

13th Annual
NIH Career Symposium
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Speaker Biosketches

Abby Robinson

Assistant Dean of Communications, University of Maryland / College of Computer, Mathematical, and Natural Sciences

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Degrees: University of Maryland, Bioengineering, 2007

What are your current responsibilities: I lead a communications team responsible for media relations, internal and external communications, video production, social media, publications, event and marketing materials, and more.

What skills are necessary for your job? Interviewing scientists, reading and understanding journal articles, writing non-technical articles about research

How did you get your job? Job listing (But I'm a big fan of networking for jobs and had success using that method to obtain my first full-time science writer job at Georgia Tech!)

How long was your job search? 6 months

What is the typical starting salary and Max salary in your position: - \$100K+

Anything else you did to make yourself a competitive candidate? AAAS Science & Engineering Mass Media Fellowship, journalism classes while I was getting my Ph.D., volunteering to write for publications at NIH and academic institutions and my professional society

Any advice to those interested in this field? If you love science and writing, a career in science writing might be for you! I always preferred learning about my friends' and colleagues' research than digging deeper into my own. If this sounds like you, consider a career in science writing.

It's so much fun! Every day is different and I learn about something new happening in science every day.

Alexandra O'Sick

Staff Scientist, NIAID

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Degrees: University of Pennsylvania, Cell and Molecular Biology, 2012 University of Virginia, BA Biology

What are your current responsibilities: I am responsible for carrying out, from start to finish, a number of individual research projects within our lab. Although these projects all happen under the direction of my PI, I conceived and designed all of my currently ongoing projects. I additionally assist in the mentoring and project development of younger scientists in the lab, aide in the development of lab projects/direction, and coordinate a number of collaborative efforts.

What skills are necessary for your job? The technical and analytical experience gained in graduate school and as a pos-doc was valuable as well as required for this position. I personally wish that I had learned computer programming earlier - high-throughput, bioinformatic approaches are necessary for most cutting-edge studies.

How did you get your job? I was promoted to this position internally as a post-doc. Had this internal opportunity not been available, I would have relied extensively on my professional network, cultivated at graduate school, the NIH, and through socialization at conferences.

How long was your job search? 6 months.

What is the typical starting salary and Max salary in your position: \$80,000 - \$140,000

Anything else you did to make yourself a competitive candidate? I have continued to take numerous training courses while at the NIH - most freely offered by OITE and the NIH Cores. These courses have taught valuable research/analytical skills, offered career guidance, provided networking opportunities,

or have otherwise highlighted research and personal opportunities available at the NIH.

Any advice to those interested in this field? These positions are fairly limited across the academic/government sphere - generally no more than one per lab and oftentimes, labs may not hire additional senior staff. Networking is key to discovering where Staff Scientist positions are already available or for finding an opportunity to persuade a PI that you are valuable enough to make a position available for.

Amy Beaven

Director, Imaging Core Facility, University of Maryland College Park
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Degrees: University of Maryland College Park, Biology, 1999

What are your current responsibilities: I am currently the director of the Imaging Core facility at the University of Maryland College Park. The Core provides researchers with the opportunity to image fixed, live, unlabeled or fluorescently labeled samples using one of several advanced light microscope systems, including laser scanning confocal, spinning disk confocal, diSPIM lightsheet, BioAFM, and total internal reflection. It is my responsibility to:

- Ensure all instruments are well maintained and in good working order.
- Train new users to operate the microscopes independently and/or assist users with image acquisition.
- Help prospective users determine which instrument best meets their research needs, and provide guidance on sample preparation, dye selection, and image analysis.
- Perform administrative tasks related to management of the facility (track instrument usage, prepare monthly billing statements, maintain websites, publish annual reports.).
- Coordinate seminars and instrument demonstrations to keep researchers up-to-date with new technology/techniques.
- Obtain new instrumentation via grant proposals.

What skills are necessary for your job? Ability to multi-task. Strong communication, time management, organizational, and customer service skills.

How did you get your job? Networking to a degree. As a graduate student at UMD, I took an optics course and used confocal microscopy to collect the majority of my data. That left me with contacts at UMD, some of who were on the search committee for my position.

How long was your job search? About a year.

What is the typical starting salary and Max salary in your position: ~\$70k - ~\$130k

Anything else you did to make yourself a competitive candidate? Instruments become obsolete after a few years and must be replaced with new technology. Some of the most helpful classes I took were in scientific and technical writing. They helped me write a successful NIH Shared Instrumentation Grant (\$10) proposal for a new superresolution laser scanning confocal microscope (1S10OD025223-01A1).

Any advice to those interested in this field? Each Core facility is different. Some, like mine, employ only one person. Others are larger, with more instruments, and employ additional staff to help train new

users and assist with instrument upkeep. Some facilities operate on a fee-for-service model, which means you'll need to have at least some business management skills. Others are financially supported by the department/institution. Or, more likely, it's a mix of the two. When you're considering a job as a Core manager/director, try to get an idea of how the Core operates and what sorts of resources you'll have to work with. If you currently use a Core, pay attention to the staff. Ask them questions.

Amy Camp

Associate Professor of Biology, Co-Chair of Biochemistry, Mount Holyoke College
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Degrees: Harvard University, Cell and Molecular Biology, 2003I earned my AB from Princeton University, and carried out Postdoctoral Research at Harvard University

What are your current responsibilities: As a professor at a small research liberal arts college, my responsibilities include teaching (typically 2 courses per semester) and conducting research with undergraduates. I also serve on various committees at the department and college level. I actively participate in my scientific field, securing grant funding, publishing papers, and attending conferences.

What skills are necessary for your job? Aside from the obvious (teaching skills and research skills), I'd say the biggest skill needed for success (and sanity!) in my job is time management. Figuring out how to balance the different responsibilities of the job (teaching vs. research vs. service), plus balancing work vs. life, has been by far the biggest challenge!

How did you get your job? Job-listing in Chronicle of Higher Education.

How long was your job search? 6 months

What is the typical starting salary and Max salary in your position: \$80,000 - \$150,000+

Anything else you did to make yourself a competitive candidate? I believe that my most formative experience was the one year Visiting Assistant Professor position I held at Mount Holyoke between my Ph.D. and Postdoctoral research. This solidified my desire to work as a professor at a small liberal arts college, and helped me identify important goals for my postdoctoral research. These goals included gaining more experience with grant writing, developing a research program that could be conducted at a small college with undergraduates, and establishing a network of colleagues who could support me (and vice versa) into future stages of my career.

Any advice to those interested in this field? Find mentors who will support you as you gain experience in both research and teaching. Don't underestimate the importance of having a strong, well-established research program ready to hit the ground running. You'll be pulled in many directions once you arrive. Don't expect that a job at a small college will be "easier" than one at a large university. Yes, the expectations for research will be lower, but you'll have access to less infrastructure and there will be many other added expectations (teaching, service). But the rewards are tremendous: inspiring students to explore the workings of life at smallest scale, imparting to them an understanding of and appreciation for the scientific method, and helping them hone their skills of deductive reasoning and communication. No matter how many cool discoveries I might make at the laboratory bench, I am confident that THIS is how I will make my most lasting contribution to science and society.

Andrew Merluzzi

Program Officer, National Academies of Sciences, Engineering, and Medicine
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Degrees: University of Wisconsin - Madison, Neuroscience, 2018MPA, University of Wisconsin - Madison

What are your current responsibilities: Literature reviews, book/chapter writing, organizing and facilitating workshops and meetings, researching pros and cons of various policy choices, responding to written and oral feedback on reports from institutional leadership and peer reviewers, proposal writing for new projects.

What skills are necessary for your job? Persuasive and expository writing skills are a must; methodological design; meeting facilitation; managing others (who are busy) on writing and research tasks; public speaking; ability to quickly and efficiently find information relevant to the project at hand (e.g. literature review methodology). Demonstrating some science policy or advocacy experience/skill is particularly advantageous.

How did you get your job? I was a Christine Mirzayan Science and Technology Policy Fellow at the National Academies in 2017 before I finished my PhD. I found my first job through networking, and my current job through networking since I knew my current boss from that former fellowship. Networking is king (difficult as it can be).

How long was your job search? 6 months

What is the typical starting salary and Max salary in your position: \$65,000 - ~\$200,000

Anything else you did to make yourself a competitive candidate? Any training one can find in leadership, writing, or project management would be ideal; Experience writing policy-like documents; internships or fellowships or volunteer experience related to science policy - Mirzayan fellowship, AAAS S&T fellowship, IDA fellowships are several good options to gain experience; professional-looking resume and cover letters!

Any advice to those interested in this field? You MUST conduct informational interviews with people doing interesting work. Find a network, and insert yourself in that network through information interviews. Reach out and ask questions. Networking is 100%, hands-down, the asset that pays the highest dividends. Ask questions, leave your resume with them, follow up with a thoughtful email. Always learning new things, the work is (generally) flexible, and there's room to be creative.

Andrew Robertson

Global Head, Strategy, Digital & Data Sciences, Sanofi
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Degrees: Cambridge University, Structural Biology, 2005JD - UC Berkeley School of Law

What are your current responsibilities: Develop and manage strategy and governance for use of digital tools and technologies (AI, wearables, RWE) within Sanofi R&D

What skills are necessary for your job? Ability to communicate strategies & set goals, including short and long-term priorities, to lawyers, scientists, business units, and other stakeholders. Deep curiosity in new tech and new approaches, and ability to identify opportunities and challenges from multiple angles. Strong collaboration skills and emotional intelligence is necessary, along with the ability to articulate (and sell) a long-term vision.

Stronger background in computer programming and statistics would have been helpful, but not necessary.

