

Career Planning Workshop

Tuesday 17th October 2017

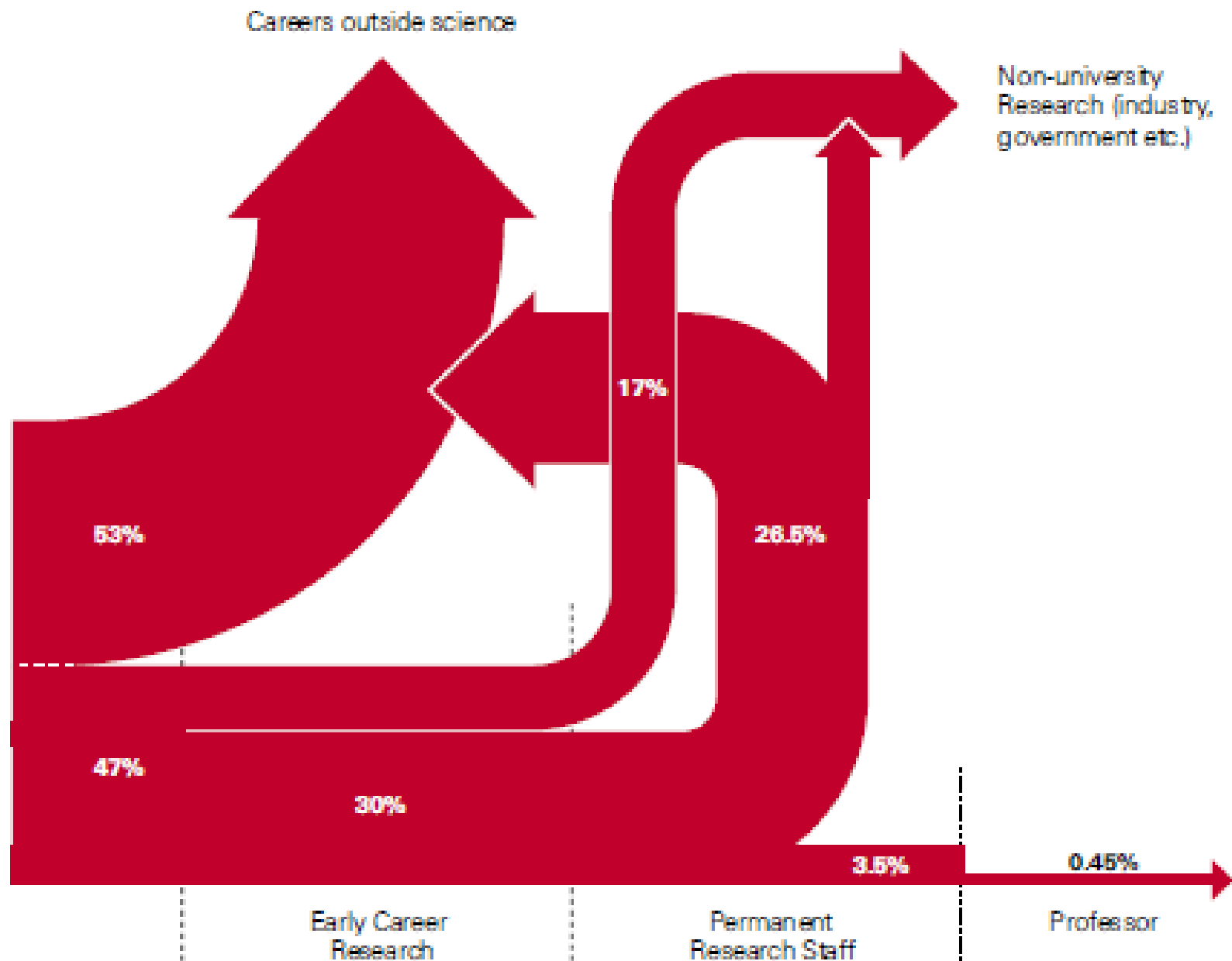
08.30 – 13.15

Sarah Blackford

Academic and Science Career specialist

www.biosciencecareers.org

PhD



KEY:

Research-related activities

- 1 Securing research funding
- 2 Developing research area
- 3 Preparing research proposals
- 4 Maximising research outputs
- 5 Academic collaboration
- 6 Leading your research team
- 7 Supervision of postgraduate researchers
- 8 Time management
- 9 Conference presentations
- 10 Good research conduct
- 11 Budget management

