How to Evaluate, Build, and Highlight Transferable and Career Relevant Skills

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Outline

- Identifying and highlighting transferable skills
- Transferable skills and their value in different roles
- How to build and/or enhance transferable skills
- Highlighting transferable skills on a resume / cover letter
- Discussing transferable skills during an interview
The Importance of Transferable Skills

- Working in a lab is not only about the science.

- There are many OTHER skills that you develop which are transferrable to non-academic careers.

- These assets are important to highlight!
Transferable Skills – “Your Tool Kit”

- A negotiator
- A networker
- A manager
- A presenter
- Good writer
- An excel guru
- Artistic/Creative
- A communicator
- Detail oriented
- Good at keeping track of projects
- Skilled at Programming

Making Connections that Fuel Innovation!
These Define your Personal Brand

and help you standout from the crowd
Customize your Skills!

You can choose what to highlight among your experiences
What Graduate School Teaches You

- Excellent Scientific Foundation!
- Data analysis skills
- Ability to synthesize information/learn new areas
- Ability to ask questions
- Writing ability – abstracts, papers, grants
- Work ethic and drive
- Work independently and be accountable
Additional Skills and Experiences

- Exposure to Clinical Research
- Disease Knowledge
- Management of the Lab
- Training of People
- Grant Writing
- Interacting with Collaborators
- Finding Collaborators
- Starting new Groups / Initiatives
Industry Emphasizes

- Teamwork
- Communication skills
- Working in cross functional teams
- Project management / organizational skills
Why is this Important
Transferable Skills for Specific Roles

- **Business development**
  - scientific knowledge, commercial perspective, financial skills, networking

- **Marketing**
  - writing, creative skills, branding insight/experience, communication

- **Product/project management**
  - organization, working with various people, detail oriented, strong communication skills

- **Strategy consulting**
  - analytical and logic, scientific knowledge, presenting, evaluating trends, larger picture view, networking

- **Research and development**
  - strong scientific foundation, adaptability, working cross functionally, commercial focus

- **Medical Affairs, Clinical Research**
  - Disease relevance, strong scientific foundation, regulatory/clinical knowledge
# How to Build Skills

<table>
<thead>
<tr>
<th>Business development</th>
<th>Tech Transfer Internships, Intern at Startup, Business Development Plans, Business Course(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing</td>
<td>Write Blogs, Social Media, programs i.e. Illustrator, take courses, design flyers, i.e. networking groups</td>
</tr>
<tr>
<td>Product/project management</td>
<td>Organize/Lead collaborations or activities, work with people of different backgrounds, gain “big picture”, manage budgets, Gantt charts,</td>
</tr>
<tr>
<td>Strategy consulting</td>
<td>Consulting club, case competitions, business courses, leadership roles in organizations, tech transfer internships</td>
</tr>
<tr>
<td>Research and development</td>
<td>Translational research, drug discovery / development course, intern with startup, write patents, business plans</td>
</tr>
<tr>
<td>Medical Affairs, Clinical Research</td>
<td>Translational disease research, clinical research, IRB’s, regulatory / clinical courses</td>
</tr>
</tbody>
</table>
Which Skills are Important to your Interests...
## Read Job Postings

<table>
<thead>
<tr>
<th>Item</th>
<th>Must Have</th>
<th>Nice to Have</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific research experience – i.e. ChIP-seq</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Experience Leading a Team</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Experience with Budgeting</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Specific Disease Knowledge – i.e. Immunology</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Clinical Research Experience</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
Informational Interviewing: How to find the right opportunity

**Definition:** An informational interview is an interview conducted to collect information about a job, career field, industry or company.

It is **not a job interview**. Rather, it's an interview with an individual working in a career you would like to learn more about.
### What to ask about

<table>
<thead>
<tr>
<th>Particular Job</th>
<th>Company</th>
<th>Career Progression</th>
<th>Career Entry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibilities</td>
<td>Culture</td>
<td>Growth Opportunities</td>
<td>How to get in a role</td>
</tr>
<tr>
<td>Day to Day</td>
<td>Work</td>
<td>Career Path</td>
<td>Networking</td>
</tr>
<tr>
<td>Skills needed</td>
<td>Environment</td>
<td>Skills to Develop</td>
<td>Experience required</td>
</tr>
<tr>
<td>Skills valued</td>
<td>Management</td>
<td></td>
<td>Skills needed</td>
</tr>
<tr>
<td>Like</td>
<td>Style</td>
<td></td>
<td>Skills one can learn</td>
</tr>
<tr>
<td>Dislike</td>
<td>Growth</td>
<td></td>
<td>Best way to enter field</td>
</tr>
<tr>
<td>Growth potential</td>
<td>Potential</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Personality Fit</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How to Highlight your Transferable Skills on a Resume
Scientific Role – Entrepreneurial Company

Harvard Medical School, Massachusetts General Hospital  09/2010 - present
Research Fellow, Department of Bioengineering
• Develop microfluidic device to identify sensitizers of contact dermatitis and point-of-care diagnostics.
• Develop microfluidic gradient device to conduct assays to study protein mediated activation of glucose metabolism pathways in type I diabetes.
• Multiplexing real-time optical measurement of secreted cellular metabolites in MEMS format.
• Diagnostic sensor winner at Healthcare Innovation and Commercialization workshop.
• Hands-on experience with biological techniques including primary cell culture, cell lines, immunoassays, transfection, ELISA, imaging, and lipid analysis.