How did you get your job? I received this job through an internal posting at Sanofi, in part due to related work and successful projects I managed as Sanofi's Global Head of Regulatory Science and Policy (my prior position).

I was head-hunted into Sanofi from another large pharmaceutical company.

How long was your job search? ~3 to 6 months

What is the typical starting salary and Max salary in your position: \$120,000 plus bonus - \$350,000 - \$500,000, plus bonus

Anything else you did to make yourself a competitive candidate? I got into the digital health / digital R&D space primarily through science policy, which allowed me to really explore how certain advances like digital / wearables and real world evidence are changing drug development. Building a solid reputation in digital R&D policy gave me a competitive edge when looking for my next position / career jump.

My industry-science policy work, in turn, was really kicked off by my time in government and my dual science and law degrees, which allowed me a perspective that not many had at the time.

Any advice to those interested in this field? With any new field, there isn't really a 'defined path' - rather, it's typically comprised of individuals who have adapted or transitioned from related fields. As such, it's important to stay abreast of new opportunities and how they might provide value to your company/organization/field.

This also means that getting a seat at the table is important - companies tend to want to retain talent, even if it means outside of their originally hired position. Lateral movement within these organizations is easier than being hired from the outside.

Anu Nagarajan

Principal Scientist I, Schrodinger Inc.

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Degrees: Johns Hopkins University, Biophysics, 2011

What are your current responsibilities: I am a computational biophysicist and my area of expertise include molecular dynamics simulations, free energy calculations, and membrane protein dynamics. At Schrodinger, I support pharmaceutical companies to conduct research and product innovation, and I conduct research both within Schrodinger and in collaboration with partners. I am the lead support for the company's flagship product (FEP+). My role also involves working very closely with the product development teams and bringing to focus and tracking critical issues and customer requests so that they get addressed.

What skills are necessary for your job? Strong core expertise, Programming and computational skills, Strong communication and interpersonal skills, Creativity in problem solving and enjoying helping others solve problems, Curiosity and eagerness to learn, Organization and time management, and Self motivation.

How did you get your job? A member of the strategic growth team from Schrodinger reached out to me through LinkedIn.

How long was your job search? 8 months

What is the typical starting salary and Max salary in your position: -

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? Create/update your LinkedIn profile with details about your core expertise, skills, and publications. Showcase your interpersonal and communication skills by highlighting collaborative projects. Reach out to people in the roles you are interested in and have informational interviews. Look for company booths in conferences and have your resume ready to share with them and have a chat about what you do.

Brenna Brady

Lead Researcher, IBM Watson Health

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Degrees: University of Pennsylvania, Immunology, 2011

What are your current responsibilities: I work with clients (primarily pharmaceutical companies) to conduct post-market healthcare studies. These studies are used to support products currently available in the market (as opposed to R&D). Post-market studies can be especially important in understanding medication utilization and patient outcomes outside the highly confined space of clinical trials. So in other words, these studies help to understand how these medications are used in real-world patient populations.

What skills are necessary for your job? I essentially work as a subject matter expert/project manager. Since I'm working with clients on a daily basis a lot of my work involves consulting and advising clients. I work with them to understand their research question and design research studies that will adequately address their questions. An understanding of study design, along with being able to interpret results, is important. People skills are also very important as you are interacting with a wide group of people (both external client and internal colleagues). From a project management perspective you need to be organized and able to bring teams together to accomplish a series of tasks to complete the project.

How did you get your job? I initially broke into the field because one of my coworkers at the NIH knew someone in the field that was looking for a project manager. That opportunity gave me the start in the field.

How long was your job search?

What is the typical starting salary and Max salary in your position: \$75k - \$200k

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? Become comfortable collaborating with others. If you have the ability to work with large databases (e.g. data management that would be helpful).

Brian Janelsins

Product Quality Team Lead, FDA, CDER

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Degrees: University of Pittsburgh, School of Medicine, Immunology (Ph.D.), 2010 Biology (B.S.)

What are your current responsibilities: In 2014, Dr. Janelsins joined the FDA as a primary reviewer in the Division of Biotechnology Review and Research 1 (DBRR1) within the Office of Biotechnology Products (OBP), which is within the Office of Pharmaceutical Quality (OPQ) in the Center for Drug

Evaluation and Research (CDER). OBP is responsible for the quality review of monoclonal antibodies and most therapeutic proteins at CDER. OBP focuses on product quality and immunogenicity and performs its mission through application review, site inspections, research, and policy development. In 2017, Dr. Janelsins was selected to serve in a team leader-like role in DBRR1, while still maintaining his primary review work duties. In 2019, Dr. Janelsins was officially promoted to a Team Leader position in DBRR1, whereby he trains and oversees the review of regulatory submissions for three primary reviewers.

The duties of a primary reviewer include functioning as a regulatory reviewer for product quality issues for Investigational New Drug (IND) applications, Biologics License applications (BLA), and related submissions. In addition, primary reviewers often participate in inspections of domestic and foreign manufacturing facilities. Primary reviewers will have the opportunity to interact with sponsors/applicants in varying formats to discuss issues related to submissions.

What skills are necessary for your job? Skills needed for a primary reviewer position include the ability to think critically, focus on details while understanding the big picture, multi-task, communicate well (verbal and written), work well with other members of a team, learn, improve, and exhibit a strong background in biology and chemistry that is applicable to drug development.

As a team lead, skills that I wished I developed earlier include leadership and team management. Luckily, FDA offers courses to improve these skills. While a primary reviewer is not an official leadership position, leadership is great skill to develop and will benefit how you handle your primary reviewer duties.

How did you get your job? I circulated my resume to a few directors at the FDA within CDER. My resume eventually trickled down to OBP and was shelved for a year until openings were available. After being contacted by OBP, I interviewed for a primary reviewer position and was subsequently selected for that position.

How long was your job search? 1 year

What is the typical starting salary and Max salary in your position: Depends on experience and education. GS-13, step 1 is typical - Depends on promotions. Follows the GS pay system

Anything else you did to make yourself a competitive candidate? In addition to a strong scientific background, I participated often in leadership and volunteer opportunities while I was a graduate student at the University of Pittsburgh and postdoctoral fellow at the National Institutes of Health. In addition, I took the initiative to learn about FDA's perspective on drug development by enrolling in a FAES course before circulating my resume at the FDA.

Any advice to those interested in this field? Get involved to showcase your skills. Look for opportunities to bridge your experience while learning about regulatory review at the FDA.

get your foot in the door (e.g., fellowships at the FDA, partnership fellowships between NCI and FDA). I love my job. It's a fast-paced, never boring, learn something new nearly every day type of job. It's very rewarding to have a job whereby you actively protect and promote public health.

Catherine Nezich

Scientist II, Biogen

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Degrees: University of Cambridge, Cell and Molecular Biology, 2016NIH-Cambridge OxCam PhD Program

What are your current responsibilities: I support the preclinical Parkinson's Disease (PD) research and

drug development efforts within the Neurodegenerative Diseases Unit at Biogen. This involves working on cross-disciplinary project teams to design and execute experiments that test specific hypotheses aimed at understanding the pathophysiology of PD; I also serve as Program Leader on one or more PD projects. I am responsible for establishing assays for drug discovery screening triages and executing experiments to validate novel drug targets and to identify tool and therapeutic compounds for PD programs. I supervise junior scientists and prepare high quality research project reports, experiment reports, and scientific publications, which I present at project, company, and external professional meetings.

What skills are necessary for your job? Necessary skills for my current job: Technical expertise in field; Independent and innovative thinking for designing, performing, troubleshooting, and analyzing experiments; Effective communication (verbal, visual); Intellectual and organizational leadership skills; Emotional intelligence; Agility and flexibility to juggle many tasks and priorities; Time management; Organized and detailed methods for recording experiments and meetings.

Skills I wish I had acquired earlier: more presentation experience and deeper/ broader understanding of drug development.

How did you get your job? Post-doc that I worked with during my graduate studies at the NIH reached out to me while he was working at the company and forwarded along my resume for this position to the hiring manager.

How long was your job search? 4 months

What is the typical starting salary and Max salary in your position: 100,000 - 150,000

Anything else you did to make yourself a competitive candidate? Drug development exposure through collaborations with NCATS and external LLC during short Post-Doc; Management workshops at university and NIH; maintaining contact with ex-colleagues and mentors.

Any advice to those interested in this field? A personal referral to the company/hiring manager from someone who can vouch for you will often get you to the front of the line when applying for a position. Also, it is much easier to move around within industry once you get your foot in the door, so you might consider being flexible and broad with your initial job search to help you get your foot in the door and gain that first experience.

Christopher Barbour

Data Scientist, Atrium Insights

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Degrees: Montana State University, Statistics, 2018

What are your current responsibilities: In my current position, I work with cross-disciplinary teams of business strategists, data scientists, and data architects to build operational machine learning models, typically in the cloud, that provide business value to our customers.

What skills are necessary for your job? While having the technical skills are important, I have found that the soft-skills are just as important in being successful as a consultant, including effective communication and presentation skills, along with a demonstrated ability and willingness to learn new concepts quickly.

How did you get your job? I obtained my position by networking with colleagues from graduate school.

How long was your job search?

What is the typical starting salary and Max salary in your position: -

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? Begin looking at opportunities well before you "need" to find a new position. Data science consulting is a fast evolving field that blends with technology not taught in a typical statistics curriculum (such as databases and cloud computing), and those candidates that can demonstrate a willingness to learn by filling these gaps can stand out in interviews. Please reach out with any questions or if you would like to learn more!

Christopher Williams

STEM Education Specialist, Smithsonian National Museum of African American History and Culture
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Degrees: Georgetown University, Biology (PhD), 2012 Frostburg State University (B.S.- Biology)

What are your current responsibilities: I am responsible for the development and delivery of STEM Teacher professional development workshops and in museum programs that use the contributions of African American scientists and engineers to teach STEM and history.