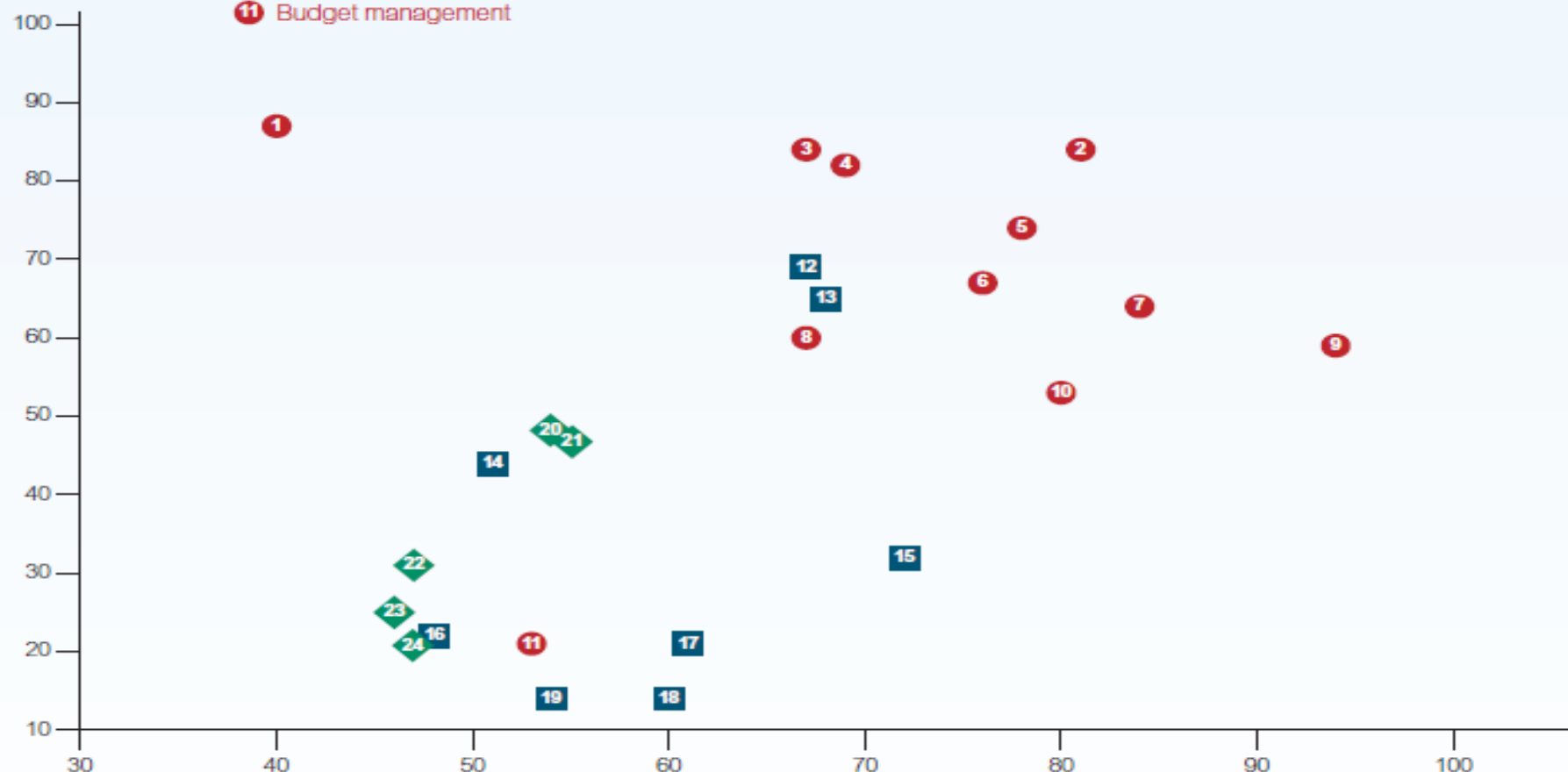
Human resources management

- 12 Motivating individuals
- 13 Building and managing research groups
- 14 Managing performance
- 15 Recruitment and selection
- 16 Terms and conditions of employment for research staff
- 17 Providing career development advice
- 18 Induction/probation/appraisal
- 19 Continuing professional development

Outward-facing activities

- 20 Knowledge of research strategies and priorities
- 21 Demonstrating impact
- 22 External collaborations
- 23 Knowledge exchange
- 24 Public engagement

