



**How Employers Hire**

# About DOC ([dropoutclub.org](http://dropoutclub.org))

Our aspiration is to unite the global community of doctors, scientists and other biomedical professionals who seek to shape healthcare through innovative careers outside of traditional clinical and research tracks

We focus on 3 specific objectives:

- Connect members with great opportunities that leverage their unique backgrounds and experience
- Help employers rapidly source talent with highly specific biomedical and business experience
- Facilitate the online and in-person exchange of ideas, insights and opportunities among our members

Ultimately we hope that this will help improve the healthcare system by placing those who understand the real content of healthcare in leadership positions

Contact us at [contact@dropoutclub.org](mailto:contact@dropoutclub.org)

# Contents

**Our collective goal:** Be more effective at finding employment

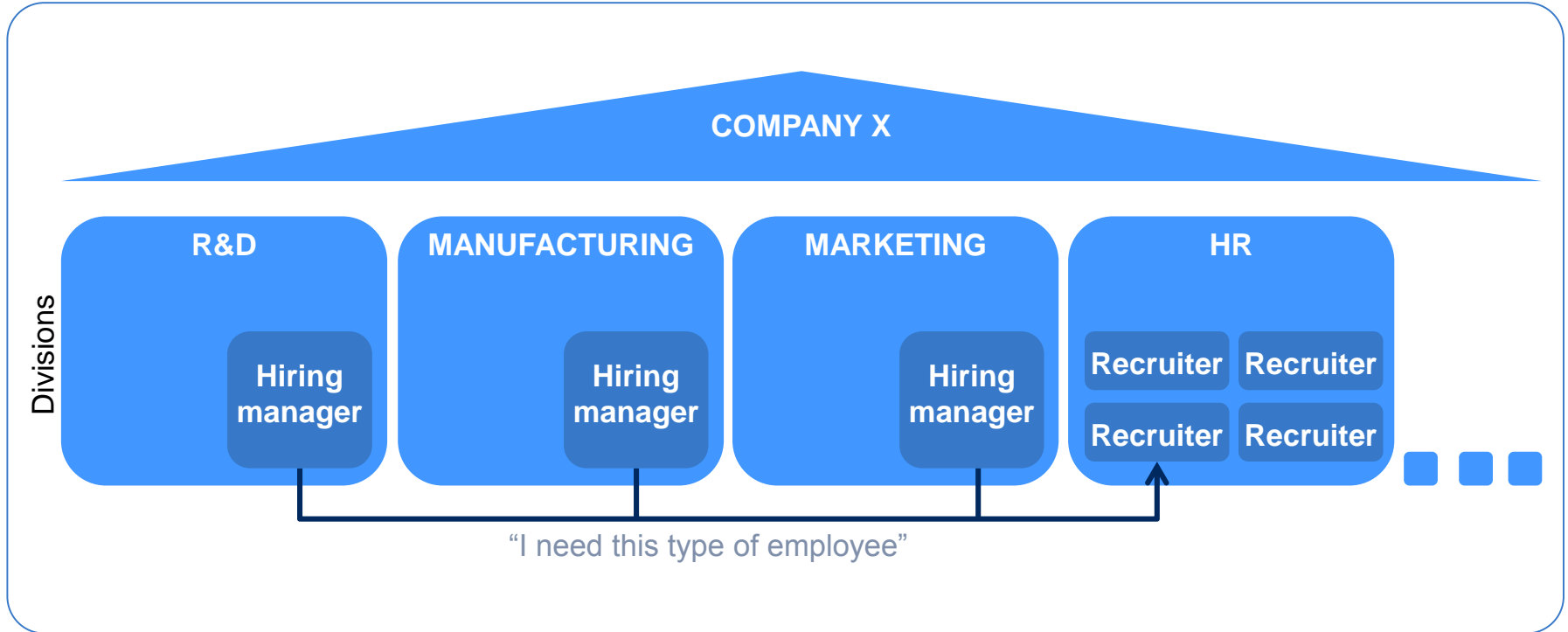
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**Our conversation today:**

- 1 The interview/hiring process
- 2 How to take advantage of that process
  - A Measuring yourself
  - B Being submitted
  - C Resume excellence
  - D First 3 minutes of an interview

