

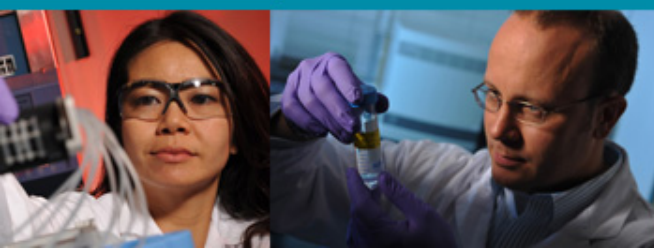


# Pursuing Industry Careers in the Life Sciences

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**cdrd** The Centre  
for Drug Research  
and Development  
Transforming Discovery into Opportunity



# About CDRD

CDRD was specifically created to de-risk promising discoveries stemming from publicly-funded academic health research, and transform them into commercially viable opportunities for the private sector....



The **Private Sector** is then responsible (and much better positioned) to develop them into new treatments for patients

And **Government** realizes the maximum economic and societal ROI....and re-invests back into research

- National not-for-profit drug development and commercialization centre
- Provides specialized expertise and infrastructure
- Conducts critical proof-of-concept studies
- Bridges the commercialization gap between academia and industry....  
....and ultimately, patients

# CDRD Training Program

A new model to train Canada's top future talent, ready to lead the building of the national life sciences industry, and take on the jobs of the 21<sup>st</sup> century

- Multi-disciplinary training in drug development
- A fusion of best practices from both industry and academia
- Participation in collaborative project teams
- Professional development skills training
- Workshops and seminars
- Mentorship and coaching

## Involves:

- Post-Doctoral Fellows
- Graduate Student Interns
- Business Interns
- Co-op Student

Currently have 26 in-house Training Positions



# Recruitment and Selection Framework

## 1. Job Posting

- Communicate to potential candidates basic information about job, job requirements, and how to apply.

## 2. Screening Applications

- Identifying individuals from the applicant pool who have the minimum qualifications for the target position.
- **Article:** “Business Insider - What Recruiters Look At During The 6 Seconds They Spend On Your Resume”

## 3. Preliminary Telephone Interview

- Developing first impressions of the candidates.
- Questioning candidates by asking some general questions.

# Recruitment and Selection Framework

## 4. In-person Interview

- Validate and predict how the candidate will do in the role.
- Hiring manager considers job fit and organization fit.
- Interview format will be adapted depending on the position, department and candidates.

## 5. Checking References

- Information gathered about a job candidate from supervisors
- Ideally organizations like to check 2 – 3 references.

## 6. Offer

- Terms of employment are communicated to the successful candidate.

# Elements of a Great Resume

John Smith, Ph.D

Post-Doctoral Fellow

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SUMMARY

Briefly summarize your professional qualifications  
Focus on what you, as a candidate, can do for the employer  
1 – 3 short sentences

RESEARCH & EMPLOYMENT EXPERIENCE

Postdoctoral Fellow

Jun 2012 – Dec 2013

ABC Company, Vancouver, BC, Canada.  
Responsible for biochemical- and cell-based assay development in four early stage pre-clinical drug development projects, in the areas of cancer, MS, fibrosis and cardiovascular disease. Specific duties included:

- High throughput assay development
- Live cell assay development
- Fluorescent polarization assay development
- Automation validation
- Data analyses
- Report writing

Instructor

Sep 2007 – May 2012

BCD University, Burnaby, BC  
Designed, delivered & evaluated the following courses:

- Proteomics lectures for B.Sc (Hons.) students (2 x 2 weeks).
- Lab Practice & Procedure workshops for B.Sc students (3 x 1 weeks).
- Pharmaceutical Biotechnology module to H.Dip Pharmaceutical Production Program (1 semester).
- Immunology module to B.Sc students (1 semester).
- Animal Cell Technology module to B.Sc (Hons.) students (1 semester).
- Program reviewer for B.Sc (Hons.) course in Biotechnology.

EDUCATION

Ph.D., In Vitro Toxicology and Pharmacology, Cambridge, England.