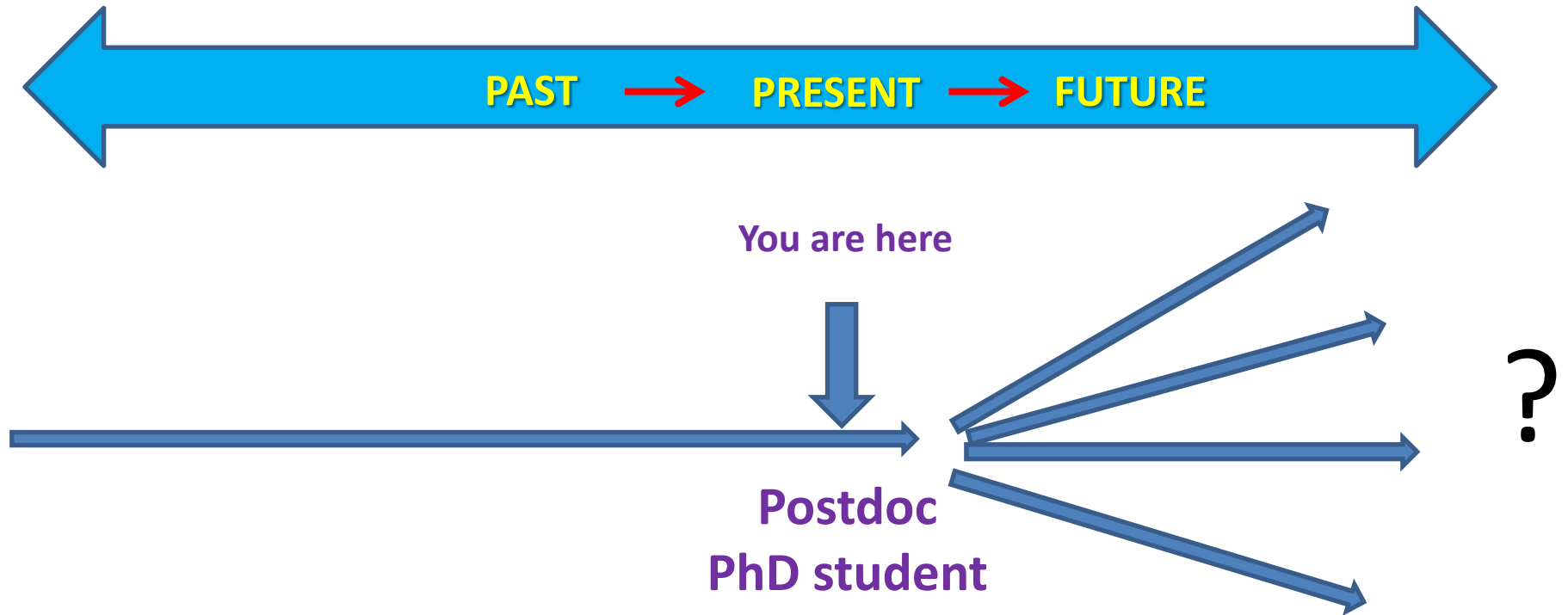
Very important %



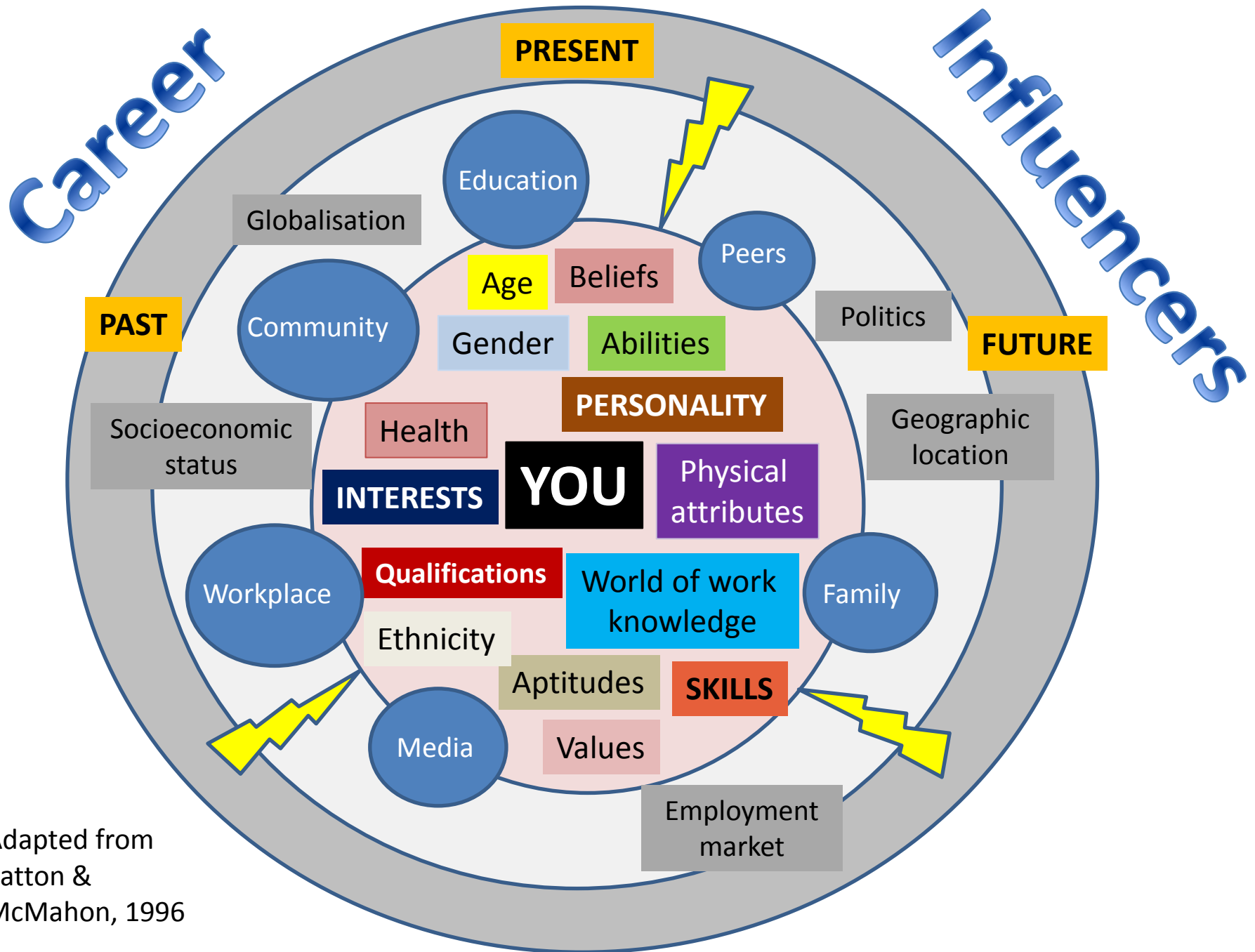
Confident %



