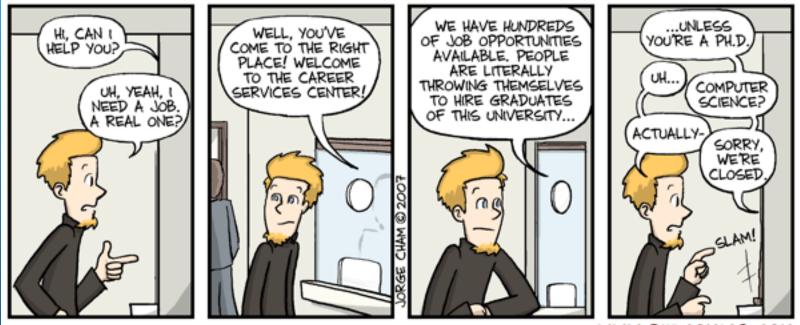
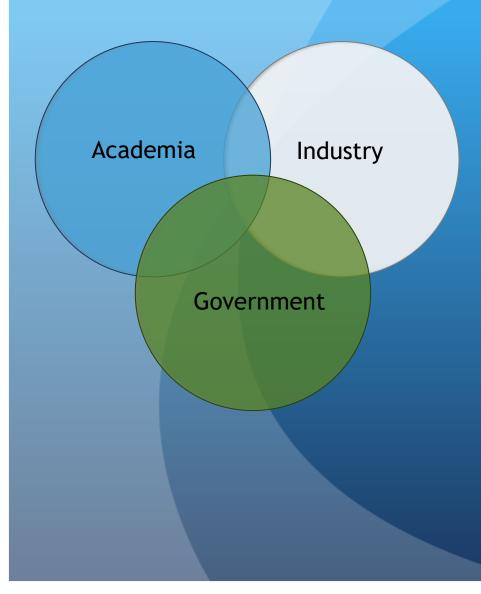
# MS Career Options: How to Kick Start Your Career

Co-chaired by M. Violet Lee and Doug Phanstiel 5th June 2017 Indianapolis, IN



WWW. PHDCOMICS. COM

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
  - National Lab

#### 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 2017

- 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



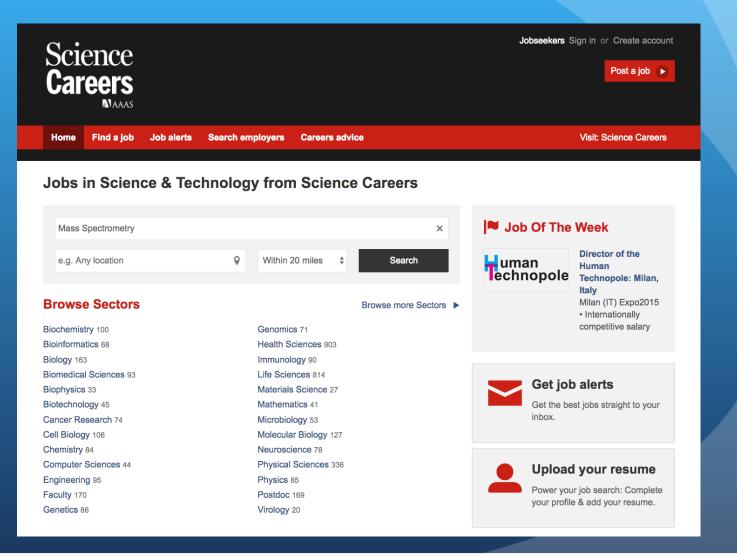
• Perform Online Search

Save to RSS feed

• View jobs in RSS reader

• Organize in spreadsheet





Science			Jobseekers S	ign in or Create account
Science Careers				Post a job ►
Home Find a job	Job alerts	Search employers Careers advice		Visit: Science Careers
Found 47 jobs	using	the term 'Mass Spectrometry'		
Browse Search		Get new jobs for this search by email		Premium Jobs
Keywords		Your email 🖬 Email j	obs	Postdoctoral
Mass Spectrometry	×			research associate
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Home	Find a job	Job alerts	Search employers	Careers advice	Visit: Science Careers

#### Found 47 jobs using the term 'Mass Spectrometry'

Browse Search		Get new jobs for this search by email		Premium Jobs	
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Salary Band		Remote / Field, CA Competitive Thermo Fisher Scientific Perform on-site installation, repair, maintenance, qualification, and	<b>Thermo Fisher</b>	HEALTH SCIENCES CENTER	

For the Laboratory of Protein Phosphorylation and Proteomics we are looking for a motivated PhD student to work on a translational research project...