What skills are necessary for your job? I needed to have the following skills to do my job

- STEM background
- Experience developing/leading a STEM program
- Experience working with a diverse audience (age, education levels)
- Experience delivering professional development for teachers

The skills that I needed for this position were developed gradually over the years. The most important professional experiences to gain these skills were being a scientist, working as an out-of-school-time STEM educator for nearly a decade. Years ago, when I started gaining these experiences and skills, I had no intention of working in a museum

How did you get your job? I learned of the position through my network. A former colleague from graduate school shared the information about a potential job opportunity. I connected with staff at the National Museum of African American History and Culture, went in for the interview and was offered the position. Getting a position at NMAAHC was the result of years of hard work, building and maintaining successful relationships within my professional/personal network, and sharing my career interests, skills and experiences with those within my network.

There is lots of power in maintaining great relationships with colleagues over time and having an updated LinkedIn profile.

How long was your job search? I was looking for other positions for ~6 months when I was offered a position at NMAAHC.

What is the typical starting salary and Max salary in your position: Museum educators may start ~\$35-45K depending on where they live in the country. - It is possible to earn more than \$100K if you stay in the field and rise through positions during your career.

Anything else you did to make yourself a competitive candidate? I had years of experience volunteering with STEM organizations and leading my own before I was offered a position at NMAAHC. I had my first consistent volunteer experience at the Carnegie Academy for Science Education after

attending the Career Symposium at NIH in 2013.

Any advice to those interested in this field? Try to find an opportunity to gain experience early in your career. Do this can help you realize if you really want to put more energy into a specific career or if you want to look elsewhere.

Lastly, you do not need to know exactly what you want to do for your career, but you should start to become more focused by identifying careers that you know do not fit with the way you want to live your life.

David Hackos

Senior Scientist, Genentech, Inc.
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Degrees: University of California, San Francisco, Biophysics, PhD Johns Hopkins University

What are your current responsibilities: I am a senior neuroscientist at Genentech with responsibility for our pain drug discovery efforts.

What skills are necessary for your job? My job requires a huge variety of skills in addition to bench science. Skills include management skills, business skills, leadership abilities, and data analysis including mathematical modelling and coding in Python and R.

How did you get your job? I got all of my jobs by networking.

How long was your job search? A few months

What is the typical starting salary and Max salary in your position: About \$100K - Over \$200K

Anything else you did to make yourself a competitive candidate? Scientist positions in industry are dependent on having a PhD, great publications, and the right area of research that fits the job. Additional training in not specifically considered.

Any advice to those interested in this field? Don't spend too much time thinking of the end goal. Enjoy the process of learning as much as possible because being a great learner will be necessary throughout your career.

David Sharlin

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Degrees: University of Massachusetts Amherst, Molecular and Cellular Biology, 2007 BS Zoology, University of New Hampshire Durham

What are your current responsibilities: Undergraduate and graduate student teaching. Maintain a research program that mentors undergraduate and graduate students. Provide service to the department, university, and community. Personal continuation of preparation and study.

What skills are necessary for your job? Teaching experience and student mentoring experience. Seek out these opportunities.

How did you get your job? Traditional academic job search

How long was your job search? 1 year

What is the typical starting salary and Max salary in your position: \$65,000 - \$110,000 as faculty;

\$200,000 administration

Anything else you did to make yourself a competitive candidate? For my institution, a demonstrated interest in teaching is key. You do not need to be the primary instructor for a full course but a record of a desire to teach is important. For me, participating in FAES courses was very help. Also, I think it goes without saying, but you need publish. A first author Science or Cell paper is not needed. A record of good papers in reputable journals is enough. A publication record should align with your career stage.

Any advice to those interested in this field? Get teaching experience. Volunteer to mentor students in the lab. Have research goals that align with the institution's infrastructure. You will likely need to adapt as you migrate from the resource rich environment of NIH. Do not be afraid to ask for help.

I love my job!

Delany Torres

Scientific Review Officer, NINDS

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Degrees: Leibniz Universitaet Hannover, Germany, Molecular Biophysics, 2008Universidad de Valparaiso, MsC and University of Havana, BsC

What are your current responsibilities: Review and Grant administration

What skills are necessary for your job? Personal communication, written communications, organization, adaptability

How did you get your job? networking and job-listing

How long was your job search? 2 1/2 years

What is the typical starting salary and Max salary in your position: 86 K - 170 K

Anything else you did to make yourself a competitive candidate? NIH Detail

Any advice to those interested in this field? reach out and, if possible, talk to as many people as you can.

Dennise De Jesus-Diaz

VP Scientific Operations, Remedy Plan Therapeutics

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Degrees: Tufts University School of Medicine, Molecular Microbiology, 2014University of Puerto Rico at Cayey

What are your current responsibilities: At Remedy Plan Therapeutics, as the VP of Scientific Operations, I am responsible for leading the day-to-day research operations and providing guidance to a multidisciplinary team of scientist in order to identify and validate first in class oncology therapeutics. As part of my role, I also work with the CEO to develop and execute the company's long-term research and business strategies.

What skills are necessary for your job? Some of the skills needed to be able to accomplish the day-to-day responsibilities and be effective, include:

- Adaptability
- Teamwork

- Problem solving
- Data analytics
- Resourcefulness
- Decision making
- Good interpersonal communication and public speaking skills
- Project management (executing and delivering on timelines and milestones)
- Knowledge of scientific concepts and research methodology

How did you get your job? I got my job by developing good relationships with colleagues throughout my career. I was offered to work at Remedy Plan by its founder with whom I had worked early on during my graduate studies.

How long was your job search? I was not looking to change jobs or career at the time I was approached for my position, but it was a very unique opportunity, so I took the risk.

What is the typical starting salary and Max salary in your position: It varies based on the startup stage. It can start at ~\$120,000-\$140,000 per year + stock options - ~\$250,000-\$280,000 + stock options

Anything else you did to make yourself a competitive candidate? During my career path, I have actively participated in professional development, volunteer opportunities and /or team sports. I see each one of them as adding to the overall preparation. For instance, participating in multidisciplinary scientific events allowed me to see science from others' people perspective, which is relevant for our ongoing projects. Also, I participate as a mentor and used to teach undergraduate students, which taught me about differences in learning styles, which are now important as a manager.

Any advice to those interested in this field? As for many other careers, there isn't a correct path needed to succeed in a startup company. What will become important, however, is that you are flexible and open to learning and to develop new skills as your responsibilities increase. My recommendations for anyone looking to move into this type of industry are to do informal interviews and go on networking events. Once you have your opportunity, be able to clearly communicate how your experiences are going to advance the mission of the company you aspire to work for.

A career in a science related field can be rewarding no matter where you go, but if you want to work at a startup company and have your professional development centered from there, you must understand that it requires the ability to wear multiple hats an

Derek Francis

VP, Medical Director, Cadent Medical Communications

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Degrees: Medical College of Wisconsin, Biophysics, 2003

What are your current responsibilities: We partner the pharmaceutical industry to help companies better understand the clinical landscape, assess their (and their competitor's) data, and align on a communication strategy. The communications can range from educational, such as informing HCPs about disease pathophysiology, to more commercial messages such as a booth at a medical conference. We explore using a number of mechanisms for communication, including publications, posters, slide decks, websites, videos, and social media. The messages are often tailored to a specific audience, such

as a prescriber, nurse, or patient. In order to ensure our plans are well-constructed and executed, we regularly engage these stakeholders in advisory boards where we gain important insights into how medicine is being practiced on the front lines.

What skills are necessary for your job? Scientific training includes learning how to communicate your research finding to your peers. However, this type of communication typically involves exchange between parties who already have a deep understanding of the science. To succeed in many careers in "scientific communications", one skill that may be lacking is the ability to understand the audience's current knowledge/viewpoint and customizing the communication to that audience. If you can develop this skill and document your ability to implement it, you will greatly increase your chances of breaking into the industry

How did you get your job? I've gotten jobs via professional connections as well as applying cold via a website. I would certainly recommend going through your network as a more efficient process. And assuming you're looking to transition outside of academic research, you would be well served to build a professional network outside of that space

How long was your job search?

What is the typical starting salary and Max salary in your position: see [glassdoor.com](https://www.glassdoor.com) or similar - see [glassdoor.com](https://www.glassdoor.com) or similar

Anything else you did to make yourself a competitive candidate? Through the NIH's OITE, I gained a wealth of knowledge and experience related to scientific product development. I took courses related to the science, legal, regulatory, and business aspects of pharmaceutical development. That also provided me opportunities to build a professional network that allowed me to gain additional experiences which further helped prepare me for this work.

Any advice to those interested in this field? Broaden your horizons as much as you can and gain experiences that few others have. It can be difficult to make a career transition, so the more diverse your knowledge/experience set is, the more you'll be able to apply it to your new path. Also, because it is a difficult time [even more so with the pandemic], don't give up hope...you'll get to wherever you want to go if you put in the effort.

DIMITRA BOURBOULIA

Assistant Professor in Urology, SUNY Upstate Medical University
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Degrees: University of London, England, UK, Oncology, 2004

What are your current responsibilities: - Basic/Translational Research

- Publish research in peer-reviewed journals.
- Promote excellence in research
- Innovative work
- Apply for funds particularly extramural grants
- Teach graduate students and residents in Urology
- Mentoring

- Collaborations
 - Service to the Hospital and College of Medicine
 - Serve as the Assistant Dean for Undergraduate and Graduate medical education and
 - Director of the Office of Research for Medical Students
- What skills are necessary for your job?** - Multitasking (mentor students, lecture, grant and manuscript writing, check finances, project design/management).
- Time management.
- How did you get your job?** Both through networking and job-listing.
- How long was your job search?** one year
- What is the typical starting salary and Max salary in your position:** ~ US\$70,000 - ~US\$150,000
- Anything else you did to make yourself a competitive candidate?**
- Any advice to those interested in this field?** Plan accordingly and go for it. Time is limited and there is so much to do.