Your career timeline

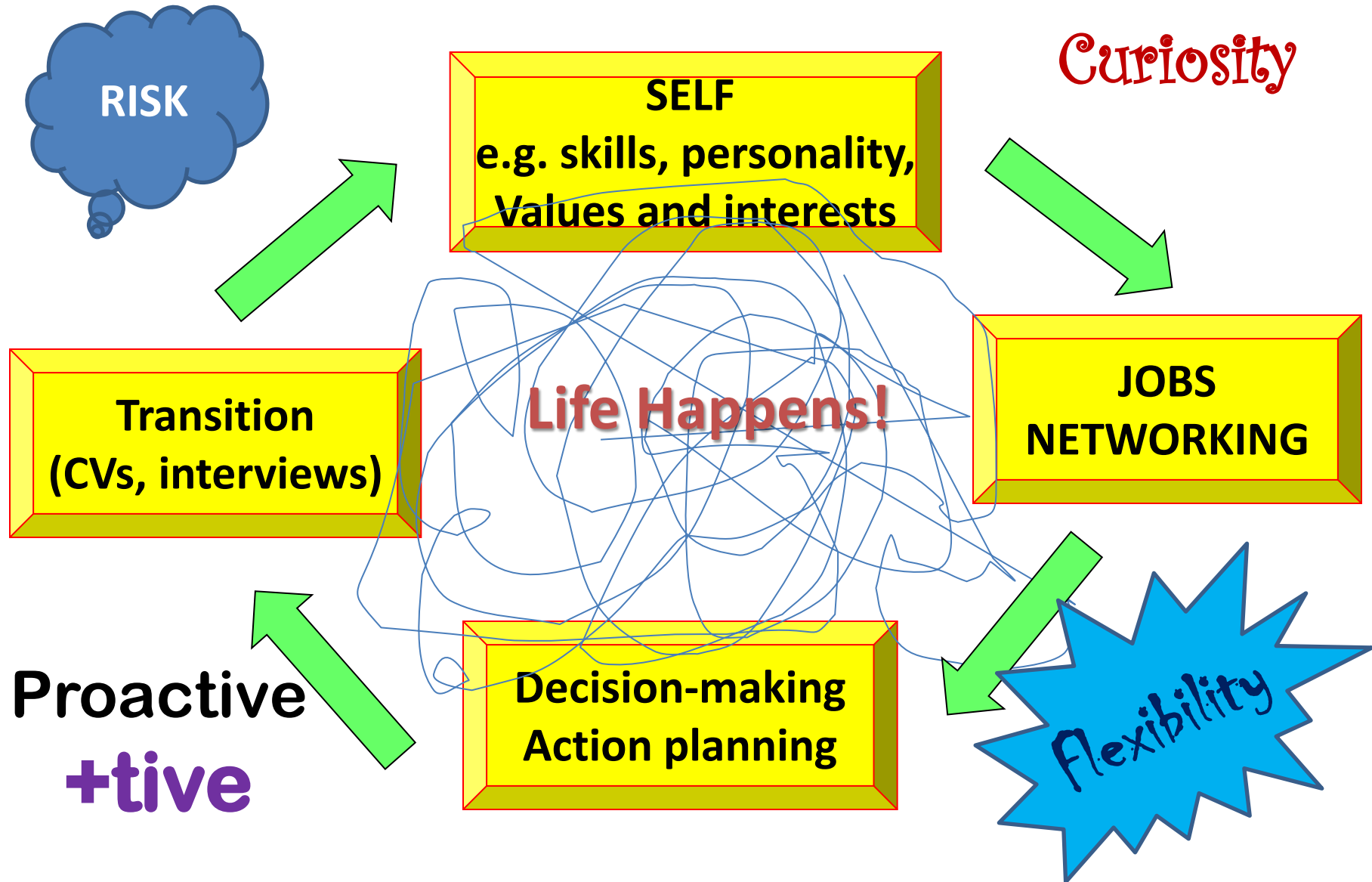


How did you get to here?
What/who influenced you?
Where next and why?