Sep 2007 – Sep 2011

"In Vitro Pharmacological and Proteomic Effects of Novel Metal-Based Anticancer Agents".  
Principle Investigator – Dr. Jane Doe, Ph.D.  
Centre for Research and Development (CRD).

B.Sc. (Hons.) Biochemistry, Cambridge, England.

Sep 2003 – May 2007

1\* Class Honours (GPA 3.55/4.00), Ranked 1\* in class.  
Key subjects included: Biochemistry, Molecular Biology, Bio-analytical Techniques, Pharmacology, Immunology.

PROFESSIONAL SKILLS

Through lecturing, post-graduate and post-doctoral training, I gained extensive experience both in the organisation, maintenance and management of a research laboratory and as an educator. A brief summary of my skill-set is presented below:

- **Education & Training:** Course design, delivery techniques, learning management system design and development, student evaluation, report writing, program review and evaluation processes.
- **Software & Statistics:** Moodle, Turnitin, Microsoft Office, Graphpad prism.
- **Molecular Biology:** Electrophoretic mobility shift assays, Topolli inhibition assays.
- **Proteomics:** 2D Electrophoresis, Bioinformatics.
- **Protein & Biochemical Assays:** Western blotting, ELISA.
- **Cell Biology:** Mammalian cell culture, cytotoxicity assays.

## OTHER CERTIFICATES & TRAINING EXPERIENCE

Translational Cancer Research Workshop	2010
Category B laboratory animal handling certification	2008

## PUBLICATIONS

**Kale, M, Ph.D.;** Withers, T; Roberts, A; Trent, Z; and Forsyth, L. "Vitamin D deficiency in mature rats." Neurobiol. Advisor. 51:770-774. 2002.

Brennan, DK; Rose, C; **Kale, M, Ph.D.;** Zhang, F; Sares, H; Reese, M; Haenal, D; and Nolan, R. "Inner retina retinoid metabolism." Exp. Res. 14:564-570. 2001.

Wolfe, B; Norville, D; Jennings, M; Dosenbach, JT; Freeland, T; Guillianno, A; **Kale, M, Ph.D.;** and Withers, T. "Retinol dehydrogenase." Modern Biochemistry. 11:1430-1440. 2000.

## REFERENCES

My references are available upon request.

# The Do's and Don'ts of Job Search

## ■ Do's

- Connect with individuals you have previously worked with who are working at the organization you are applying for.
- Find a mentor in the industry / field you are looking to pursue a career.
- Mail a hand written thank you card to the hiring manager or HR after an in-person interview.

## ■ Don'ts

- Include a long and detailed cover letter in you application.
- Apply to every single job you see with a generic cover letter and resume.
- Bother the recruiter / hiring manager by cold calling or sending numerous e-mails.

# Having an Online Presence

## Do You Need One?

- Use social media to be part of a community and not simply to obtain a job; people can tell the difference.
- Use privacy settings to ensure certain content is difficult for people outside of your network to stumble upon.
  - Never post anything you wouldn't say to someone's face.
- Do not be afraid to be yourself.
  - Tweet and share things that interest you but always remember that the world of social media is not meant to be 100% private.

# Using Social Media for Job Search

- LinkedIn:
  - Professional head shot and well written summary.
    - You want to be succinct but descriptive
  - Take part in relevant discussion groups
  - Post interesting, career-related articles
  - When adding to your “connections” don’t use the standard invitation message.
    - Write something about how you met or how you connect with each other.
  - **Article:** “HootSuite Blog – How to be Found on LinkedIn”
- Twitter / HootSuite:
  - Can be a great tool for job search
  - **Article:** “Corn on the Job - Using HootSuite for the Job Search”

# Mentorship

- Choose a mentor who can help you develop and broaden your skillset
- Set out your mentorship objectives with your mentor
- Meet regularly (every 6-8 weeks)
- The mentee should come prepared with an agenda/points for discussion
- Every meeting should end with action points for the next meeting
- Create a career development plan with your mentor



# QUESTIONS?