Postdoctoral Researcher												
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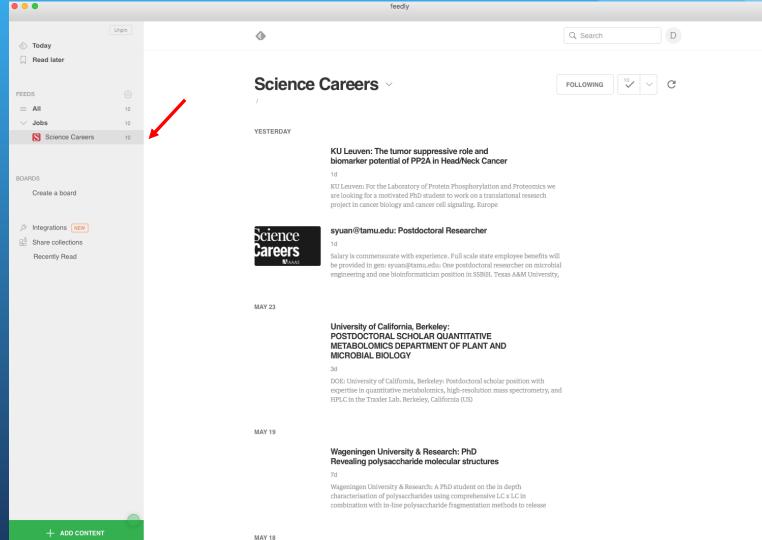
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medium	NYU School of Medicine	Environmental Medicine	http://jobs.sc	7/24/15	9/18/15	?	?	?	?	?						
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high	Rutgers University	The Department of Genetics	http://www.r	9/15/15	10/15/15	Y	Y	Y	Y	3 (info)		9/23/15	provided info	provided info	provided info	NA
	Rutgers University	The Department of Genetics (Computat		9/15/15	10/15/15	Y	Y	Y		3 (info)						
	MIT	Biology	http://www.r	9/15/15	10/15/15	Y	Y	Y	Y	3 (info)		9/24/15	provided info	provided info	provided info	NA
	Whitehead Institute and MIT Department of Biolog	Biology	http://www.r	9/15/15	10/15/15	Y	Y	Y		3 (info)		9/24/15	provided info	provided info	provided info	provided info
	Broad Institute and MIT Department of Biology	Biology	http://www.r	9/15/15	10/15/15		Y	Y		3 (info)			provided info	· · · · · · · · · · · · · · · · · · ·		
high	UCLA	Department of Biological Chemistry	http://jobs.sc	8/21/15	10/16/15	Y	Y	Y	N		3	9/25/15	provided info	provided info	provided info	NA
medium	University of Florida	Department of Anatomy and Cell Biolog	http://jobs.sc	8/24/15	10/19/15		Y	Y	N	3 (info)						
	State University of New York at Buffalo	Biochemistry	http://jobs.sc	8/24/15	10/19/15		Y	Y		3 info						
	University of Minnesota	Institute for Health Informatics	http://www.i	8/27/15	10/19/15		Y	Y		3 (info)						
	Marshall University (Huntington, WV)	School of Medicine	http://jobs.sc	8/25/15	10/20/15		Y	Y		3 info						
		The Center for Public Health Genomics i		8/31/15	10/26/15		Y	Y		3 (info)						
	UCONN	Genetics and Genome Sciences	http://www.r	9/1/15	10/27/15		Y	Y		3 (info)		9/25/15	provided info	provided info	provided info	provided info
	University of Kentucky	Biology	http://jobs.sc	9/4/15	10/29/15		Y	Y		3 (info)						
high	NIH	The Laboratory of Cellular and Developm		8/31/15	10/30/15		Y	Y	N	3 (info)	up to 5		provided info	•		
high	LIEC	Department of Stom Coll Biology and Bo	http://www.	0/9/15	10/20/15	4	v	V	N	A (info)		0/20/15	provided infe	provided info	provided info	provided info

### Final Thoughts

- Don't reject yourself
- Your skills are transferrable



#### Danielle Swaney

Representative of: Academia

**Current Role:** Assistant Adjunct Professor, UCSF, 2015.

**Education:** PhD University of Wisconsin -Madison, Post Doc University of Washington

**Focus Area:** Protein-protein interactions in cancer



#### Fiona McAllister

Representative of: Industry

**Current Role:** Principal Investigator, Calico Life Sciences

**Education:** The University of Edinburgh, MChem, PhD

Focus Area: My research is focused on using high-throughput mass spectrometry to study age-related changes in protein expression from the cellular to organism level, and to identify bio-markers for aging.



