Summary – Young Mass Spectrometrists Workshop

- The room was more than 3/4 full with greater than 150 people in attendance. The majority of the audience was graduate students (80%) with some postdocs (15%) and a few undergraduate students (5%).

- The questions were well distributed across all 5 panelists and the two moderators.

- All of the panelists were very interactive and were able to answer most of the questions posed to them. Panelists included Phil Gafken, Natalie Castellana, Ann Knolhoff, Paul Auger, and Tobias Maile.

- Topics discussed:
  - Do you need to do a postdoc?
  - What is different about a postdoc in industry?
  - Do I need to move to get a job?
  - Can I find a job if my experience and skill set are not exactly the same as job listing?
  - How can I get a job coming out of school when many jobs require experience?
  - Discussed internships and Networking
  - There were also questions around getting visas through companies and how to overcome that barrier
  - What is the difference between Government and Academia?
  - Should I interview even if I am not really interested in the position?

Veronica Anania

Representative of: Industry

Current Role: Scientist in Biomarker Development (Genentech)

Education: PhD in Molecular & Cell Biology (UC Berkeley), Postdoc in Protein Chemistry (Genentech)

Focus Area: discovery and development of pharmacodynamic biomarkers to support drug development and clinical assessment of disease

- **bioactive lipids**
- **Clinical biomarkers**
- **lupus nephritis, Influenza, Asthma, Multiple Sclerosis**
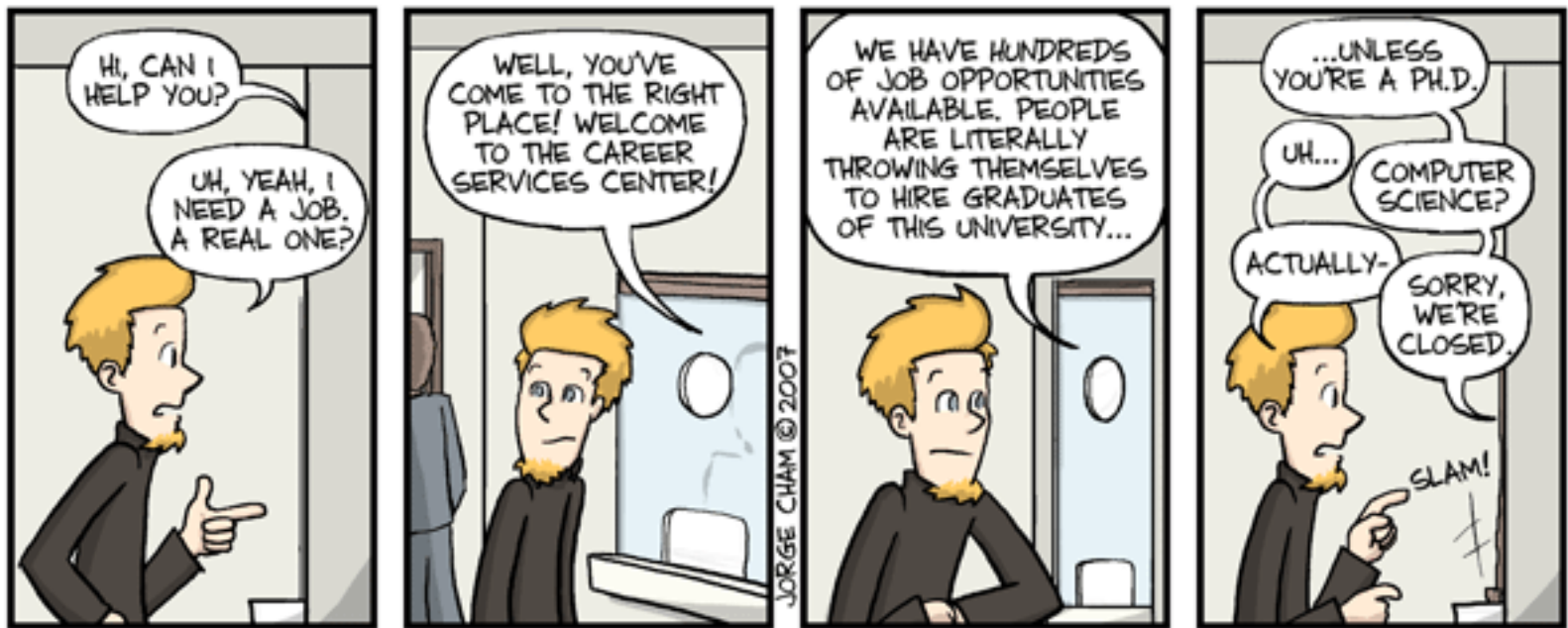
Noah Dephoure