# 1 The hiring process

# The structure of a typical company



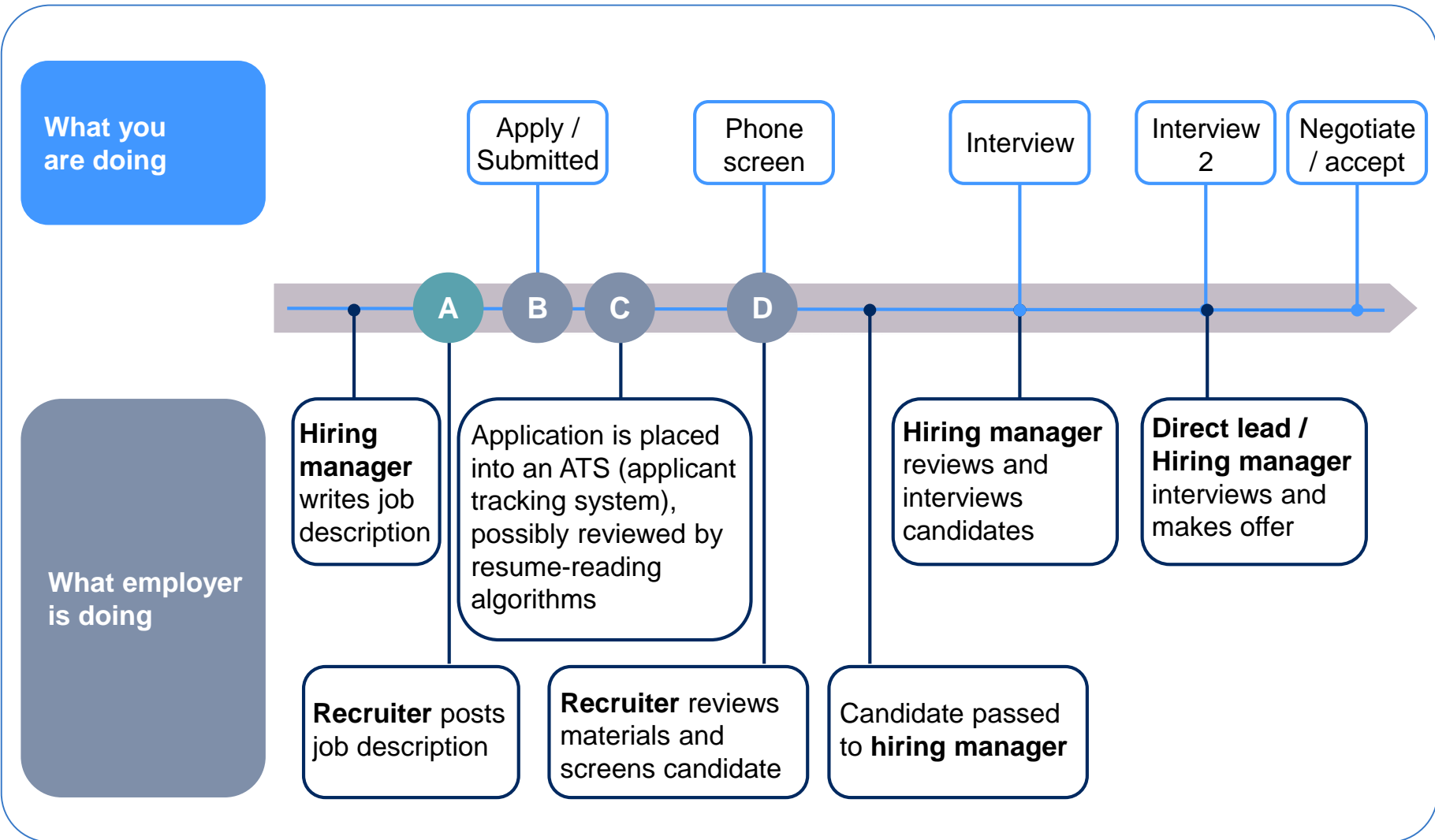
**Hiring manager**

- Approves hiring need
- Writes job description
- Makes final hiring decision

**Recruiter**

- Finds talent
- Screens talent

# From job creation to hiring someone for it



## **2A** The hiring process

# We apply where we should not

“What percent of applicants are *reasonably* qualified?”