Dustin Hancks

Assistant Professor, UT Southwestern Medical Center
dustin.hancks@utsouthwestern.edu

Degrees: University of Pennsylvania, ,

What are your current responsibilities: Principal investigator running a research lab

What skills are necessary for your job? Strengths and/or enjoyment in some or all of the following: writing, critical thinking, presentation-skills, public-speaking, personnel management, reading, leadership, money management, teaching, detail-orientated, big-picture thinking, grantsmanship

How did you get your job? job-listing

How long was your job search?

What is the typical starting salary and Max salary in your position: -

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? Keep at it - and don't be too hard on yourself.

Jaclyn Maher

Assistant Professor of Kinesiology, University of North Carolina Greensboro
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Degrees: Pennsylvania State University, Kinesiology, 2015

What are your current responsibilities: As a faculty member in my third year on the tenure-track, my responsibilities are largely related to teaching and research. I teach two classes each semester: 1 undergraduate and 1 graduate course. Related to research. I am the co-director of the Physical Activity and Lifetime Wellness Lab. I have weekly meetings with the students working in the lab (jointly and individually) to monitor progress on data collection, cleaning, and analysis efforts as well as writing projects. Our lab usually has 2-3 studies going on each semester (each at different stages). Now that I

will be entering my fourth year at UNCG, I am starting to get more involved in service within the university though these responsibilities that align with my teaching and research interests. My service responsibilities outside of the university include serving as an associated editor at BMC Public Health and an editorial board member of Psychology of Sport and Exercise and Psychology and Health. I am also involved in special interest groups within my professional organization, the Society of Behavioral Medicine.

What skills are necessary for your job? Learning to let go of control is something that I have had to work on a lot since I have started my faculty position. Especially in a research setting, it is difficult to let go of the reins if you have always been highly involved in all aspects of a research project and allow others to interact with participants, be responsible for training participants, etc. Ultimately, I have worked on recruiting people into the lab that I know are motivated, dependable, and have a good head on their shoulders. It helps a lot when you can trust the people you are working with. Additionally, many of the skills involved in running a study or lab are similar to those involved in running business: managing employees, budgets, schedules. The sooner you can master those skills, the smoother things will start running.

How did you get your job? I found my current position through a job-posting on an online forum. One of my mentors also forwarded me an email about the position. Fit is so important with finding a job. I often found that the posting that colleagues saw, though of me, and sent them to me were the positions that I had the most success with in the interview process.

How long was your job search? 6 months

What is the typical starting salary and Max salary in your position: 65000 - 115000

Anything else you did to make yourself a competitive candidate? I set goals for myself each semester and monitor my progress towards achieving those goals. This helps me to maintain my productivity with manuscript writing and grant applications. I also have had a strong network of mentors both formally and informally. As a junior faculty member you will be faced with lots of new decisions and pressures on your time. It helps to be able to bounce these opportunities off of individuals that you can trust who were once in your shoes so you can take on the opportunities that will most benefit you.

Any advice to those interested in this field? When you are on the tenure track I think it is important to keep in mind that getting tenure is really a pass or fail grade. You do not have to work yourself to the bone to be the best faculty member on the tenure track you just need to meet the expectations your university or department has outlined. I think sometimes in academia it is easy to forget that because most people are very driven. But, remember that you have

Jennifer Symonds

Project Manager, Spherix Consulting Group

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Degrees: University of Colorado, Cancer Biology, 2014 University of Iowa, Biomedical Engineering

What are your current responsibilities: As a project manager at Spherix Consulting Group, I perform critical evaluation of scientific literature, design and interpretation of preclinical and clinical studies for food ingredients, dietary supplements and pharmaceuticals, and prepare health risk assessments and regulatory compliance dossiers for Generally Recognized As Safe (GRAS) applications, New Dietary Ingredient Notifications (NDIN), Novel Foods Submissions, Investigational New Drug Applications (IND),

and New Drug Applications (NDA). I use my scientific knowledge and expertise to interpret and apply rules and regulations for my clients.

What skills are necessary for your job? Written communication through emails with clients, publishing research articles, and drafting regulatory compliance dossiers are the most important skills for this position. After that, the critical thinking skills developed in my thesis and post-doctoral fellowship have been essential for the interpretation of published and unpublished studies sponsored by my clients. Skills that are particularly advantageous for this type of position are interpersonal skills for interacting with clients, cultural sensitivity, and flexibility to meet client requests. I am grateful for the opportunities for written and oral communication to a wide audience during my training as that experience has been helpful for my current position.

How did you get your job? I heard about this job through my professional network, specifically Lori Conlan. She knew my skill set would be a good fit.

How long was your job search? Approximately 6 months

What is the typical starting salary and Max salary in your position: \$80K -

Anything else you did to make yourself a competitive candidate? During graduate school and my post-doc at the NIH, I sought out additional leadership and communication experiences away from the bench that were helpful for my current position. I taught lecture and discussion groups for cancer biology, biochemistry, and molecular biology. I presented my research to a wide audience of clinicians, researchers, patient advocates, and students during multiple national and international conferences. I participated and lead multiple planning committees for career development and research seminars.

Any advice to those interested in this field? For regulatory consulting careers, a background in multiple disciplines demonstrates that you can adapt to client needs. Seek out opportunities to work in teams and write for a wide audience (the OITE office can help with that!). Science communication skills are absolutely necessary to any position away from the bench.

Joshua Gowin

Assistant Professor, University of Colorado Anschutz Medical Campus
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Degrees: University of Texas Health Science Center at Houston, Neuroscience, 2012

What are your current responsibilities: I am a PI with a small lab. I have been here for about 1.5 years. I have a full time research assistant and some part time staff, including a psychiatrist, a counselor, and some student volunteers. We recruit participants to complete a laboratory visit and a brain scan in the MRI machine on campus.

What skills are necessary for your job? Writing, analysis, management, and negotiation. The non-scientific skills are so important but I did not receive formal training as part of my degree. I learned what I know about negotiations and management in workshops during my postdoc.

How did you get your job? I sent a cold email to someone in the department and got lucky.

How long was your job search? 2 years.

What is the typical starting salary and Max salary in your position: \$100,000 - \$197,000 (NIH salary cap)

Anything else you did to make yourself a competitive candidate? Luck. Persistence. Patience. Writing a career transition grant.

Any advice to those interested in this field? Enjoy the journey. Don't skip any of the steps--they are all essential. Keep going.

Justin David

Research Investigator II, Bristol Myers Squibb
jdcaesar@gmail.com

Degrees: University of Delaware, Molecular Biology and Genetics, 2013N/A

What are your current responsibilities: My role/responsibilities are akin to being a junior-level PI that leads a small lab, but as part of a larger and highly cooperative translational medicine group. I apply my knowledge of solid tumor biology and immuno-oncology to tackle difficult questions about how best to utilize clinical-stage assets. I work with program leadership to develop and then test clinically-relevant hypothesis utilizing internal datasets and clinical sample cohorts. This includes formulating an experimental strategy, and then carrying out that strategy both personally and indirectly (through direct reports and matrix colleagues). The position is a 50%/50% split between work in the lab and work in meetings and strategic planning.

What skills are necessary for your job? Skills that I use everyday include a broad understanding of solid tumor biology and immuno-oncology (IO), practical knowledge of functional and cellular immunology assays, common experimental techniques (Western, PCR, flow, etc.), matrix communication skills, and management of direct reports.

Some skills that would have been very useful earlier in my career include a greater knowledge of statistics, database mining (TCGA, DepMap, etc.), and 'omics experiments (especially RNAseq/ssRNAseq).

How did you get your job? A recruiter helped me initially get hired into BMS, and I transferred into my current position internally through networking.

How long was your job search? About 6 weeks

What is the typical starting salary and Max salary in your position: Probably around \$90K - \$100K -

Anything else you did to make yourself a competitive candidate? I helped to plan the NIH career symposium while I was a postdoc, and that experience definitely helped broaden my horizons about the pharma/biotech industry. It helped me to see what kinds of skills industry is looking for, and how to present myself in that way during job interviews.

Another vital experience for me was working through a CRADA on a research project using an agent developed by a large biotech company. I think that this helped me seem credible as a potential industry scientist when I was interviewing with companies.

Any advice to those interested in this field? Network network network! You never know which of your contacts will help you get to where you want to go. And remember to view networking as a two-way street by looking for ways to add value to others.

Also, work hard to establish a good reputation, both scientifically and personally. You will need both to be successful in industry.

Karol Szczepanek

Senior Medical Science Liaison, AstraZeneca

karoleks@gmail.com

Degrees: Jagiellonian University, biochemistry, 2010

What are your current responsibilities: - scientific exchange with physicians and other "key opinion leaders"

- addressing on-label (FDA approved) and off-label questions about company's drugs/novel agents
- insights gathering (opinions, comments)
- disease state education
- research pipeline and clinical trials support
- commercial support (sales force training, promotional speakers training)

What skills are necessary for your job? - communication skills

- clinical trials experience/knowledge
- time and project management
- soft skills (to establish, build and maintain relationships with external and internal experts)
- be outgoing
- like to travel

How did you get your job? Networking - a friend contacted me about the job. I was not actively searching for one.