Representative of: Academia

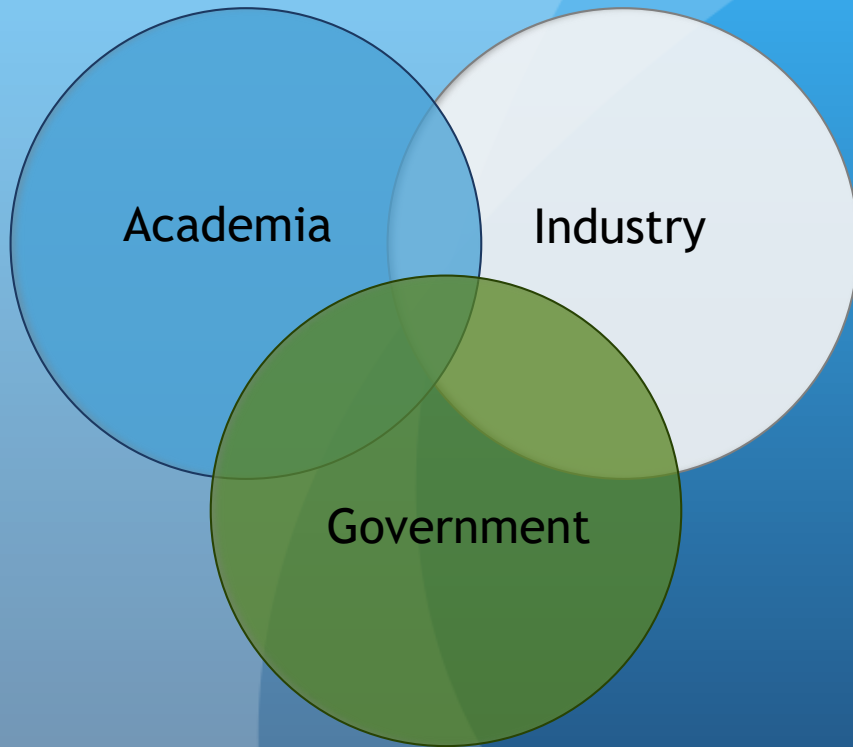**Current Role:** Assistant Professor in Biochemistry (Weill Cornell Medical College)

Education: Ph.D. in Biochemistry and Molecular Biology (UCSF), Postdoc in quantitative mass spec (Harvard)

Focus Area:

Not to worry, there are many career path options!

- Academia:
  - Professor (research vs. teaching institutions)
  - Staff Scientist
- Industry:
  - Pharma
  - Contract Research Organization (CRO)
  - Biotech-different sectors
  - Instrumentation
- Government:
  - NIH
  - FDA
  - NIST

Modern Job Search Tools

- General Job Search Sites
  - LinkedIn, Indeed, Monster, CareerBuilder, GlassDoor
- Scientific Journals and Websites
  - Nature Jobs, Science Careers, Inside Higher Ed Jobs
- Scientific Societies
  - ASMS Career Center, Conferences
- Recruiting agencies
- Internships
- Participation in local and national mass spectrometry discussion groups

Job Search Strategy in 2018

- Jobs posted 24/7

- Multiple online sources

- Need to apply for many jobs

- A lot to keep track of
  - Deadlines
  - Required Documents
  - Letters of recommendation

MODERN WAYS TO JOB SEARCH

NETWORKING

Tap your social graph on social networks to make connections with people at companies you are interested in.

MOBILE

Use mobile applications on your smartphone to find job openings and apply with a single touch.

POPULAR SITES:

Branchout.com
Inthedoor.com
Linkedin.com
Monster.com

POPULAR MOBILE APPLICATIONS:

Job Amp Mobile
Real-Time Jobs
Career Builder
Busy Bee

80%
of jobs are gained through networking.