“Depends on the position, but 4 - 6%”

- Pfizer R&D Recruiter

“5 - 8%”

- Regeneron Recruiter

“Maybe 8%”

- Thermo Fisher Scientific Recruiter

“Less than 10%”

- Genentech Recruiter

“10 - 15%”

- Merck Chemistry Recruiter

***Don't waste your time.***



Thought exercise:



## Our island

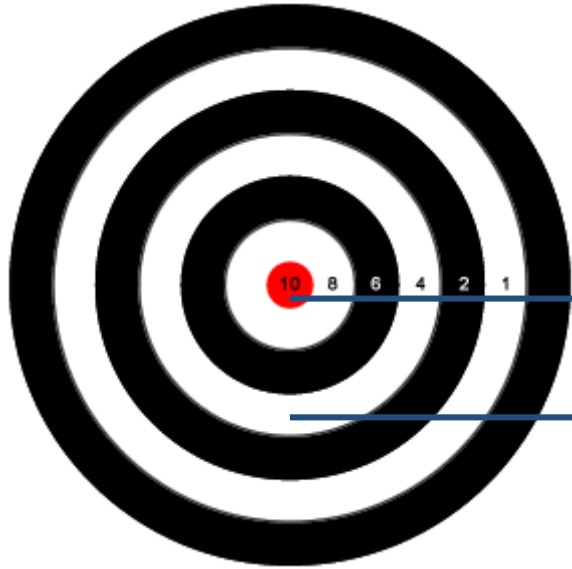


*Who do we hire  
for the job?*

## Zombie island



# For any job, ask yourself “how close to bulls-eye am I?”



Who they want to hire

Who they will actually hire

Who should not apply

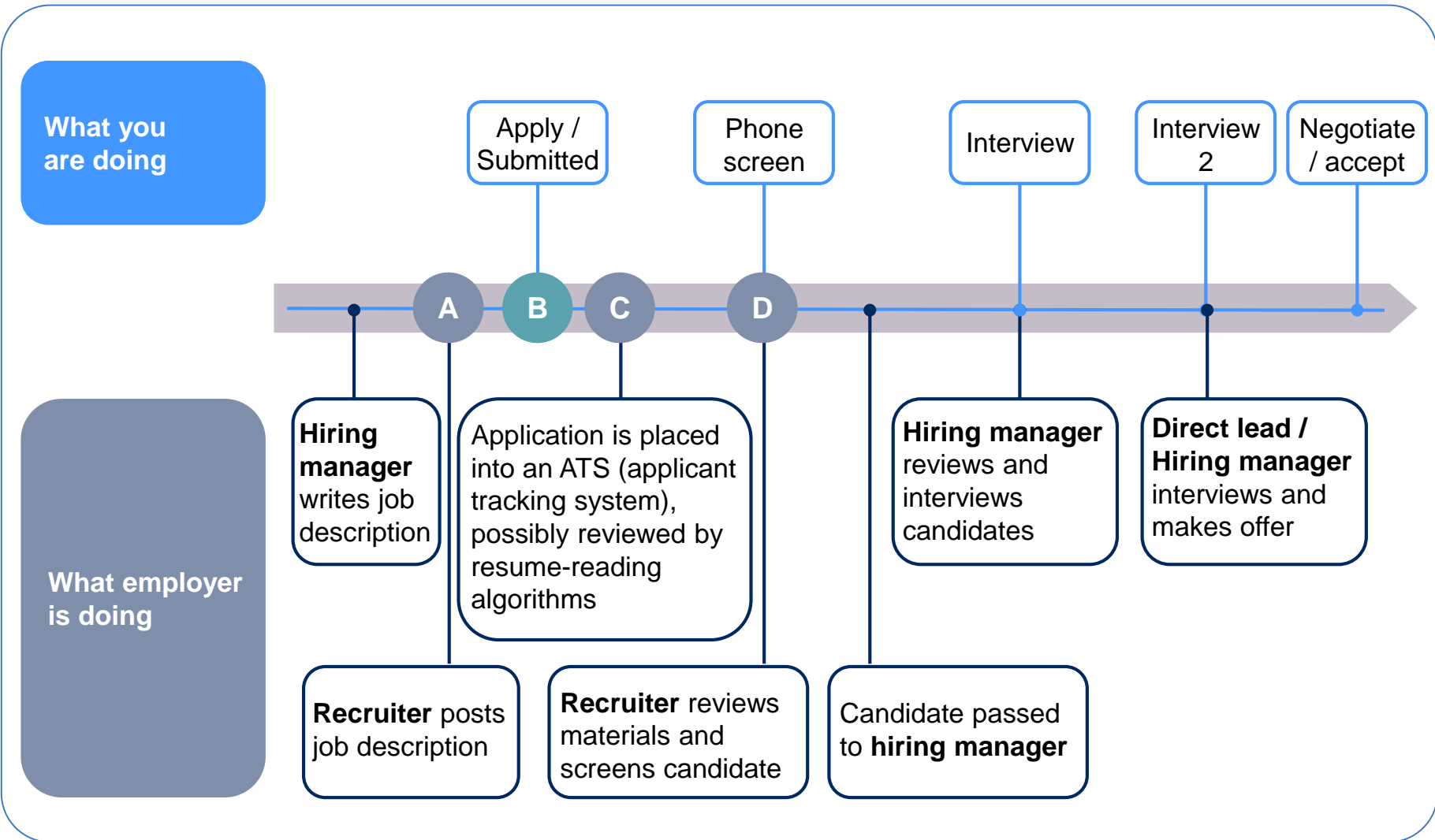


# Apply where you have a chance

- Proximity to bullseye always wins over potential or aspirations
  - No time to figure out your potential!
  - Aspirations not very valued by cold application reviews
  - Warm applications give you a chance to trump this!
    - Especially at small companies