### Whitney Stutts

Representative of: Government

**Current Role:** Chemist at the Center for Food Safety and Applied Nutrition, FDA

**Education:** Ph.D. University of Florida, Postdoctoral Research at FDA

**Focus Area:** Development and validation of mass spectrometry based methods for the analysis of toxins in foods and dietary supplements



#### Andres Guerrero

Representative of: Industry

**Current Role:** Senior Scientist Group Lead, ProZyme Inc

**Education:** Ph.D. Complutense University of Madrid, Postdoctoral Research at UC Davis

**Focus Area:** Product Development in the field of Analytical Glycobiology: development of analytical tools for the characterization of carbohydrates



### Allis Chien

Representative of: Core Director

**Current Role:** Director, Stanford University Mass Spectrometry (SUMS)

Education: PhD Chemistry, Stanford University

**Focus Area:** University-wide core lab covers a gamut of mass spec applications, including proteomics, targeted quantitation, pharmacokinetics, metabolism, and synthetic chemistry support.

### Daniel Lopez-Ferrer

Representative of: Instrumentation Company

**Current Role:** Senior Strategic Marketing Specialist, Thermo Fisher Scientific

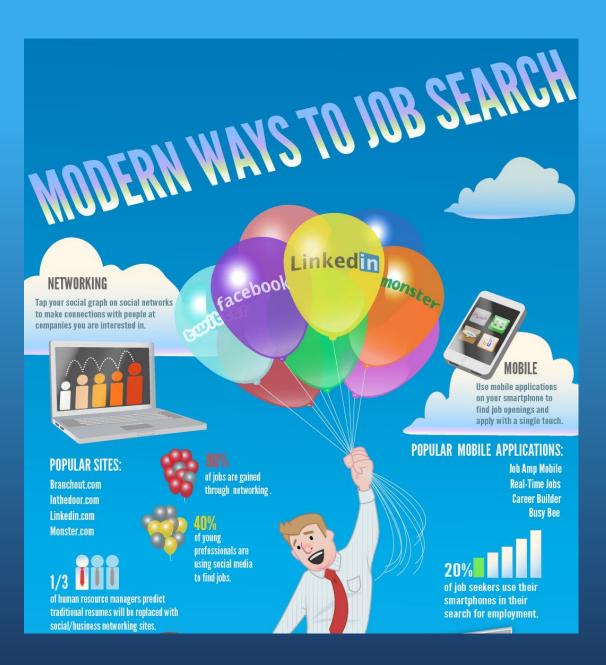
**Education:** Autonomous University of Madrid, PhD in Biochemistry and Molecular Biology; Stanford University, Project Management

**Focus Area:** Develop and manage business plans for various products supporting life science mass spectrometry

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#### **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** RELATIONSHIPS OPPORTUNITIES CAREER CONTACTS CONNECTIONS NETWORKING TERNET BUSINESS SUCCESS CARDS Manager(s) COLLEAGUES **Project Team Lead** COMMUNITIES Google Images GREET COMMON NTERESTS **Google Images** UP Peers **Business** • ACROSS You ACROSS Cross functional partners relationships **Stakeholders** Ð DOWN 6 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

### 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.

\$86к Average household income, 23% higher than the US general population.





Source: LinkedIn US Audience 360 Study. August 2011. LinkedIn US audience member count as of November 2011. The Nielsen Company @Plan Rel 4 2011.