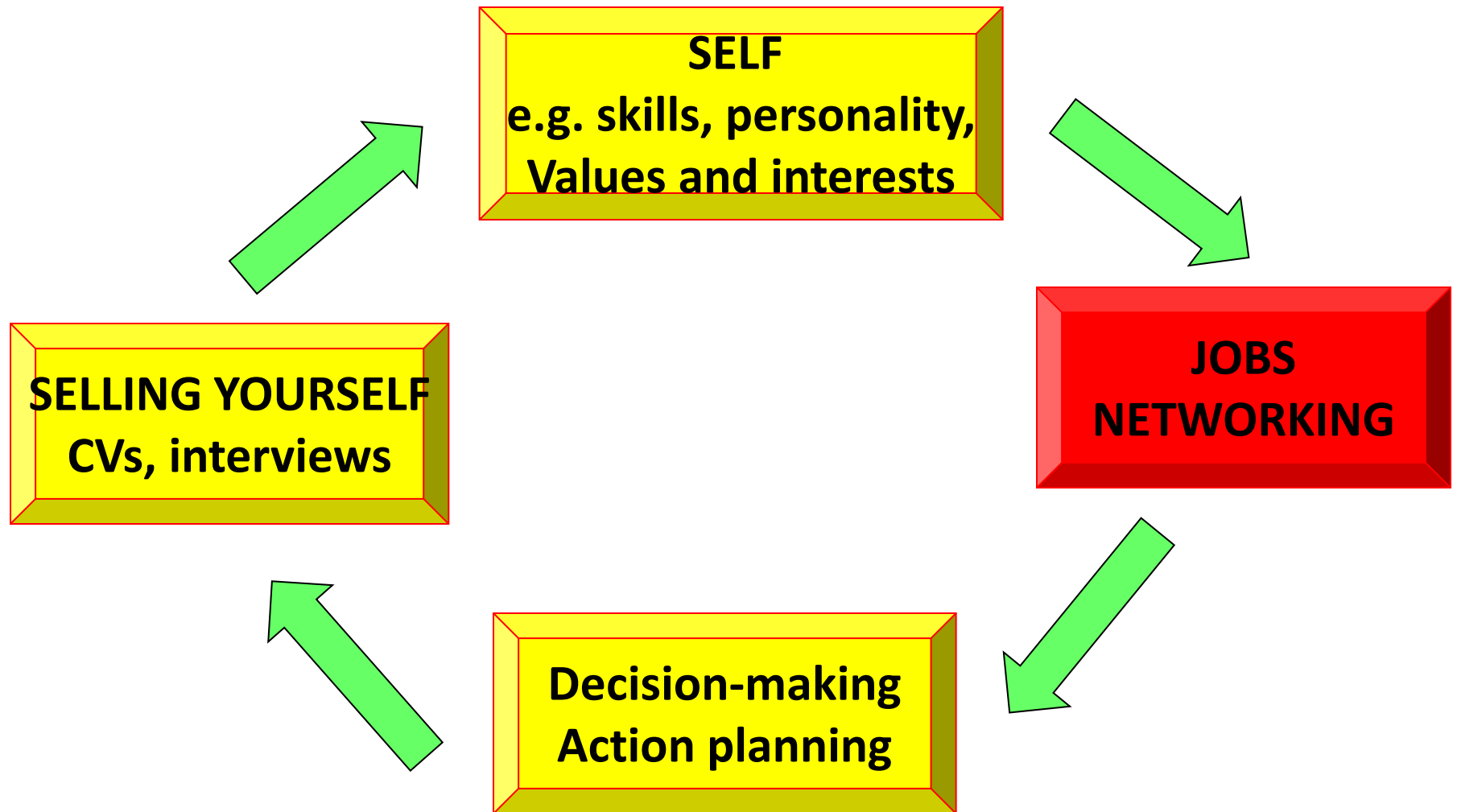
Adapted from
Patton &
McMahon, 1996

Career Planning Theory





Career Planning Theory

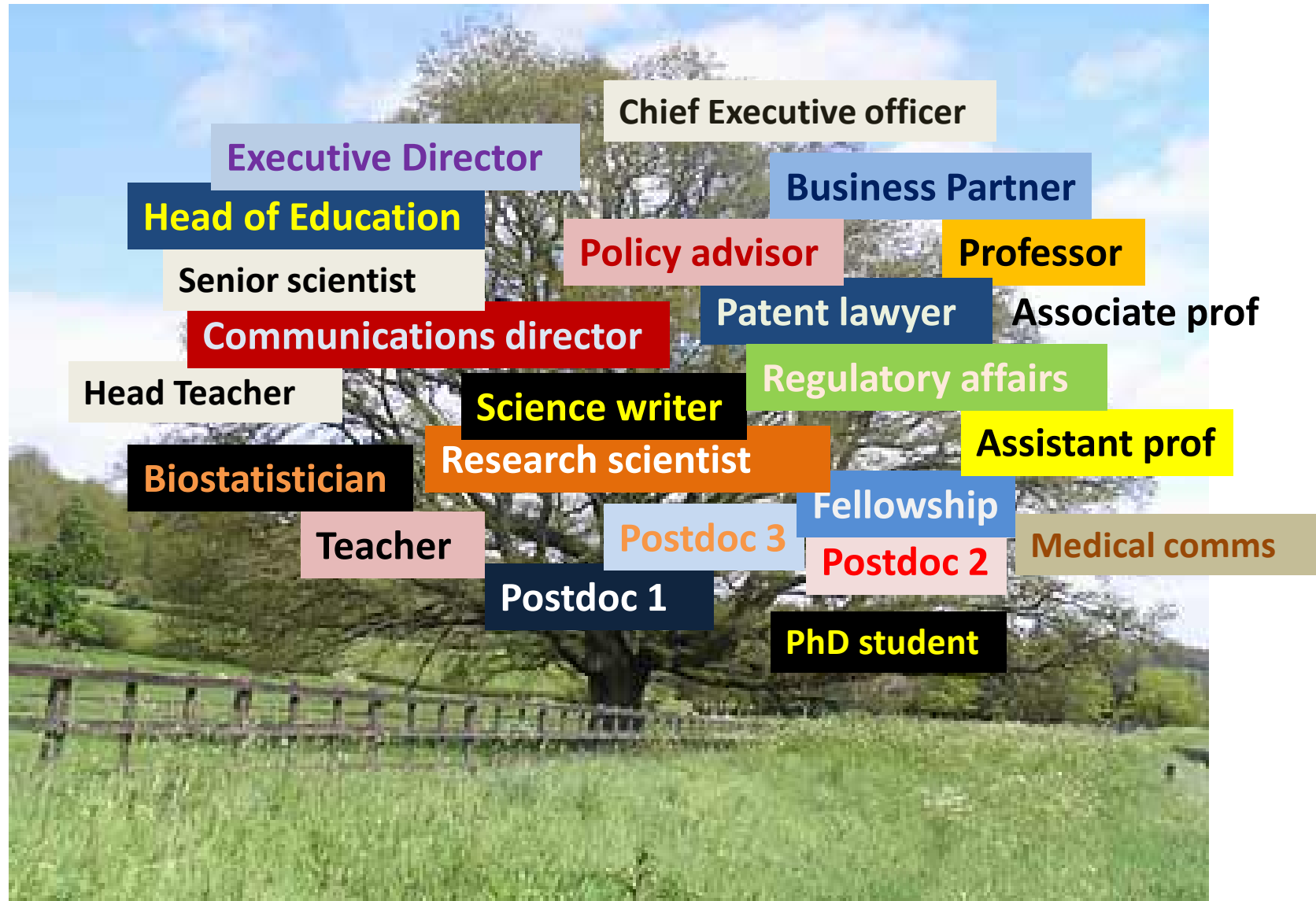


Close to PhD (KNOWN)

- **Academic Research** (universities, research institutes, government)
- **Research in Industry/Business** (technology companies, bioindustry, Biomedical, pharma, agriculture, health, policy think tanks, media)
- **Scientific services** (clinical, advisory, customer relations, academic/medical science liaison, specialist support, facilities manager)
- **Scientific management** (lab manager, data management, data analysis, regulatory affairs, pharmacovigilance)
- **Associated commercial careers** (technology transfer, patent agent, marketing, sales)
- **Communication** (publishing – editorial, commissioning, production - press officer, outreach, medical writer)
- **Teaching & training** (university, schools, industry)
- **Administration/management** (policy, conference organiser)
- **Self Employment/Consultancy work/Freelance**
- **Something completely different** (Finance, project mgt, baker ...)

Further away from PhD (UNKNOWN)

THE CAREER TREE



Postdoctoral Research Associate

Salary: £30,436

Reference: VBS-0117-11

This is a 3 year fixed term contract.

We are looking for a motivated and ambitious Postdoctoral Research Associate to be involved in an exciting and challenging project on mitochondrial biology.

You will join a group of young researchers focused on understanding the mechanisms regulating the mitochondrial function in cell signalling and quality. You will play an important role in the ongoing development of compelling studies for the comprehension of the mitochondrial Translocator Protein (mTSPO) role in cell biology. The project will be run in vitro models of fibroblasts devoted to the assessment of key parameters of mitochondrial respiration and fundamental cellular processes such as apoptosis and autophagy.

You will have a PhD and testable expertise in fields relevant for the study, such as biochemistry, cell biology and molecular biology with founding knowledge of i) tissue culturing, ii) imaging and iii) proteins' expression profiling.

Molecular Biologist, Glaxo SmithKline

PhD with relevant work experience or equivalent.

- **Scientific:** You will possess significant laboratory experience in standard molecular biology techniques, an understanding and practical experience of molecular biology techniques to enable the production of challenging recombinant proteins is essential. Expertise in molecular biology and biochemistry techniques such as molecular cloning, PCR/qPCR, gDNA/RNA isolation, protein expression, protein characterization is required.
- **Teamwork:** Demonstrated ability to interact effectively within a multi-disciplinary team and with other internal and external business partners using influencing, communication and relationship building skills. Demonstrated ability to multitask and react and adapt to changing priorities and business direction.
- **Communication:** Attention to detail and good communication and documentation skills will be expected, as will be a flexible commitment to adding value within the role. Demonstrated ability to effectively communicate your work and data to various audiences in the form of presentations and written reports.
- **Problem Solving:** Demonstrated ability to break down complex problems into achievable goals and provide effective solutions that meet the needs of our business partners

Sales specialist

This exciting and varied role puts you at the forefront of the company's sales strategy, often being the first contact people have with the business. The role centres on understanding each client's needs, what they are trying to achieve, what current technologies they employ and ultimately helping them see the advantages of the company's technology.