- If you are close, apply!
  - Disregard 1-2 years of required experience
  - Rare skills > Area of expertise > common skills
- If you are NOT close do NOT apply
  - You only discredit yourself and annoy the employer

## **2B** Being submitted

# From job creation to hiring someone for it



# Being submitted massively increases likelihood of moving forward

- People you know who work at the company
  - Anyone there can do this. Often receive financial incentive to get this right.
  - They are leveraging their social capital. Estimate what theirs might be.

$$\text{Social Capital} = \left[ \frac{\text{Seniority at company} * \text{Time at company} * \text{Proximity to job}}{\text{How unliked by peers}} \right]$$

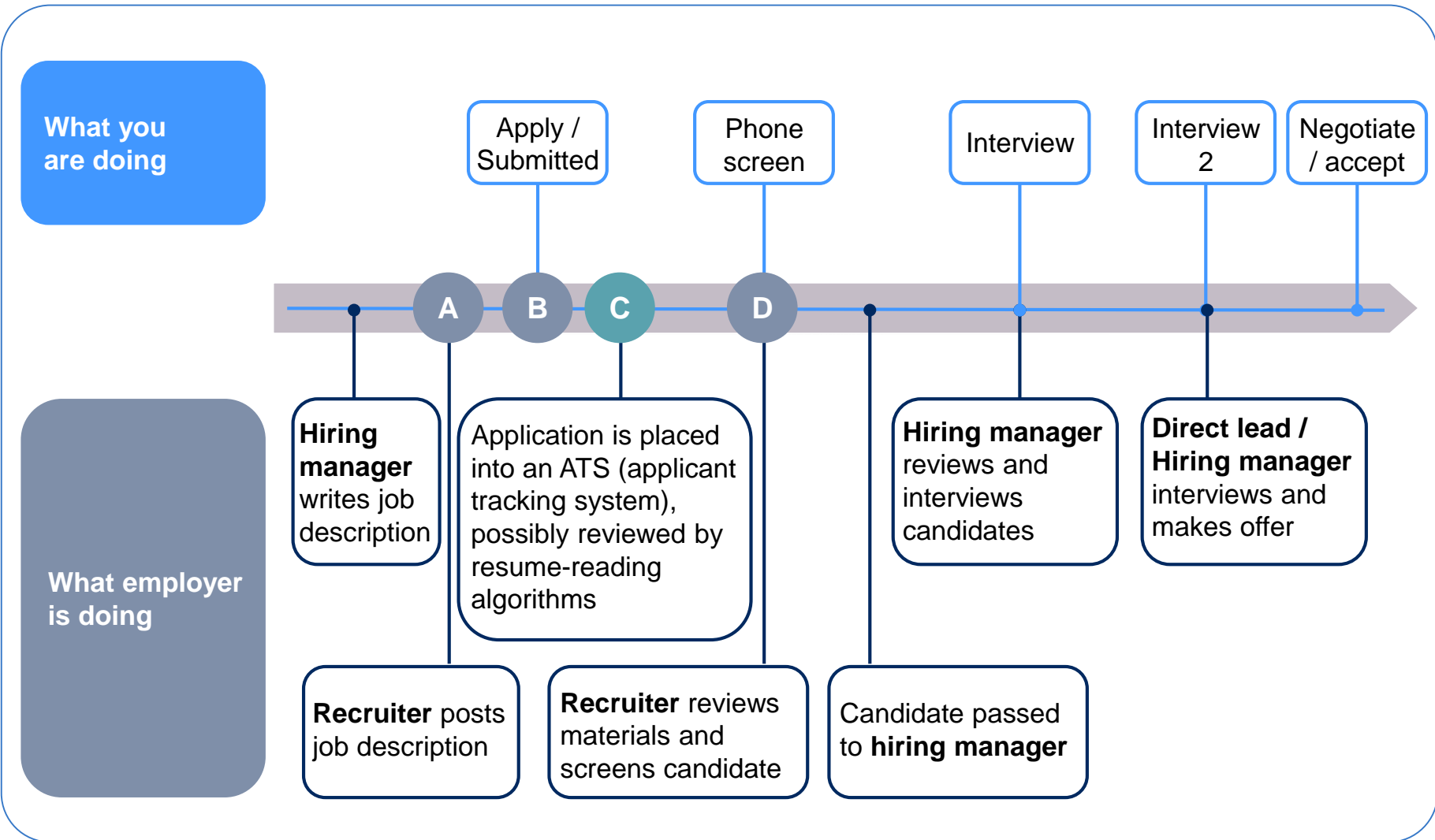
# Being submitted massively increases likelihood of moving forward