**Google Images** 

marketing.linkedin.com

Members turn to LinkedIn for a variety of reasons:



72% Fostering their professional identity



73%

current industry discussions

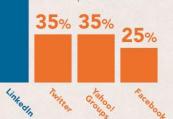
43% Learning about companies

NEW

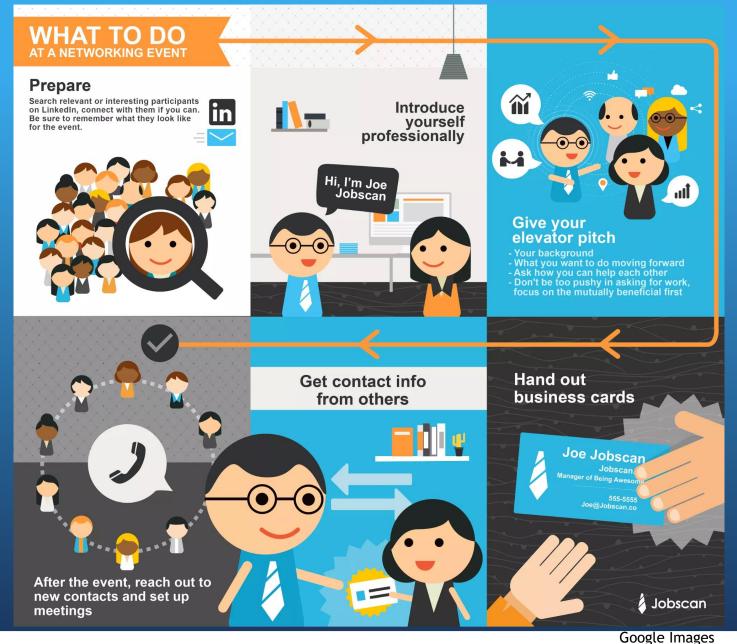
LinkedIn members deeply value our brand as a professional, trusted, and of members prefer to have separate social networks for their personal and professional lives. remarkably different social environment.

> say LinkedIn helps them develop relationships and grow new business.

Members are more confident in the professional information on LinkedIn.



#### **Networking Exercise**



#### Unused Slides

#### Tools for Successful Career in the Field of MS

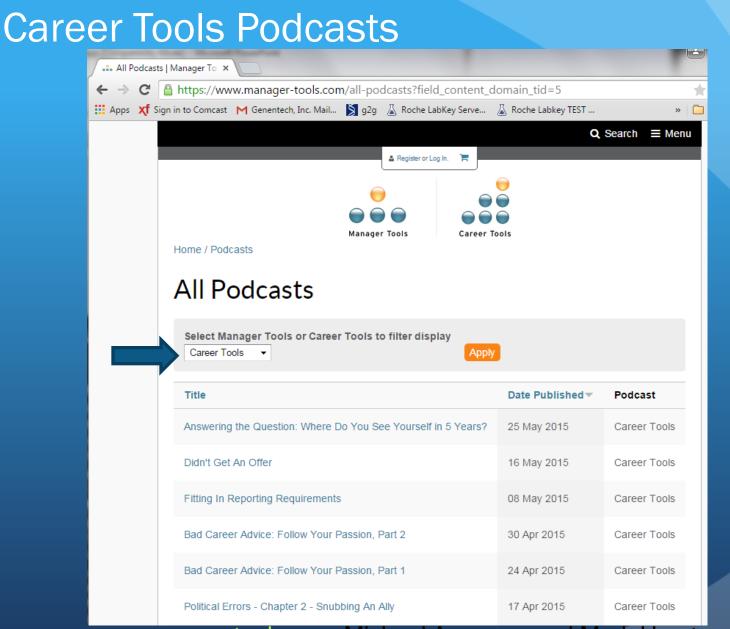
#### • <u>Networking</u> with people in the field through various avenues

#### • 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



www.manager-tools.com Michael Auzenne and Mark Horstman

#### MS Career options: how to kick start your career

Chairs: Violet Lee and Doug Phanstiel

Panelists: (1) Andres Guerrero, (2) Allis Chien, (3) Danielle Swaney, (4) Whitney Stutts, (5) Daniel Lopez-Ferrer, (6) Fiona McCalister,

Doug and Violet provided introduction to the workshop and panelists and discussed insights on job search, different paths and options, different tools, and job search strategy.

#### Opened up panel discussion by asking panelists got their jobs.

- Panelist 1. linked in, supervisor
- Panelist 2. Allis, try it out,
- Panelist 3. give a good talk
- Panelist 4. ASMS Thermo Booth
- Panelist 5. from trying to sell items
- Panelist 6. supervisor and then linkedin

#### QUESTIONS (directly from audience or submitted online)

Did anyone look for opportunity overseas?