How long was your job search? 0

What is the typical starting salary and Max salary in your position: \$140k-\$150k - >\$200k

Anything else you did to make yourself a competitive candidate? - internship in clinical trials office

- internship in technology transfer office
- consulting for life sciences company
- working with multidisciplinary teams at FDA

Any advice to those interested in this field? - make sure your scientific experience aligns with the therapeutic area you are applying for

- gain clinical research/trials experience

Kerry Smith

Professor/Director, Genetics and Biochemistry/Eukaryotic Pathogens Innovations Center (EPIC)

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Degrees: PhD, Molecular Biology, 1993

What are your current responsibilities: I am a Professor in the Department of Genetics & Biochemistry

and Director of the Eukaryotic Pathogens Innovation Center (EPIC), which has been designated as a Center of Biomedical Research Excellence (COBRE) with the awarding of a Phase I NIH COBRE grant (1P20GM109094-01A1), of which I am the Co-Investigator. I am also Principal Investigator of an NIH T35 training grant "Enrichment Through Opportunities in Research (MEnTOR)" that will provide summer research opportunities for medical students in EPIC laboratories. I have broad training and expertise in biochemistry/enzymology, molecular biology/genetics, and microbiology. My laboratory has extensive experience in the biochemical and kinetic characterization of enzymes in acetate metabolism in pathogenic fungi. I have mentored numerous Ph.D. students and more than seventy undergraduate students. I teach both sophomore level and graduate level biochemistry to the students in our Department. I have served (and chaired) on numerous committee in the Department, College, and University.

What skills are necessary for your job? My PhD and postdoctoral research provided me the research expertise. As a post-doc, I was given much responsibility in purchasing of supplies and equipment and gained experience in setting up a lab. I wished that I had gained more experience in budgeting. My training did not provide me much experience in people management, which can be a big part of my job.

How did you get your job? I applied for faculty positions in my research area.

How long was your job search? -8 months

What is the typical starting salary and Max salary in your position: \$85000 - \$250-400,000

Anything else you did to make yourself a competitive candidate? I was involved in two lab moves - that gave me a great deal of experience in how to set up a lab.

Any advice to those interested in this field? In the current market, publish, publish, and publish. Being awarded postdoctoral fellowships is also a big boost.

I really love my job - could not imagine doing anything else.

Kimberly Shafer-Weaver

Scientific Director, Global Medical Affairs, Merck & Co, Inc

Kimberly.shafer-weaver@merck.com

Degrees: GWU, Tumor Immunology, 2009MBA

What are your current responsibilities: Serves as the main POC for Global Medical Affairs with Scientific Affairs and Clinical Trials sectors within the Oncology Therapeutic Area. Drive deep scientific and clinical knowledge for early oncology developments and clinical trials. Delineated clinical knowledge gaps to shape the clinical trials program. Connect Medical Affairs to support Scientific Affairs and Clinical Development -scientific education and insight gathering

What skills are necessary for your job? High scientific acumen

Strategy

Prioritization

Net Working - connecting key stake holders

Innovation

Metrics

Clinical landscape

How did you get your job? Net Workings

Demonstration of delivering through change

Internal/external reputation

How long was your job search? 3 months

What is the typical starting salary and Max salary in your position: 175K - 230K - 295K (in Director role)

Anything else you did to make yourself a competitive candidate? Leadership Activity in Scientific Societies

Networking

Executive Coach

Continuing Educations

Any advice to those interested in this field? Don't be afraid to think outside the box. Start a strong professional network and gain leadership experience outside of the lab.

There are numerous paths to this type of job - MSL, Training, Associate director roles. If you're new to large pharma, I would recommend starting at the AD level and get to know what medical affairs really does and its role in the particular company. Underst

Krishna Melnattur

Staff Scientist, Washington University School of Medicine

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Degrees: University of Massachusetts, Amherst, Molecular & Cellular Biology, 2008

What are your current responsibilities: The projects I am working on are quite mature, so these days I am mostly focused on packaging stories into publishable units

What skills are necessary for your job? Honestly, the same skills that are needed for a postdoc, with a little more intellectual independence

How did you get your job? By emailing PIs whose research interests matched what I wanted to work on

How long was your job search? ~4-5 months

What is the typical starting salary and Max salary in your position: \$50K/year - I don't know. My guess would be ~\$80-90K/year

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? There are not many staff scientist positions available, but there are more than one might think! In many cases PIs might not advertise specifically for staff scientists but would be open to the idea if there was mutual interest.

Kristen Kindrachuk

Research Facilitator & Business Development Officer, University of Manitoba

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Degrees: University of British Columbia, Microbiology & Immunology, 2010

What are your current responsibilities: In my current role, I support researchers in the Faculty of Science with development of grant applications and partnerships. I also advise on strategic initiatives in the Dean's Office. Typical responsibilities include interfacing with researchers, industry and government partners, administration, and funding agency representatives; reviewing proposals; conducting data analysis; participating in communications activities.

What skills are necessary for your job? The most important skill for my line of work is being resourceful as researchers look to me to solve many of their problems. Effective communications skills are also critical as I frequently connect with a wide range of individuals. Organization and time management are essential as I deal with many competing priorities often with tight deadlines. Experience in managing multiple priorities along with familiarity with grant writing would be advantageous for applying for jobs of this nature.

How did you get your job? As we were moving back to my home city for my husband's job, I was able to leverage my existing network to find the opportunity. Although I wasn't directly connected to the person hiring, my connections enabled me to get a CV to him even after the position closing date.

How long was your job search? I didn't conduct a job search per se, rather I let my network know my interests and the opportunity presented itself.

What is the typical starting salary and Max salary in your position: \$85,000 -

Anything else you did to make yourself a competitive candidate? For this particular position it is advantageous to have additional work experience beyond the lab as the position often involves advising faculty on how to strategically target the various aspects of their research programs and be able to be critical of their work. I had several jobs prior to this that gave me a higher level view of science than I would have obtained staying in the lab and gave me the confidence to advise researchers with many years more experience than me. But the things I did that helped me to prepare for the first foray beyond the lab were being involved in committees, I was Chair of the NIAID Fellows Advisory Committee, and taking certificate courses in business.

Any advice to those interested in this field? I recommend getting involved in activities during your postdoc that take you outside your narrow field of research. Additionally, when looking for your first job after leaving the lab consider jobs that would enable you to gain a desirable skillset that complements your existing skills even if it seems like you aren't using the years of scientific skills you've just invested in acquiring.

My job is a stable career that allows me to stay very involved in science. Although, there are certainly times where grant reviews become monotonous and there is a heavy administrative burden, I feel extremely valued by the researchers I work with for my

Laura Martin

Consultant, Arizona Science Center

lmartin39@cox.net

Degrees: University of California, San Diego, Psychology, 1983MS - Bank Street College of Education

What are your current responsibilities: Consulting on evaluation and program design for informal science-related educational institutions

What skills are necessary for your job? A research background; good writing skills; creativity; enjoying the subject matter.

How did you get your job? Primarily through networking

How long was your job search? NA

What is the typical starting salary and Max salary in your position: \$100,000 - 1500/day

Anything else you did to make yourself a competitive candidate? training in management, working with competent supervisors and staff

Any advice to those interested in this field? There is a need for people in the field.

Do the research on how people learn.

Look at a variety of models.

It's fun and gratifying. The community of peers is excellent and supportive.

Laurel Rodgers

Associate Professor of Biology, Shenandoah University

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Degrees: University of Arizona, Cell and Developmental Biology, 2009 Undergraduate degree from Sweet Briar College

What are your current responsibilities: I am an associate professor in the Biology department as well as the Director of our College of Arts and Sciences Honors Program. As a professor I teach introductory and advanced lecture and lab courses as well as maintain a research lab. The research lab is mainly for training students how to do research and provide them experience needed for graduate school and internships. As the Honors Director I promote the program, recruit students, and organize activities and courses for our students.

What skills are necessary for your job? Course planning is essential. The ability to develop learning outcomes/goals and how to effectively assess them. Being able to grade rapidly and effectively is useful. Prior teaching experience is essential when applying for my position. It is also essential that you are able to present/explain your research in a manner that an undergraduate student can understand what you are doing.

How did you get your job? I was looking for positions in national job-listing sights.

How long was your job search? six months

What is the typical starting salary and Max salary in your position: \$54,000 for a 9 month contract -

Anything else you did to make yourself a competitive candidate? I received training and experience teaching Biology courses as a graduate student and a post-doctorate fellow. My Postdoc fellowship was through the SPIRE program at UNC Chapel-Hill. There are similar programs around the country as well as online courses that you can take to learn more about pedagogy and course development.

Any advice to those interested in this field? Always seek experiences that will allow you to practice presenting your work to "non-experts" and teaching. Ideally, find a way to teach an entire course "on your own."

Lauren Houghton

Assistant Professor, Columbia University Mailman School of Public Health

lh2746@cumc.columbia.edu

Degrees: Durham University, UK, Anthropology, 2013

What are your current responsibilities: My main responsibilities are to obtain grants (cover 75% of salary), publish, and teach 1 class per year. I am also running several pilot studies.

What skills are necessary for your job? Managing people, budgets and time

Scientific Writing

Grant Writing

Statistical Analysis

Study Design

How did you get your job? Networking. My abstract at a meeting was ranked number 1 and the reviewer then asked if I would apply to an open position at her University

How long was your job search? 0 months, I wasn't actively looking

What is the typical starting salary and Max salary in your position: 90,000-130,000 - 200,000 based on NIH cap

Anything else you did to make yourself a competitive candidate? My fellowships at NIH

Insisting on being interdisciplinary

Conducting my own fieldwork

Sought statistical training

Any advice to those interested in this field? Curate a mentoring team of various people including your peers

Maile Henson

Research Development Associate, Duke University School of Medicine, Office of Research Development
maile.henson@duke.edu

Degrees: University of North Carolina at Chapel Hill, Neurobiology, 2010

What are your current responsibilities: I work with research teams to develop strong, successful NIH complex (i.e. multi-investigator, multi-institutional, multi-component) and individual investigator grant proposals. Guiding their study designs and grantsmanship strategies, I advise faculty on programmatic intent, content, organization, and presentation, and provide critical editing and writing support. Besides proposal development, I also assist with grant writing workshops and develop resources for defining research development (RD) best practices.