Candidate requirements:

- Ideally a higher degree in life sciences or BSc with research experience in relevant genomics field
- Some sales experience with a technical product line strongly preferred.
- Demonstrated ability to quickly grasp and **master highly technical concepts and articulate them well to others.**
- **Outstanding listening, verbal and written communication skills.**
- **Ability to interact well** with highly educated research scientist customers.
- The **ability to listen to and understand the customer needs** and promote relevant solutions using the company's products & services.
- Team goal oriented with a focus on achieving team sales performance metrics.

This role would suit a post-doctoral or experienced life sciences researcher that enjoys understanding technology, **but feels that a lab-based career is not for them.** We are ideally looking for candidates that have exposure to NGS, Micro array or related technologies and an understanding of their applications.

Scientific Coordinator

The [Max Planck Institute for Biology of Ageing](#) is looking for a full-time Scientific Coordinator.

You will undertake science-related duties such as overseeing the core facilities, assisting with lab set-up, facilitating communication within the institute and between the institute and outside bodies and giving public presentations on behalf of the Institute.

Your duties will include:

Preparing reports for the scientific evaluation of the institute in English

Supporting the project teams and research groups in science administrative matters

Overseeing internal and external communications

Acting as point of contact for national and international scientific organisations, cooperation partners and sponsors

Coordinating regional research cooperation

Liaison with the institute's core facilities and graduate programme

Coordinating large equipment requests and trials in conjunction with the administration

Coordinating scientific facilities and renovation

Your qualifications:

You have a PhD in biology or an equivalent qualification in the field of life sciences and practical experience in science management, especially project management.

The ideal candidate is highly organised and an excellent coordinator, motivated and flexible.

You are reliable, efficient and proactive in your work.



What do academic employers want?

- **Publications** in well-regarded journals
- Experience of applying for and securing research **funding**
- **Delivery** of high quality research projects on time and within budget
- Experience of successful **collaborations**
- Experience of designing and delivering **teaching**
- **International** experience
- Experience of **managing staff / teams**



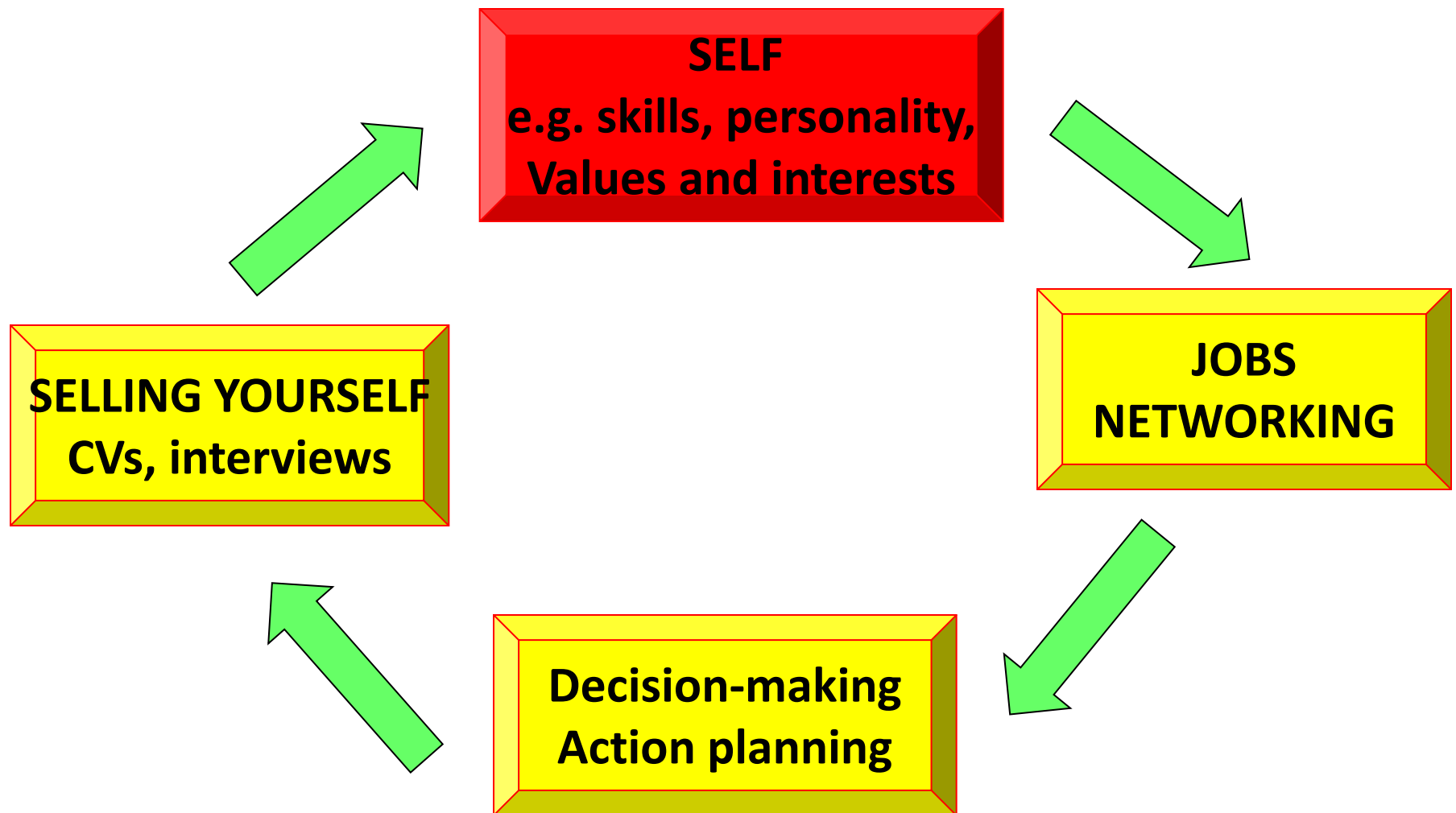
What do non-academic employers want?