40%
of young professionals are using social media to find jobs.

1/3
of human resource managers predict traditional resumes will be replaced with social/business networking sites.

20%
of job seekers use their smartphones in their search for employment.

Writing my COVER LETTER

5 things I wish I knew before:

1 A cover letter is still a letter

Address at the top right-hand corner, then the recipient's details, then the date. The text should be justified.

2 Speak the company language

Search the company online and gauge their voice and tone. List out important keywords and use them on your letter.

3 Skip the familiar tunes

Your letter is about YOU, so avoid using any passe-partout sentences from a random or non-existent person's cover letter you found online.

4 Don't echo your CV

Your cover letter should be short, and only say what is necessary. It should not list information that belongs on a CV.

5 Tailor your letter to the job

Always make the necessary adjustments, so that your cover letter emphasizes the information about you that is most relevant to the job.

Extra tip!

It is generally best to find the name of the person you are writing to , and to sign off with "Yours sincerely".

7 Ways to Take Control of your job search

by Sarah Haydt

Update your Resume
make sure your contact info is both complete & correct

Post your resume
They cant hire you if they cant find you!

Join LinkedIn OR become more active on LinkedIn

Search posted jobs
Set up automatic saved searches

Start applying to jobs that are a good fit
Keep a log and apply to a minimum of 3-5 solid opportunities a week

Network!
Connect with people, help them and ask for help in return. Get a foot in the door!

Follow Up
Thank you emails, handwritten thank you letters, professional check-ins

Stay Positive!
Don't become negative
Job searching can take some time

Start a new job!

LinkedIn Roadmap: Career Management

by Dr Nancy Richmond

#LeadersGetSocial

Employers Using LinkedIn For Recruiting
92.5%

Take Responsibility and Action
Dedicate and find time in your weekly schedule to become an active LinkedIn user.

Explore Careers
Search on LinkedIn for individuals who have a dream job or career. What are their skills and experience?

Develop a Job Search or Career Strategy
Develop a plan to get noticed. Use strategic key words, write an article and create weekly status updates.

Like · Comment · Share · 👍 1

Actively Engage with Your Connections
Give a shoutout to individuals in a status update. Comment and ask questions on LinkedIn.

Gather Information and Feedback
Reach out to individuals on LinkedIn. Ask questions and find out more about your field of interest.

Create a Professional Online Image
Create an interesting headline, and summary. Showcase your relevant skills and interests. Upload a professional photo.,

Continuously Develop Professionally and Learn
Join groups and become an active LinkedIn user to learn and grow professionally.

Update and Develop New Skills
Read, create and share articles to stay on top of new trends in the marketplace and to develop new skills.

Move To the Next Step in Your Career

brought to you by :
💡 **Dr. Nancy Richmond**

Use Technology to Meet New People

LinkedIn Audience in the US | A LOOK AT THE WORLD'S LARGEST PROFESSIONAL NETWORK

LinkedIn reached out to a sample of its **over 50 million US members** to learn about who they are and what they do on LinkedIn.

212 million business leads generated in 2011 via LinkedIn.

3 out of 4 use LinkedIn to keep up on business news or research companies.

LinkedIn's audience of professionals is one of the **most influential, educated and affluent** on the Web.

8 out of 10 LinkedIn members drive business decisions.

93% More likely to be college graduates than the average adult online.

$86K Average household income, **23% higher than the US general population.**

Members turn to LinkedIn for a variety of reasons:

76% Networking with other professionals

72% Fostering their professional identity

46% Following current industry discussions

43% Learning about companies

LinkedIn members deeply value our brand as **a professional, trusted, and remarkably different social environment.**

81% of members **prefer to have separate social networks** for their personal and professional lives.

64% say LinkedIn helps them **develop relationships and grow new business.**
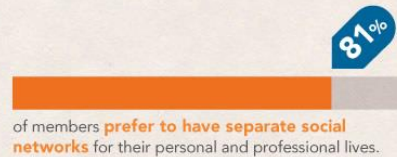
Members are **more** confident in the professional information on LinkedIn.

