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?
MS Career Options: How to Kick Start Your Career

Co-chaired by Veronica Anania and Noah Dephoure
4th June 2018
San Diego, California
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.

POPULAR SITES:
- Branchout.com
- InTheDoor.com
- LinkedIn.com
- Monster.com

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

88% of jobs are gained through networking.

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

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

POPULAR MOBILE APPLICATIONS:
- JobAmp Mobile
- Real-Time Jobs
- Career Builder
- Busy Bee

20% of job seekers use their smartphones in their search for employment.
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 nonexistent 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 can’t hire you if they can’t 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.

- 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

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.

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% prefer to have separate social networks for their personal and professional lives.
- 64% say LinkedIn helps them develop relationships and grow new business.

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.

LinkedIn.com
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

- Manager(s)
- Project Team Lead
- Peers
- Cross functional relationships
- Business partners
- Stakeholders
- 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

WHAT TO DO AT A NETWORKING EVENT

Prepare
Search relevant or interesting participants on LinkedIn, connect with them if you can. Be sure to remember what they look like for the event.

Introduce yourself professionally

Give your elevator pitch
- Your background
- What you want to do moving forward
- Ask how you can help each other
- Don't be too pushy in asking for work, focus on the mutually beneficial first

Get contact info from others

Hand out business cards

After the event, reach out to new contacts and set up meetings
Tools for Successful Career in the Field of MS

- **Networking** 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

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