SKILLS and EXPERTISE

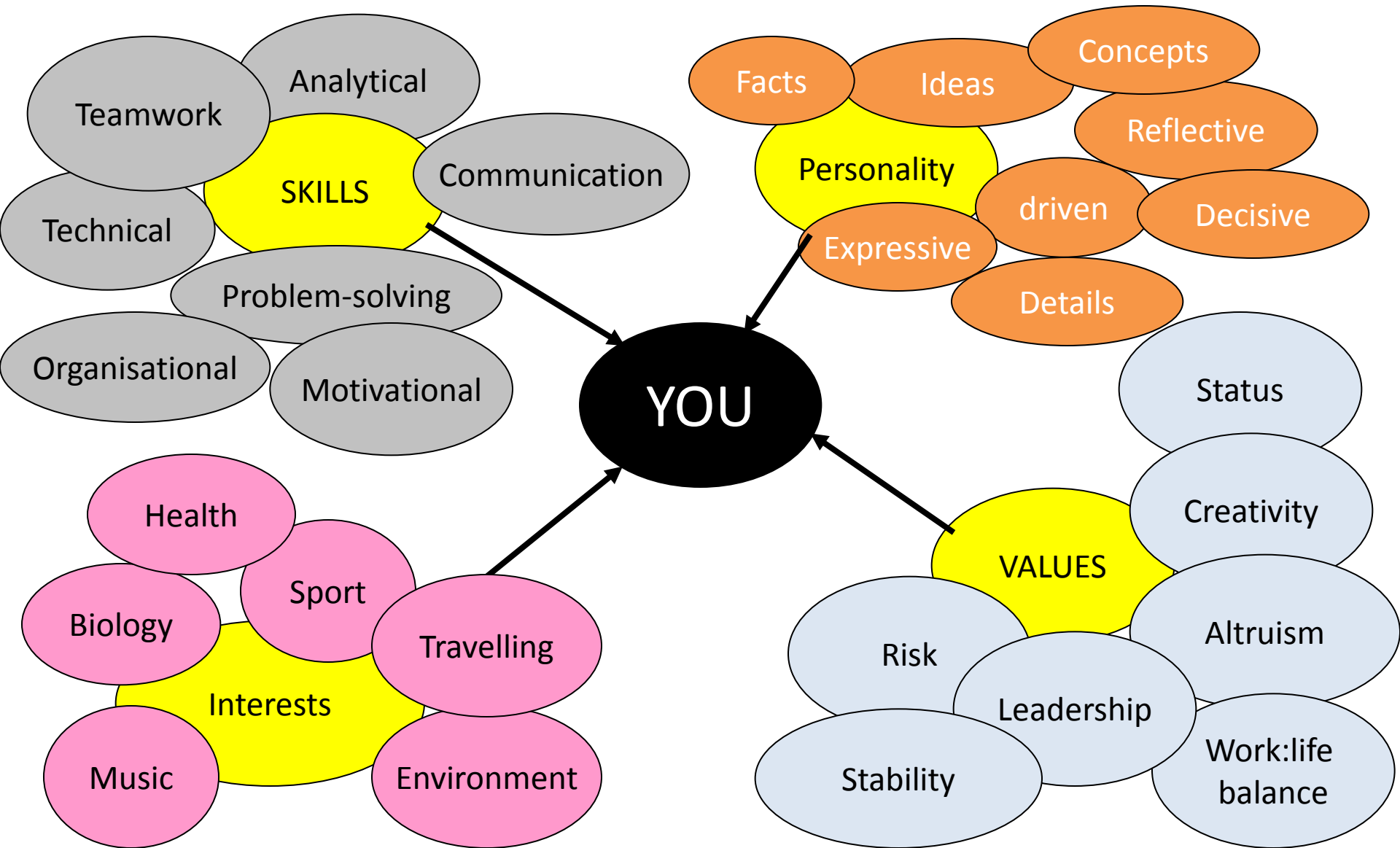
- Specific technical skills and expertise
- Writing skills
- Project management skills
- Communication skills
- Commercial awareness
- Teamwork
- Leadership
- Particular professional qualifications/experience



Career Planning Theory



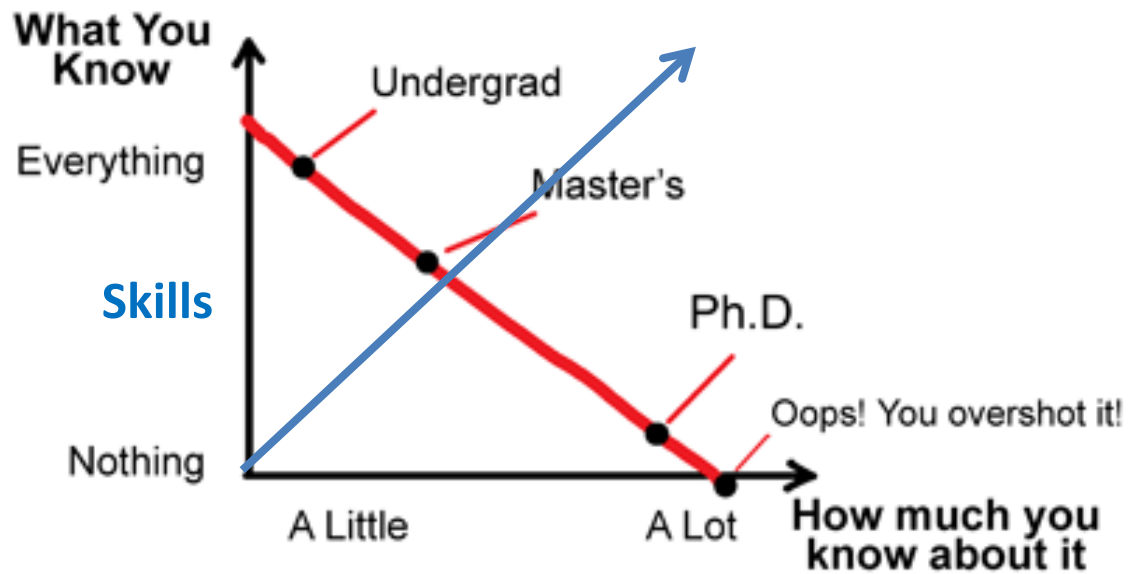
SELF - AWARENESS



 Focus on SKILLS

KNOWLEDGE vs SKILLS

What You Know vs How much you know about it





What have you gained from your research experience?