- LinkedIn 73%
- Twitter 35%
- Yahoo! Groups 35%
- Facebook 25%

Linked in.

Google Images

Phil Gafken

Representative of: Academia

Current Role: *Director, Proteomics Shared Resource*

Fred Hutchinson Cancer Research Center

Seattle, WA

Education: Ph.D (Fred Hutchinson Cancer Research Center)

Focus Areas :

- Blood-based biomarker discovery for GVHD
- Detection of MHC peptides by MS
- Multiplexed quant. experiments

Natalie Castellana

Representative of: Industry

Current Role: CEO of Digital Proteomics LLC

Education: B.S. in Computer Science, Carnegie Mellon University, M.S, Ph.D. in Computer Science, UCSD

Focus Area: Computer Science
- Computational mass spectrometry
- Proteogenomics
- Antibodies

Ann M. Knolhoff

Representative of: Government

Current Role: Research Chemist

Food and Drug Administration (FDA)

Center for Food Safety and Applied Nutrition (CFSAN)

Education: Ph.D in Chemistry (Univ. of Illinois), Postdoc in Chemistry (FDA)

Focus Area: Development of Non-Targeted and Suspect Screening Workflows

- Liquid chromatography and high-resolution mass spectrometry
- Obtaining optimal data quality
- Data analysis approaches

Paul Auger

Representative of: Industry

Current Role: Senior Scientific Researcher in Biomarker Development (Genentech)

Education: Masters Degree (Johns Hopkins), B.Sc. (St. Mary's College of Maryland)

Focus Area: development of quantitative assays for potential diagnostic and pharmacodynamic biomarkers

- exploring new technologies and automation for enhancement of sensitivity and robustness in quantitative MS
- development of CSF disease biomarkers in support of our Alzheimer's disease

Tobias Maile

Representative of: Industry

Current Role: Senior Research Associate (Calico)

Education: Ph.D. in Biochemistry & Molecular Biology (UC Riverside & University of Hohenheim), Postdoc (Cancer Research UK & Genentech)

Focus Area: epigenetic modifications on chromatin

Starter Questions

- Where did you find your first/current job?

- What is the right path for me?

- What are my options?

- How did you transition to your current position?

- How to choose between academia, industry, and government?

- How do I go about starting my job search? Resources?

- How do I prepare for an interview?
  - Compare between different sectors

Building Your Network

Google Images

Google Images
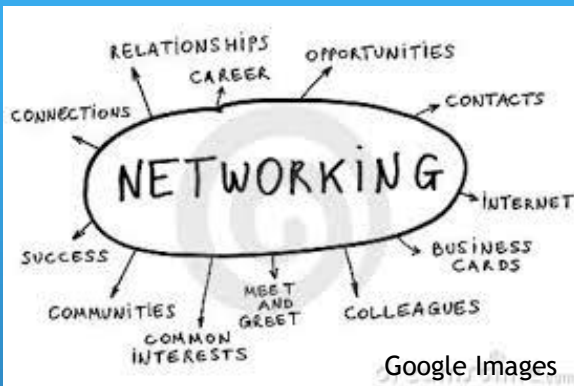
- Manager(s)
- Project Team Lead

- Peers
- Cross functional relationships

UP

ACROSS **You** ACROSS

DOWN

- Business partners
- Stakeholders

Members of project team(s) you lead

- 360-Network
- "win-win" mindset
- Push yourself outside of your comfort zone
- Make specific requests to meet with people (follow through and follow up)
- Elevator pitch
- Look for opportunities to give back to the other person