- External recruiters
  - They have your best interests in mind. Follow their instructions.
  - Typically only high-demand positions
  - You can reach out on LinkedIn! Include areas of interest in message and 2-3 brags.

## **Resume excellence**



# From job creation to hiring someone for it



# Resumes are not CVs

(See full Resume Recommendations at [dropoutclub.org/resources](http://dropoutclub.org/resources))

## CV

- Lists everything: publications, presentations, honors, awards, affiliations, etc.
- For academic jobs

## Resume

- 1-2 page summary of experience, education and most relevant skills
- For non-academic jobs

# The case for an executive summary

- 1 **Quickly** articulates your **value** – “the elevator pitch”
- 2 Emphasizes **strengths** and highlights **transferable skills**
- 3 Makes you **stand out** from crowd
- 4 Tells **narrative** and eases **transition** from academia
- 5 Lets you **target employer**

# The anatomy of an Executive Summary

## Purpose

### Bullet 1

- Sell yourself in a sentence
- Highlight a characteristic, role, skillset and specialty

### Bullets 2-3

- Emphasize most relevant skills tailored to job description
- Include particularly relevant experiences

### Bullet 4-5

- Describe soft skills relevant to job
- Show who you are as a person
- Convey anything else impressive

# Sample Executive Summary - Consultant

## **JIRO ONO**

555-555-5555 ♦ toro@tsukiji.edu

### **EXECUTIVE SUMMARY**

- ♦ Entrepreneurial life sciences PhD with extensive experience in biomedical research and business. Proven leader currently managing business and community organizations.
- ♦ Elected VP Outreach of Graduate Business Club, increased membership 250%, led multiple strategy and due diligence projects evaluating biotech investments
- ♦ Co-founded Hamachi Hub, tutoring center for underprivileged youth, developed strategic plan, recruited and trained staff of 5, help manage \$100K budget
- ♦ Started on-campus food delivery business, which grew to \$3K annual revenues and 2 part-time employees

# Sample Executive Summary – Research Scientist

## GENE POSTDOC, Ph.D.

[gene.postdoc@gmail.com](mailto:gene.postdoc@gmail.com) ♦ [genepostdoc.com](http://genepostdoc.com) ♦ 424-656-8989