What skills are necessary for your job? Because my work involves biomedical research grant proposals, scientific training and writing/editing skills are crucial for my job. Also critical are strong interpersonal communication skills. These are transferable skills that I strengthened through my graduate school and postdoc experiences.

How did you get your job? After an informational interview, I applied for an opening in the Office of Research Development a month later.

How long was your job search? Once I made the decision to pursue a career away from the bench, I spent about a year in my job search.

What is the typical starting salary and Max salary in your position: -

Anything else you did to make yourself a competitive candidate? With my neuroscience training and experience writing/editing scientific manuscripts and grant applications, I had a solid foundation moving into research development. I understood the grant applicant's perspective. However, I also brought a unique perspective to the job: through an internship opportunity in the NIEHS Scientific Review Branch, assisting with peer reviews after grant submission gave me key insights into the behind-the-scenes processes of the NIH funding world. I later worked briefly with small biotech startups applying for non-dilutive NIH research funding through SBIR/STTR grants.

Any advice to those interested in this field? Research development is a young, fast-growing, service-oriented profession dedicated to advancing research in higher education. To see if this would be a good career path for you, 1) learn all you can about the field (e.g. visit NORDP.org, read job announcements, talk to RD professionals to get their personal perspectives, etc.); 2) find an internship program that will give you exposure to the type of work and skills required to be successful in RD; and 3) be sure you enjoy reading, writing, and editing, as this job demands it.

I love my job! RD suits my strengths and interests well. In this highly competitive research funding environment, it is particularly gratifying to contribute to successful funding outcomes. I know I made the right career choice.

Martha Sklavos

Senior Strategic Project Manager - US Medical Affairs Oncology with the Heme franchise, AstraZeneca
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Degrees: PhD, Immunology, 2009

What are your current responsibilities: *Partners with the Franchise Head and cross-functional team to translate strategy into project plans and deliverables, communicates plans/accountabilities to the team as well as leadership and key stake holders, escalating as appropriate. Brings lessons learned from other projects to effectively drive these project strategies.

* Monitors overview of the financial status; driving decision-making within cross- team structures, prioritization discussions regarding both programs and spend.

* Challenges team and functional representatives on project assumptions relating to time, cost, resources and contingencies.

* Contributes actively to risk / benefit analyses with respect to plans, tactics, and budget

What skills are necessary for your job? Understanding the details of the organization and drug development - just takes time/situational experience

How did you get your job? *1st industry job - through networking at the NIH career fair

*current role - internal opportunity

How long was your job search? Network reached out to me when role available - 1st role as Research Project Manager

What is the typical starting salary and Max salary in your position: \$85,000 base salary + bonus + stock: long term incentives - >\$300,000 (VP level) base salary + bonus + stock: long term incentives

Anything else you did to make yourself a competitive candidate? Project Management Professional (PMP) Certification

Any advice to those interested in this field? Targeted networking is key. Do as many informational

interviews as you can for roles of interest and stay in touch, if welcomed - people may think of you when a role opens up

Can transition/grow from Project Manager into Strategy, Operations, Portfolio, Governance, Chief of Staff roles easily and can get back to non-bench science roles - translational medicine/biomarker, pathology, regulatory, clinical operations, product lead

Oliver Ou

Consumer Safety Officer, FDA

oliver.ou@fda.hhs.gov

Degrees: University at Buffalo, Pharmacology, 2008

What are your current responsibilities: I am a U.S. Public Health Service Commissioned Corps Officer. As a Consumer Safety Officer with FDA, I coordinate collaboration throughout FDA and other government agencies to review and respond to incoming information and reports received related to adverse events, product problems, and consumer complaints about domestically produced and imported human foods, dietary supplements, and cosmetics regulated by FDA.

What skills are necessary for your job? Being a team player; being flexible and adaptable; strong communication skills.

How did you get your job? I applied through the US Public Health Service website.

<https://usphs.gov/apply/apply.aspx>

How long was your job search? It took me one year and half to go through the various steps to be commissioned. These steps include professional boarding, medical exam, security review, securing a position with the agencies in which PHS Officers serve, etc.

What is the typical starting salary and Max salary in your position: You can easily find the salary for PHS Officers using the salary calculator on the USPHS website. <https://usphs.gov/calculator/> in addition to salary, Commissioned Corps Officers enjoy the same benefits as Officers in other uniformed services. -

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? If you are interested in becoming a PHS Officer, please talk to the Officers in uniform you see on NIH campus. They could be your great resources when you are applying to the PHS Commissioned Corps. Candidates for the Commissioned Corps must: 1. be a U.S. citizen; 2. be less than 44 years old; 3. Meet suitability, professional, medical, and security requirements.

Rachel Myerowitz

Professor of Biology, St Mary's College of MD

rmyerowitz@smcm.edu

Degrees: University of Michigan, Biochemistry, 1975no

What are your current responsibilities: My major responsibility is teaching my classes (3 each semester). Next, is research and lastly is service to the college which consists of membership on committees of various sorts.

What skills are necessary for your job? No, I think I was well prepared for my teaching career. It is to one's advantage to have teaching experience. So just try and get some while you are doing your post-doc. Teach an evening class at a community college for example.

How did you get your job? I answered an add in Science. You must bear in mind that I have been in my current position for 26 years so there was no advertising on the internet at that time. I never networked - not the type.

How long was your job search? several years- I had to remain in Md as I had a husband and 4 children to worry about. I was not going to make everybody move.

What is the typical starting salary and Max salary in your position: now-I guess about \$60,000 for a tenure track assistant professor at a small liberal arts college. - It varies but my start salary was \$36,000 and I now earn \$97,000

Anything else you did to make yourself a competitive candidate? Who said I was a success? However, if one assumes that I am a success then I would say plain old hard work and caring that I did the best job possible.

Any advice to those interested in this field? Just work hard and do good post doctoral research and acquire some teaching experience along the way. These jobs are hard to get so take a job as a visiting assistant professor first. Ask everybody in your department to observe you in the classroom and critique your teaching. Observe members of your department in their classrooms and learn from them. It is a lot of work and unlike a research job, one cannot go home and think about it. You have to be in that classroom ready to teach at 8 am come hell or high water. You have to have the exam ready - no procrastinating and you better have it graded within

Randi Parks

Academic Research Scientist, Abiomed, Inc
randijparks@gmail.com

Degrees: Dalhousie University, Pharmacology, 2014

What are your current responsibilities: Working as a scientist for a medical device company, I am responsible for planning and managing both clinical and pre-clinical research. I manage ~8 projects at a time, the majority of which are collaborations with researchers outside the company. My scientific involvement varies depending on the project and collaborators - in some I act as the principal investigator and in others I am mostly administrative.

What skills are necessary for your job? Communication, persistence, detail-oriented, self-motivated, informed

How did you get your job? presenting at a conference and networking

How long was your job search? I wasn't searching

What is the typical starting salary and Max salary in your position: \$120,000 - \$180,000

Anything else you did to make yourself a competitive candidate? translational research training while at NIH

Any advice to those interested in this field? Network!! Go to meetings, talk to people, follow up with them, collaborate, apply for jobs, interview, put yourself out there
As a scientist, the thing I struggle with the most in making the transition from academia to industry is not having 'ownership' of the research that I do. This comes up in recognition (ie. I will never be first or last author) and also in big decisions

Rebecca Meseroll

Health Science Policy Analyst, Office of Portfolio Analysis/National Institutes of Health
rebecca.meseroll@nih.gov

Degrees: Dartmouth, cell biology, 2012

What are your current responsibilities: My primary roles are to conduct and coordinate analysis and research, draft and edit communications (e.g. publications, presentations, press releases, newsletter articles, emails), and support office operations (e.g. respond to data calls from leadership, draft position descriptions for hiring, develop risk management strategies).

What skills are necessary for your job? -Strong communications skills: both written and verbal

-Attention to detail/analytical skills

-Ability to work well in a team/emotional intelligence

-Flexibility/multi-tasking/ability to pivot between tasks easily

How did you get your job? Networking: I was hired after connecting with a former fellow from my postdoc lab who was working in OPA and looking for someone with writing skills to join the office.

How long was your job search? I was not actively job searching at the time

What is the typical starting salary and Max salary in your position: \$85-100K (GS-12/13 depending on experience) - \$150-170K (GS-15 for supervisory positions)

Anything else you did to make yourself a competitive candidate? I gained experience in leadership, writing, and organizing through service activities, interest groups, and training including:

-OITE Leadership Training/Management Bootcamp

-NIH Fellows Committee (FelCom)

-American Society for Cell Biology Committee for Postdocs and Students (COMPASS)

-serving as abstract and poster judge for conferences

-NIH Science Policy Discussion Group (SPDG)

Any advice to those interested in this field? If you are seeking a federal position, set up automated alerts on usajobs.gov to find jobs that are relevant to your interests and be sure to tailor your resume specifically for each application.

Samantha Yost

Scientist II, REGENXBIO Inc.
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Degrees: Rutgers, the State University of New Jersey, Microbiology and Molecular Genetics, Ph.D.

What are your current responsibilities: I am currently a Scientist II in Research and Early Development at REGENXBIO, Inc. I am heavily lab-based, but also much of my time is taken up by meetings. I am part of the Gene Transfer Technologies group doing protein engineering of novel adeno-associated virus capsids to discover the next generation of gene therapy vectors. Additionally, I attend conferences and present my work through publications and posters, and interface with other groups at the company as needed.

