and clinical study reports in compliance with regulatory requirements
- Liaised with clinical and marketing colleagues to develop internal and external education materials

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Making Con

Leveraging Informational Interviewing



Informational Interviewing

Definition:

An informational interview is an interview conducted to collect information about a job, career field, industry or organization.



It is **NOT** a job interview.



What To Ask About

Particular Job / Functional Area

- Responsibilities
- Day to Day
- Like
- Dislike
- Growth potential
- **Skills needed**
- **Have things changed due to Covid**

Organization

- Culture
- Work Environment
- Management Style
- Growth Potential
- Personality Fit
- **Skills needed**
- **Skills valued**
- **Have things changed due to Covid**

Career Progression

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

Career Entry

- How to get in a role / program
- Networking
- Experience required
- **Skills needed**
- **Skills one can learn**
- Best way to enter field
- **Have things changed due to Covid**



Additional Informational Interview Q's to Ask

- How is your organization different than other organizations?
- Is there anyone else you know of who I should talk with?
- Are there any market research reports I should know of to learn more about the area?
- Are there other roles you have seen someone with my background do?
- Do you have other advice or suggestions for me as I continue my career search?
- Are there relevant networking groups or blogs for my area of interest?



Chat Box

What question would you like to ask during an informational interview?



Use Informational Interviews to Help Develop/Refine Your Job Search Checklist

- Outline what you want in a job

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

Item	Must Have	Nice to Have	Definitely No



Logistics Now



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Sample Intro Email

Subject: Referral from (John X), Informational Interview Request

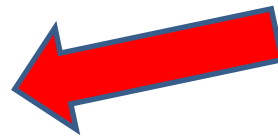
Hello **(Lisa)**,

John suggested that I reach out to you to learn more about (R&D roles in industry). I am writing to see if you have 15 – 30 minutes for an informational interview. To provide a brief description of my background, I am a (fellow) at (HMS) focusing on (XX research). I will be finishing in (6 months) and looking for a (research role) in an (entrepreneurial or larger firm) in (MA or CA). Through this discussion, I am looking to learn more about (R&D roles in industry and the differences between large and small companies). The information will help me decide which path is the best fit for me. I have attached my resume for your reference.

Thank you in advance for your time.

With kind regards,

Lauren
Phone, Email



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Networking to Identify People



Engage with a Professional Association



THE ASSOCIATION OF CLINICAL RESEARCH PROFESSIONALS



The Boston Chapter of the User Experience Professionals' Association



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Using LinkedIn

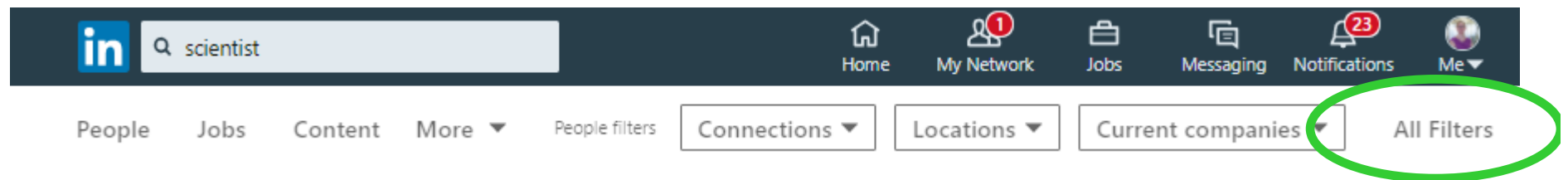


Organizations of Interest	Relevant Titles

- Search for connections
- Search for people in specific roles
- Search for people in specific organizations
- Search for people in specific locations



Alumni Filter on LinkedIn



The image shows the top navigation bar of LinkedIn with a search bar containing the word "scientist". Below the search bar are navigation icons for Home, My Network (with a red notification badge), Jobs, Messaging, Notifications (with a red notification badge showing 23), and Me. Below these icons are filter categories: People, Jobs, Content, More (with a dropdown arrow), and People filters. Under "People filters" are buttons for Connections (with a dropdown arrow), Locations (with a dropdown arrow), Current companies (with a dropdown arrow), and All Filters (circled in green).

Schools

Add a school

- Northeastern University
- Boston University
- University of Massachusetts
Medical School
- Harvard University
- Massachusetts Institute of
Technology



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Following up from Informational Interviews

- At the end of the discussion ask, is there anything I can help you with?



Keep Track of People you Spoke With

Person	Referral Source	Discussion Date	Notes / Follow up
Dr. Smith	AWIS		
Dr. Hua	Lauren C		
Dr. Lee	John S		
Dr. Lehman	Lisa W		
Dr. Young	Alumni		
Dr. Stackhouse	LinkedIn		
Dr. Grant	SfN meeting		

- When you get hired, let everyone know where you will be working and thank them for their assistance in this process



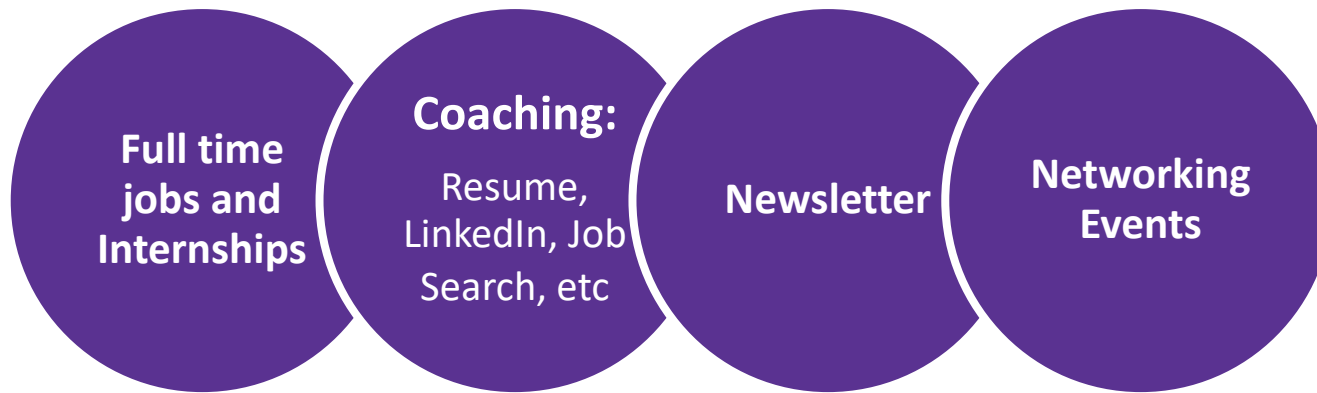
Hopefully You Feel Less Nervous Now...



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Contact Details: Connect with Propel



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LinkedIn: [Propel Careers](https://www.linkedin.com/company/propel-careers)

Web: www.propelcareers.com



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