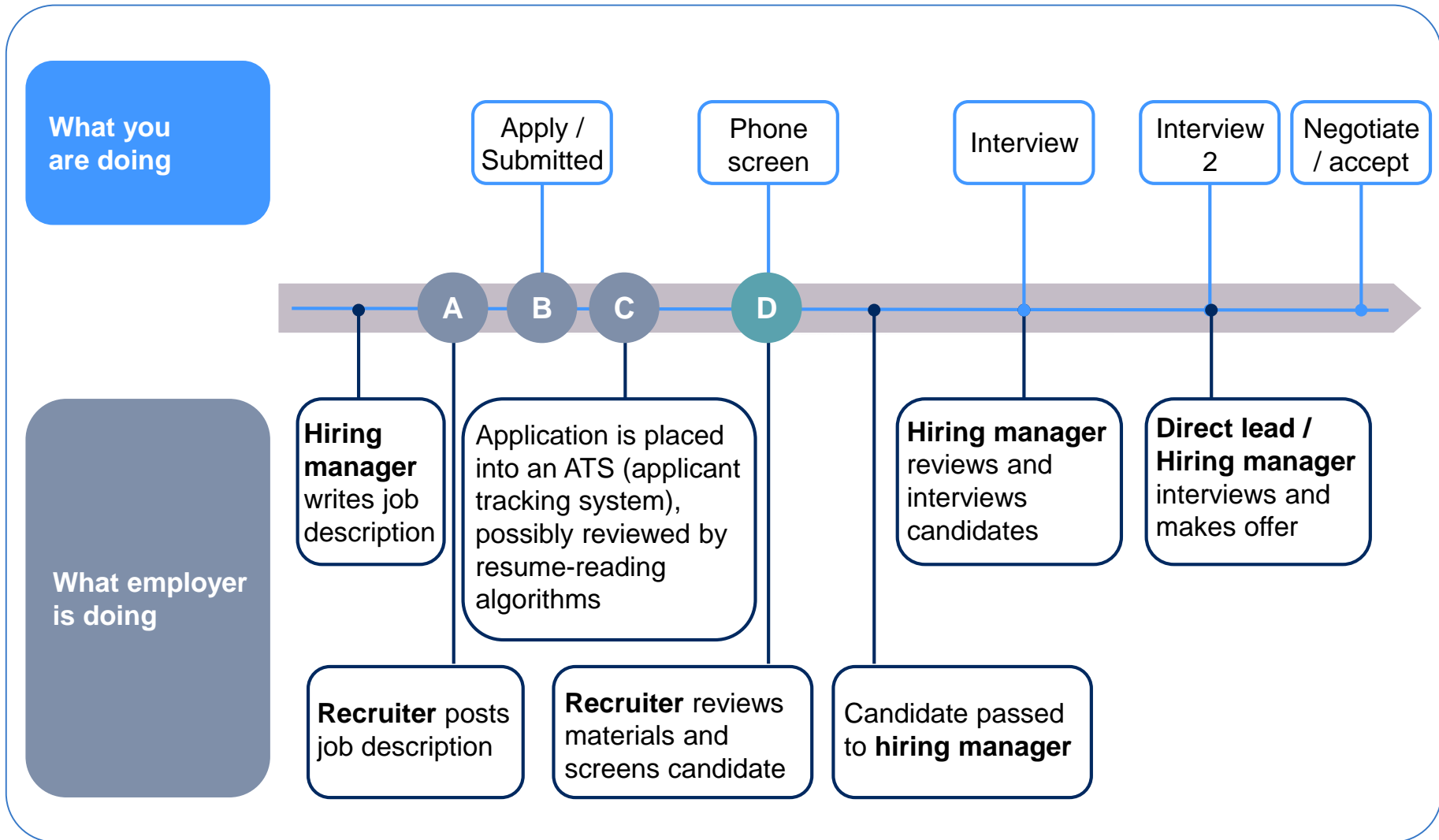
### SUMMARY

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- Biomedical researcher with 6 years postdoctoral experience in molecular and cell biology
- First author of 8 (*J Exp Med* and *J Clin Invest* cover) and co-author of 7 manuscripts
- Utilized CRISPR/Cas9n technology to generate several mice with a SNPs and a GFP knock-in mouse
- Proficient in Illumina library preparation, sequencing and bioinformatics
- Result-oriented leader: mentored several technicians and students (BA, MS and PhD)

## **2D** First 3 minutes of an interview

# From job creation to hiring someone for it





# Be prepared...

- **...for the interview:**
  - Know the purpose of the interview
  - Know the company, who you are speaking with, the job posting in and out, the location of the job
- **...to give a research summary:**
  - If a science job: A 3 sentence summary, with relevant nouns, positioned towards what you are applying for
  - If a non-science job: A 1-2 sentence summary of your research – at the level your grandma would like
- **...to continue to position yourself for the job:**
  - Understand each question and what the desired answer would be. Be honest, just be smart.