What skills are necessary for your job? Because of the smaller size of my company, it is required of each person to be a jack-of-all-trades. This will show each person's weakness very quickly. Mine happened to be translational medicine. I came from a structural virology lab and realized early on at Regenx that I knew nothing about running animal studies, and I've had to learn it fast. Luckily my co-workers are very helpful and knowledgeable! It is not necessarily better or worse to be an in-depth specialist versus someone with broad experience, because each of those individuals will be valued in different environments. A smaller company needs someone who can do many things well, and a larger company may prefer someone uniquely specialized. As Regenxbio grows larger, I've certainly seen this shift towards hiring people with particular specialties.

How did you get your job? LinkedIn job application

How long was your job search?

What is the typical starting salary and Max salary in your position: Around \$100k in this area, unless you go into manufacturing, then it is less. -

Anything else you did to make yourself a competitive candidate?

Any advice to those interested in this field? To me, being in a smaller biotech is being able to have the perks of academia and industry. I spent a year at a large pharmaceutical company after my Ph.D. as a contractor and it was absolutely not for me. The size made it such that you were pigeonholed into one duty, transparency was lacking, and it made me feel like I couldn't contribute in a meaningful way. At my current position, I am valued for my ideas, we are doing new experiments and trying new things every day. I have the opportunity to make a much larger impact while still in an 'entry' level than I would have elsewhere, and I have already been promoted within 2 years at the company. Also the great thing about Regenxbio is the stability as we have more than one potential revenue stream: we both license products out and have our own clinical pipeline. It is basically a safety net situation which allows R&D to be more creative and take more risks.

Sandra Bonne-Année

Research Scientist, Gilead Sciences

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Degrees: Thomas Jefferson University, Immunology and Microbial Pathogenesis, PhD
Additional training: Postbac program at Mayo Clinic for 1 year

What are your current responsibilities: As a research scientist my role is to support the team's efforts to discover and develop new therapies for inflammatory diseases. My responsibilities can be divided equally into 2 categories: research (study design, lab responsibilities, troubleshooting, data analysis) and management (project and team meetings, presentations, managing direct reports and writing reports).

What skills are necessary for your job? Research expertise (both theory and technical), critical thinking, project management, problem solving, strong oral and written communications skills, and the ability to successfully work in a team setting.

Self-compassion is a newly acquired skill which I wish I had acquired much sooner. Skills that I found were critical to my transitions were my strong communication skills, resilience and ability to be flexible or adapt to my environment.

How did you get your job? Job listing on LinkedIn

How long was your job search? ~1.5 years

What is the typical starting salary and Max salary in your position: ~ 90K (depending on the region) - up to ~200K before transitioning to Director level positions (depending on the region)

Anything else you did to make yourself a competitive candidate? My history of successfully initiating and managing collaborations within and outside of my institute has truly prepared me for my current position. Also, my detail experience afforded me the opportunity to put several translatable skills into practice while honing and acquiring additional skills. My time away from the bench was a wonderful opportunity for me to learn more about my interest and must haves in a workplace.

Any advice to those interested in this field? Take the time to reflex on your strengths, weaknesses and interest by taking personal assessments, speaking with a career counselors, your mentor(s) or through self-reflection. A career in industry can be quite demanding and distinct from academia, therefore being flexible and cultivating a practice of self-compassion will help you adapt and succeed in your new environment.

My current happiness and satisfaction with both my position and company can be attributed to the work I put in during my job search. After a frustrating initial search, I took a break (~6 months) to reflect, refocus and redirect my job search. I spent t

Sarah Rhodes

Health Science Policy Analyst, NIH/OD
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Degrees: PhD from Cardiff University (UK), Behavioral Neuroscience, 2005MA Cantab in Natural Sciences (Biological, specializing in Psychology) from Cambridge University

What are your current responsibilities: Currently in the NIH OD, Division of Program Coordination, Planning, and Strategic Initiatives (DPCPSI), Office of Evaluation, Performance and Reporting (OEPR). In this role, I help further OEPR's mission to better capture, communicate and enhance the value of biomedical research through strategic planning, performance monitoring, evaluation, and reporting. As the lead for strategic planning, I'm responsible for developing OEPR's role as a centralized resource for strategic planning at NIH, coordinating the development of the NIH-Wide Strategic Plan, and implementing the strategic planning requirements in the 21st Century Cures Act. I am also responsible for development of the NIH Impact Pages, reporting on NIH accomplishments, building evaluation capacity at NIH, and representing the office on several NIH committees, including being the legislative affairs and communications POC for the office.

Previous position in NIH OD, Office of Science Policy (OSP). I worked on science policy issues of significance to NIH and the biomedical research community, and developed policies for the conduct of NIH-funded research. I was also responsible for managing the NIH-AAAS Science & Technology Fellowship, reporting on NIH accomplishments, coordinating an advisory committee to the NIH Director, and representing NIH on inter-agency working groups.

What skills are necessary for your job? • Broad knowledge of science/Science literacy

- Knowledge of science policy
- Interpersonal skills
- Teamwork

- Communication - written and verbal
- Analytical skills
- Organizational skills - Project/Time management
- Ability to multitask
- Flexibility

How did you get your job? Networking and building up a good reputation at NIH

How long was your job search? Not long - each job has 'found me' through my networking

What is the typical starting salary and Max salary in your position: GS11-12 (\$70-90K) - GS15-SES (\$170K+) for a leadership position

Anything else you did to make yourself a competitive candidate? Experiences that led to a successful transition from the bench to policy:

- Detailing in an NIH policy office really helps get you that valuable hands-on experience and gets your foot in the door of the policy community.
- Volunteering for a science policy advocacy organization
- Writing experience on a variety of topics, for a variety of audiences (e.g., NIH Catalyst, AWIS Magazine and Washington Wire)
- Committee experience in the general science policy world (e.g., on FELCOM, Fellows rep on several NIH working groups, AWIS)
- Leadership experience (e.g., Editor of AWIS Washington Wire, Editorial Board of the Catalyst)
- Additional classes (e.g., AAAS course, Georgetown GAI course)

Any advice to those interested in this field? • Plan ahead. If you are even considering science policy as a potential career, start building up a repertoire of relevant skills and experience now (it can take a while), and do regular informational interviews with people in the field.

- Say yes to different opportunities...you never know what they will lead to. Similarly, keep knocking approaching different people for informational interviews...you never know what each conversation will lead to. Also, science policy is a very nebulous field, and no two jobs are the same, so speaking to as many different people as you can will help you work out which area of science policy most interests you.
- Make a table of all of the transferable skills that you have identified that you need, and what experiences you have that speak to those skills. For the ones that you don't have good coverage in, figure out what you need to do to get experience and go and get it.
- Start developing your science policy resume now (this is not the same as your C.V.!). OITE has some great resources for this.
- Persistence is the key to success. Making the transition can take a while, and you might need to knock on many doors before one finally opens, so stay motivated and don't lose heart!
I LOVE my job! Having a mission-focused job is really inspiring and makes it easy to get up in the

morning. My job is fast paced and keeps me on my toes - the work is extremely varied and no two days are the same, with a mix of long turn projects and qu

Shaheen Khurana

Program Director, RESET - Raising Excitement For Science, Engineering and Technology
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Degrees: University of Texas, Dallas, Computer Science, Masters, 1993BS in Computer Engineering and Math

What are your current responsibilities: STEM outreach to schools and community service organizations in the DMV area, particularly focused on Title 1 schools and underserved communities and the Girl Scouts. I recruit rSTEM professional volunteers to lead children in hands-on science and math learning and on STEM field trips. I provide them with tools to be highly effective in their roles as educators and STEM role models. I cultivate strong partnerships with schools, universities, industry partners and community service organizations to expand our STEM programs.

What skills are necessary for your job? Great communication skills - diverse set of constituents

Passion of teaching, mentoring and child & youth development

Passionate about education equity and economic empowerment for women, minorities and low-income students.

How did you get your job? Through volunteering with RESET. I think volunteering with an organization is a great way to get a direct feel for the mission and the impact they have and the areas they most need help with. I began to teach coding at a couple of schools in DC and quickly realized what a gap there is with computer science education in our public school system.

How long was your job search? 2-3 months

What is the typical starting salary and Max salary in your position: 45-50K (remember this is a nonprofit) - 90 - 100K

Anything else you did to make yourself a competitive candidate? Experience in science/technology field

Computer Science degree

Volunteer/teaching experience

Any advice to those interested in this field? If you have passion for science and education equity then this is a great career to be in. You will see the direct impact of these programs on children and youth. For those with a passion for teaching and mentoring, you can look into careers that focus on either teaching or building engaging STEM curriculum. Girls Who Code and Black Girls Code are great organizations to work with if you interested in working towards closing the gender gap in technology. Advocacy is also a great way to create the long term changes needed to increase diversity and inclusion in STEM & the tech sector.

When you work for a nonprofit it is great to be working with other people who are passionate about what they are doing.

Shakira Nelson

Senior Scientific Program Administrator, American Association for Cancer Research
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Degrees: Penn State University, Immunology and Infectious Diseases, 2013MPH from Johns Hopkins School of Public Health (2014)

What are your current responsibilities: My main tasks are as a project manager, managing programs aimed at providing training, education, and collaboration opportunities in cancer research, while pushing the research field forward with novel workshop and program ideas. I am also responsible for writing grants to help bring in funding for each of the programs I manage. Grantsmanship also includes managing the grants and various reports due for each.