Networking Exercise

Unused Slides

Tools for Successful Career in the Field of MS

- **<u>Networking</u> with people in the field through various avenues**
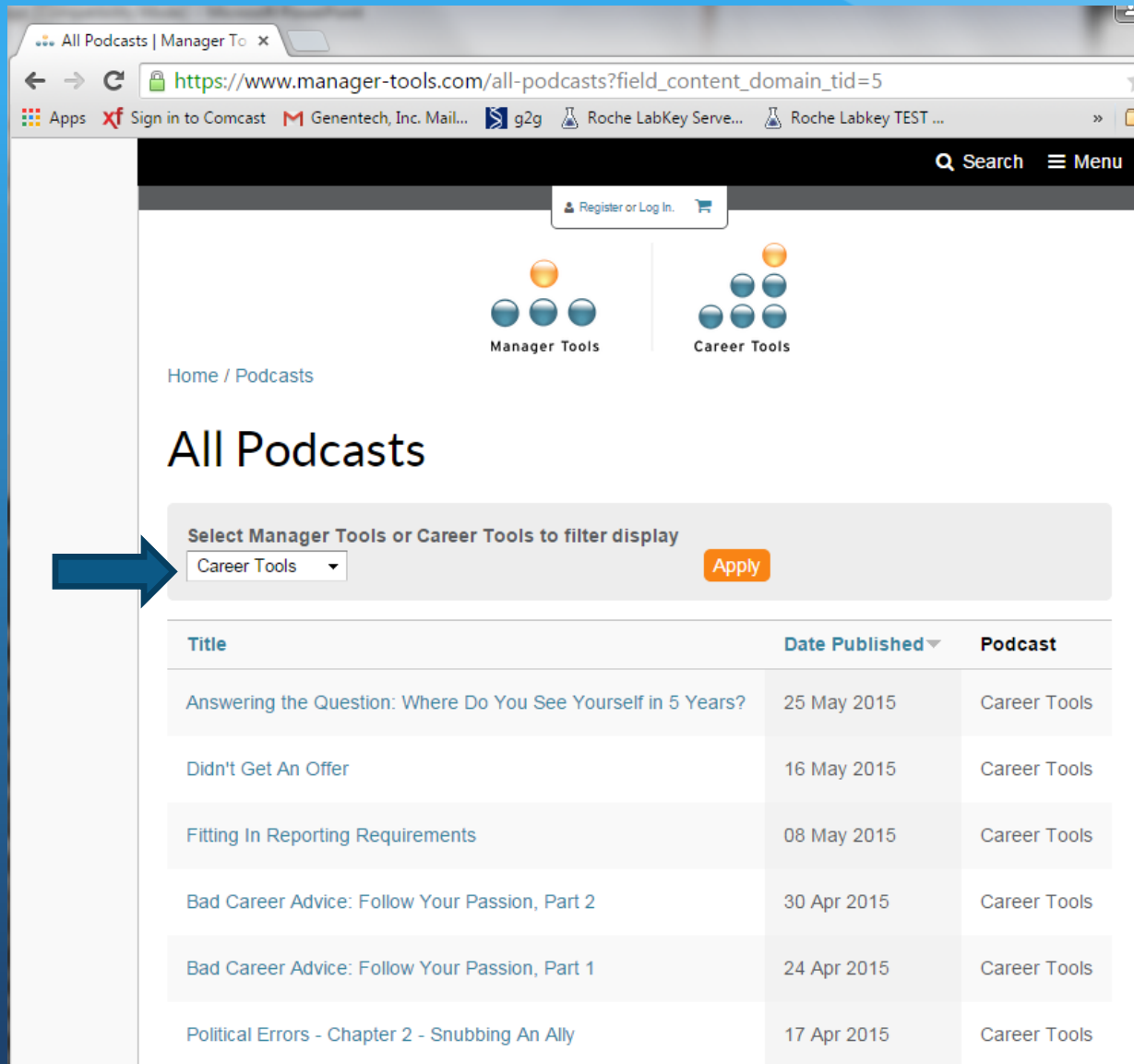
- **Knowledge of the broader field of mass spectrometry:**
    - How do all the different types of MS work?
    - When do I want to use the different types of MS
    - Where is MS applied?
        - Petroleum to food-to pharmaceutical industry as well as to clinical, sports, and cosmetics.
    - What bioinformatics tools and softwares do I need to be familiar with to run and analyze data? (e.g. Analyst, Skyline, etc.)

Modern Job Search Tools

- Online job search engines:
  - ASMS career center, LinkedIn, Indeed, Monster, CareerBuilder, GlassDoor
- Recruiting agencies
- Internships
- Familiarity with alternative places for job postings:
  - scientific journals and magazines, scientific societies websites, conferences, company and/or academic institution websites
- Participation at the national and local mass spectrometry discussion group

Career Tools Podcasts