University of XX  07/2007 - 09/2010
Postdoctoral Fellow, Department of Mechanical Engineering
• Developed sensors and mathematical models to identify biomarkers in exhaled breath for clinical diagnostics.
• Developed organometallic films. Startup formed around idea (XX Company) won 2nd place in UC Davis Business Plan competition.

University of XX  08/2002 – 06/2007
Ph.D. Research, Mechanical Engineering Department
• Led team on a DoD funded project to develop microfluidic gas sensors to detect toxic gases and metabolites of disease biomarkers.
Scientific Role – Larger Company

- Disease knowledge
- Technical assay knowledge
- Publications (Nature, Cell, Science, PNAS, etc)
- Teamwork
- Managing collaborations, people, budgets
- Leadership
- Intellectual property
University of California Berkeley (Berkeley, CA)  
Lab focuses on ion channel and neurotransmitter receptor biology  
Ph.D Student and Postdoctoral Researcher

- Research focuses on optical control of excitatory neurotransmitter receptors.  
- Research techniques used include: electrophysiology, optics, molecular biology.  
- Managed multiple collaborations:
  - Dirk Trauner – Chemical Biology and Genetics, University of Munich (Synthetic photochromic neurotransmitter receptor ligands).
  - John Flannery – Dept. of Molecular and Cell Biology, University of CA, Berkeley (Viral vectors and retinal degeneration).
  - Herwig Baier – Dept. of Physiology, University of CA, San Francisco (Optogenetics in zebrafish).
  - Xiang Zhang – Dept. of Mechanical Engineering, University of CA, Berkeley (Custom spatiotemporal optics).
- Business courses involving project management, managing innovation, and business plan development.
- Presented extensively at scientific conferences and meetings.
Business Development Roles

Venture Capital Firm, San Francisco
Associate / Intern, Venture Capital Division
- Developed proposal & investment rationale for raising capital for India focused $300MM Venture Fund. Part of team that built relationships with & pitched the fund to Pharmaceutical companies as potential LP’s.
- Sourced 3 investment opportunities. Conducted due-diligence on 64 companies as investment targets. Wrote & presented investment memoranda. Analyzed 2 deal structures for optimizing value to Fund portfolio & financial return. Built financial models (revenue analysis, exit scenarios & valuation models) on 2 investments.
- Participated in term-sheet negotiations for 1 deal.

Equity Research, Investment Bank, New York
Associate / Consultant
- Assisted Specialty Pharmaceuticals Analyst launch research coverage on biotech stocks
- Contributed to industry-wide research reports on mid-cap & small-cap biotech companies.

XX Pharmaceuticals, Houston
Advisor, Business Development
- Provided recommendation on strategic decision to pursue in-house clinical development program v/s out-license prostate cancer asset for optimizing value. Assisted in preparation of business proposal. Successfully secured non-dilutive grants.
- Recommended market positioning for asset in Regenerative Medicine & Transplantation immunology space

Venture Capital Firm, Houston/Austin
Consultant
- Conducted due-diligence, identified investment risks & performed valuation analysis on 4 deals in Oncology space
- Participated in diligence of 2 successful transactions valued at $40M

Boutique Consulting Firm, Houston
Consultant
- Advised client of boutique consulting firm. Evaluated cardiovascular market entry strategy for med-tech company in clinical imaging space. Created map of competitive landscape & scenarios for disruption created by client’s technology application

Rice University Alliance for Technology Entrepreneurship, Office of Technology Licensing
Associate
- Evaluated commercialization potential of 2 life-science technologies: intellectual property landscape, market analysis, startup capital requirement
- Co-wrote business plan for start-up. Received capital commitments from angels.

Biomedical Sciences, Baylor College of Medicine, Houston, PhD, Researcher

Propel Careers
Discussing Transferable Skills

You can choose what to highlight among your experiences
Organizational Skills

- Managed multiple projects on time and budget
- Managed multiple people to accomplish a goal
- Organized a national conference for ____ group
- Completed Ph.D. in 5 years while working part-time
- Organized a gala event to raise money for ______ charity
Networking and Leadership Skills

- Have you taken leadership roles within your institution or industry association?
- Are you involved in a local or national chapter of a networking group / industry association?
  - AWIS, AAPS, ACS, HBA, RTPDMGD, etc.?
- Community Service
Management Skills

- Managed an undergraduate / graduate researcher
- Managed summer interns for scientific experiments
- Managed a research budget
- Managed collaboration(s) among _____ universities
- Managed collaboration(s) with industry
- Managed a team of people to organize ____
- Managed the review process for a grant
Ability to get up to Speed in new Areas

- Ph.D. in oncology
- Postdoc in neurobiology
- Success in learning new techniques during each role
- Successful track record of research and publications
- Tech transfer internship focusing on cardiovascular medical device technology
Presentation Skills

- Presentations at meetings
  - local, regional, national, international
  - lab meetings
- Teaching experience
- Leadership experience in organizations
- Toastmasters
Writing and Communication Skills

- Papers
- Grants
- Journal reviewer
- University paper
- Industry association / conference
- Personal Blog
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Making Connections that Fuel Innovation!

Confidential; Not for Distribution. September 26, 2012
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