What skills are necessary for your job? Strong time management, communication skills, and collaboration/working on teams are the main skills necessary for me to complete my job. I am also responsible for managing a small team, and I wish I had developed stronger skills in team management before the job. There is a lot of on the job training, but coming in with stronger skills is something I would have liked. For this job, I think what helped me the most was my volunteer work with a different non-profit, where I worked in planning large conferences and programs each year. The ability to control multiple moving parts at the same time, time manage, and help to see a project through was a strong skill in my favor.

How did you get your job? I heard about AACR through one of my post-doc mentors. I looked through their careers website and found two jobs I thought I met the qualifications for; they were essentially the same job, but one had a 'senior' title affiliation and was looking for a few more years of experience. I applied to both jobs and was called and invited to come in an interview. I was not told which position I would be interviewing for, but found out during the interview it was for the senior position. After an in-person interview, I had a second phone interview, and a few weeks after that I received my official offer letter.

How long was your job search? about a year and a half

What is the typical starting salary and Max salary in your position: Depends on location, but I'd say \$80,000 - Depends on location, but I'd say \$115,000

Anything else you did to make yourself a competitive candidate? I volunteered with the National Postdoctoral Association for many years, helping with planning of programs and the big Annual Conference we hold each year. I believe this experience was what made my resume very strong for AACR.

Any advice to those interested in this field? Informational interviews are key. Really take a deep look into what science administration means in different sectors. Also utilize social media. I've seen a lot of threads of different career paths in various areas of science (including science administration).

Stephan Woditschka

Health Science Lecturer, University of North Carolina at Wilmington
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Degrees: University of Wisconsin, Madison, Genetics - focus on Cancer Biology, PhD 2008MSc 2009 Epidemiology, Stanford University

What are your current responsibilities: Teaching of lecture courses in my area of expertise (Genetics,

Molecular Bio, Cancer Bio, Epidemiology), involving undergraduates in mentored research, advising and service (mostly committee work).

What skills are necessary for your job? Subject matter knowledge, some pedagogy training, continuous assessment and modification of teaching methods to help students reach course SLOs.

How did you get your job? Job search of advertised full-time, permanent academic positions (higher ed jobs, nature jobs, science careers).

How long was your job search? 5 months (Jan - May)

What is the typical starting salary and Max salary in your position: depends on institution, ours is \$50,000 for 9 month appointment + \$7,500 per course in summer school - depends on institution, our raises are merit based and my salary has increased by 11% in 5 years

Anything else you did to make yourself a competitive candidate? Teaching experience, courses and workshops in curriculum development, writing syllabi and teaching philosophy

Any advice to those interested in this field? Figure out your priorities! For the 'right' person, this can be very rewarding. I have complete autonomy in my teaching and research and love this freedom. I enjoy interacting with my students and helping them succeed. I get to do research without having to write grants for a living. Even with teaching 2 courses during the first summer session, I have 6 weeks vacation in the summer and 4 weeks during winter break. On the other hand it's poorly compensated for the education level required. It's a balance that works for me.

Sylvie Raver

Associate Director, Center for Strategic Philanthropy/Milken Institute
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Degrees: University of Maryland School of Medicine, Neuroscience, 2014

What are your current responsibilities: I provide scientific expertise and advice to philanthropic partners on where their investments can have the greatest impact in medical research.

My current position is really science policy-adjacent. I do not develop or directly influence policy. However, I do influence how medical research and biomedical science is funded and conducted. I wear many hats in this new role, including scientific adviser and translator, consultant, and funding program manager. I serve as the liaison between philanthropists (individual philanthropists, family offices, foundations) and those engaged in multiple areas of the medical research enterprise (academia, government, regulatory agencies, biotech, medical device companies, pharmaceutical companies, and private investors).

Essentially I help match philanthropic capital with the areas in which it's most needed to advance specific goals in medical research and health.

What skills are necessary for your job? - Research and Writing: read scientific literature, federal regulations, and other materials to understand the state of medical research; synthesize information into written materials and presentations to inform diverse audiences

- Project Management: develop and manage timelines and materials review

Client/Stakeholder Engagement: foster and manage relationships with clients, key opinion leaders, and other stakeholders

- Event Programming: manage scientific retreats, conference events and sessions
- Team Management: manage task flow across team of people, support and coach team members for professional success
- Thought Leadership: identify opportunities to share expertise and insights, develop written pieces and contribute to events as moderator or speaker

How did you get your job? Networking + job listing

How long was your job search? Broadly 1 year, focused 3 months

What is the typical starting salary and Max salary in your position: \$50,000 - Hard to define a cap, it depends on how high in an organization you are. Realistic limit for those who lead non-profits or think tanks can be \$500,000+

Anything else you did to make yourself a competitive candidate? Each of my training experiences and work positions have been cumulative - I've learned from and tremendously grown in each role. I've approached each new opportunity with a growth mindset and learned as much as I can from those around me and the opportunities I've identified.

As a graduate student, I started engaging with my institutional community through volunteer service. As a postdoc at the NIH, I volunteered my time willingly to gain experience in science policy, management, and leadership. These experiences directly contributed to my competitiveness for a manager position at a scientific non-profit directly out of my postdoc.

In my 4.5 years as manager and then senior manager at the Society for Neuroscience, I gained experience and proficiency in a variety of critical skills, including: communication (written, oral, formal, informal), project management, program design and management, strategic planning, personnel management and coaching, leadership, volunteer/stakeholder management, relationship management, and event programming.

I had proven myself as a competent professional to the person who hired me in my current role which made the job search and hiring process smooth and efficient.

Any advice to those interested in this field? Write and volunteer to build and demonstrate your skills outside of the lab. Look for people who do things that look interesting to you, develop relationships with them, and learn from the career path they've followed. Careers are long and meandering - there are many ways to be professionally fulfilled that you may not have envisioned when you start exploring options away from the bench.

Tracie Delgado

Associate Professor, Seattle Pacific University

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Degrees: University of Washington, PhD Microbiology, 2011UCLA (BS Microbiology)

What are your current responsibilities: My teaching load each quarter is typically one lecture course, 3 corresponding lab sections and sometimes a journal club. Class size is small. I am the PI of an active independent undergraduate research lab of ~3-5 students. Service work includes departmental service, university committees and community service.

What skills are necessary for your job? Teaching pedagogy development and a passion to teach, research/scholarship appropriate for undergraduate involvement in your lab and in the classroom, research grant writing for undergraduate institutions, engagement with professional societies in your field, public speaking skills, student academic advising, time management, writing skills and interpersonal communication skills.

How did you get your job? Networking before completion of my PhD. Applied to a job listing 8 years later while an Associate Professor at another institution.

How long was your job search? 9 months

What is the typical starting salary and Max salary in your position: ~60K for starting Assistant Professors on 9 month contract -

Anything else you did to make yourself a competitive candidate? Attended workshops and seminars whenever I could related to teaching pedagogy, undergraduate research, grant writing, negotiation skills and academic leadership skills.

Any advice to those interested in this field? 1) Network. Email and meet with deans from various institution types near you and chat about their programs and faculty expectations.

2) Email deans or department chairs at institutions nearby your resume and your ability to teach a night or morning course so you can gain teaching experience. I find community colleges often need adjunct faculty for night courses, which you can go to after lab work is done for the day.

3) Attend seminars and workshops related to teaching pedagogy, grant writing, faculty negotiations, creating an independent research lab at a undergraduate institution and faculty success.

Vedham Karpakakunjaram

Professor, Montgomery College

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Degrees: University of Madras (India), Zoology, 1995

What are your current responsibilities: 1. Teaching introductory biology and sophomore level biology courses.

2. Co-chair of the College-wide Curriculum Committee.

3. Co-PI of an NSF grant (5 years) to build a national network of Biology and Math faculty in Community Colleges to develop open educational resources for quantitative biology.

4. Part-time faculty coordinator: In this role, I also coordinate hiring new part-time faculty each semester.

What skills are necessary for your job? Gaining more teaching experience while working as a post-doc would have helped better.

How did you get your job? Consistent participation in professional development workshops related to pedagogy, networking and applying to targeted type of jobs (teaching in community college, for example).

How long was your job search? About 5 years

What is the typical starting salary and Max salary in your position: \$65,000 (with a Ph. D and 1-2 years

of teaching experience) - \$110,000

Anything else you did to make yourself a competitive candidate? Involvement in additional projects: review team to decide on the textbook for a course, help to develop new curriculum, developed blended (online and face-to-face) versions of biology courses.

Any advice to those interested in this field? Seek part-time teaching opportunities to gain substantial experience, network with community college faculty, participate in professional society meetings related to teaching.

Wenny Lin

Principal Real World Data Scientist, Genentech/Roche
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Degrees: University of Pennsylvania, Cell & Molecular Biology, 2008MPH, Harvard School of Public Health, 2009

What are your current responsibilities: Work with observational data to generate impactful evidence and insights on molecules/medicines and patients, that support R&D, advance scientific and medical knowledge, and enable personalized patient care and access.

What skills are necessary for your job? Epidemiology, Biostatistics, Data Science, Informatics, Health Economics, Health Policy, Negotiation, Medicine, Drug Development

How did you get your job? Apply online, networking, informational interviewing. More details described here: <https://womeninpharmacareers.com/how-networking-and-informational-interviewing-led-to-a-job-offer/> & <https://womeninpharmacareers.com/4-steps-i-took-to-prep-for-an-informational-interview/>

How long was your job search?

What is the typical starting salary and Max salary in your position: \$120K+ for PhD level -

Anything else you did to make yourself a competitive candidate? Multi-disciplinary knowledge, teaching classes, writing and speaking practice

Any advice to those interested in this field? Leaving academia for industry does not mean that your grants writing skills can be left behind - you will be using similar skills to constantly convince others of your value and the significance of your work in presentations and meetings. Practice writing and speaking for those who are not in your field.