- Panelist 5. undergrad in Germany then went back to spain, sent emails and called and called all the big proteomics community, scheduled visits with a backpack.
- Panelist 6. did it through memorial fund.

Should we advertise as a mass spectrometrist or indicate special skills?

- Panelist 4. it would depend on what you are looking for. The more experience the better. Add the experience if you have it.
- Panelist 2. tailor it for the job that you are looking for.
- Panelist 5. HR has a lot of resumes. Hiring manager gets the filtered list. The key to getting hired is making the resume stand out. If you know the hiring manager, email him directly.

• Panelist 6. send in the covering letter.

- Online question I often feel intimidated by the requirements for position, and should I be turned of?
  - Panelist 5. if you feel intimidated then you don't keep your options open.
  - Violet- you miss 100% of the opportunities that you don't take. It's ok since hiring manager knows that rarely do all candidates fit all requirements.

#### Is postdoc required if you don't go to academia?

- 3. academia, it's very valuable.
- 4. for the government position at FDA, postdoc helps show others how well you fit in the group. Also, advantageous to learn a new skillsets.

#### Are there good jobs for people with Bsc degrees:

- Panelist 2. in many cases having a phd can actually hurt you.
- Panelist 1. it's good to do a postdoc, because the competition is really high. Postdoc is also a good way to know if you like the research. If you don't like it you can always quit. You will also have more opportunities to increase your network.

#### How long did it take to find a job and how long to look?

- Panelist 5. never really looked for a job. But in general, the higher the title, the harder to find the job. Assume 3-6 months.
- Panelist 6. took about a year. If you want a job that requires relocation, you probably need to start a bit earlier.
- Panelist 5. agrees with panelist 5. Being close to where you're looking for job helps.
- Panelist 1. took 1.5 years because he's from spain.

How to do a postdoc in usa if you're international?

- Panelist 4. do a fellowship.
- Panelist 3. do a fellowship or get your own funding.

What is it like doing a postdoc outside academic?

- Panelist 5. at pnnl, it's a large group. National labs are created to be center of high end technology. Gives you access to different perspective to how science is done. Broad perspective of how to apply your technology. Business is translated into products because the goal is to license the product.
- Panelist 4. no hierarcy, good work/life balance and public service driven.

How important is postdoc papers for industry?

Panelist 1. Papers give large number of interviews. But visa status was the roadblock. More publication means more skills.

Are there a lot of government jobs in DC?

• Panelist 4. yes lots of mass spec jobs in DC area.

How many years of psostdoc experience required for LC-MS if you never had that background?

- Panelist 5. zero years experience is required. As long as you have the personality since you can catch up and learn on the job.
- If you don't have hands on MS experience, how do you make yourself stand out?
  - Panelist 5. its' ok, because managers can train on the job.
  - Panelist 6. for industry job, 1-2 years is enough to train.

What to do if you got the postdoc and lost their job?

- Panelist 5. as long as you have previous experience, it's OK to come back. Just talk to people and you can get back on the job.
- Violet just hired someone who was away for 6-7 years the key was their networking. It's always about the potential.
- Doug just hired someone who was away. Make sure the resume standout by making it clear and legible.

If you get an interviewed, what do you need to know to be fully prepared?

- Panelist 5. be prepared for your audience. Send out thank you emails and perhaps fit in some follow up questions.
- Panelist 6. do research on what the company does.
- Panelist 3. make sure you have questions prepared. Be good at small talk. Make a list of attributes of who you are and make sure you can reflect those.
- Violet you're already a top candidate, so by then you want to make sure that the personality will fit. Make sure you're engage. Make sure you know the background.

How do you make a good CV and what are things to be cautious about?

- Panelist 4. spell checking and make sure there's no typos. Try to tailor it as much as you can to your specific experience. Don't use a template from online. Try and be organized and leave enough white space on the page.
- Panelist 3. 1<sup>st</sup> page is bullet point, 2<sup>nd</sup> page is the more detailed. Make sure it looks pretty. If it's a short tenure, don't put it down. If you have justification for gaps, explain it.
- Panelist 2. make sure you tailor your cv.
- Panelist 1. make sure you have all the info required on the first page.
- Doug be concise.

Final words:

- Violet networking is key. Build it at conferences. Be engaged.
- Ended the workshop with a networking exercise, practicing 2-min elevator pitch about what you do and talk to someone you don't know. ASMS is a great opportunity to practice and hone networking skills.