- Specific research knowledge
- Research/Technical skills and techniques
- Teaching/supervising ?
- Funding and independent activities ?

Communication skills: presenting, writing, negotiating, building relationships

Management skills: managing time, projects, resources, people

Problem-solving skills: designing, conducting experiments, troubleshooting

Research skills: critical analysis of literature, data, conceptual thinking

Fund-raising: seeking and preparing funding applications

Self-motivation: self-starter, able to keep going under pressure

Multi-tasking: able to organise your research, teaching, administration

Networking: collaboration with other groups (within and outside of your discipline/department), industry, conferencing, organising seminars



EXERCISE

Audit of work activities



Skills and interests influence **CAREER CHOICES**



THEORY OF CAREER CHOICE
(Holland, 1973)

HOLLAND'S THEORY OF CAREER CHOICE

Holland's theory can be summarized as follows:

1. There are six basic types of work environments and six basic personality types:

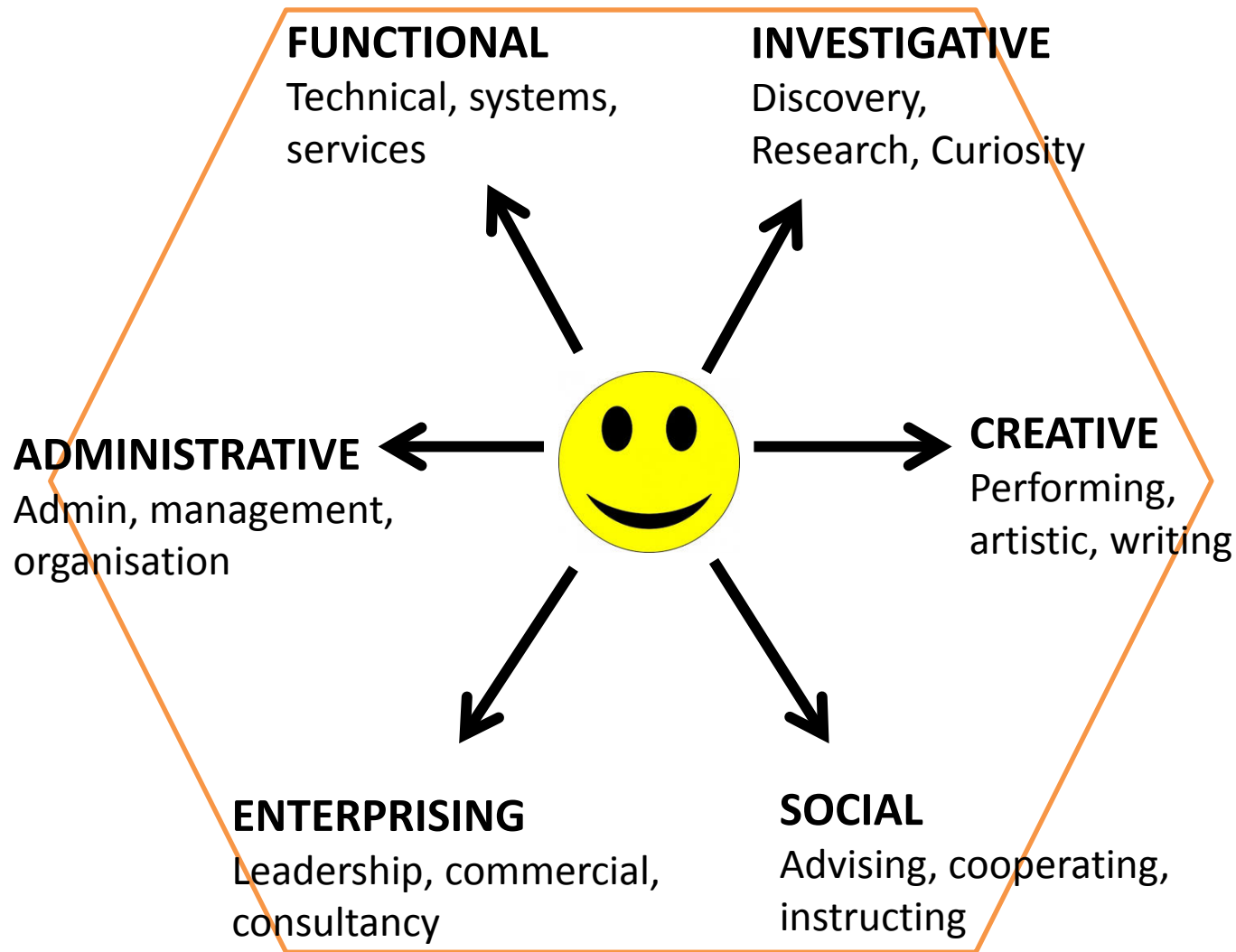
Functional, Investigative, Creative, Social, Enterprising,
Administrative

2. People search for environments where they can use their skills and abilities and express their values and attitudes. For example, **Investigative** types search for **Investigative** environments; **Creative** types look for **Creative** environments, and so forth.

3. People who choose to work in an environment similar to their personality type are more likely to be successful and satisfied.

Adapted from www.Careerkey.com

HOLLAND'S THEORY OF CAREER CHOICE



What do you enjoy doing?



- **Rank the Domains according your ENJOYMENT of the tasks associated with them. 1 = highest.**
- **Compare with others in your group**
- **Refer to jobs associated with Domains**



Job Analyses



Job seeking strategies

**Research the
job market**



Job websites

Company websites

Career events

Networking

(talking to people = communicating)

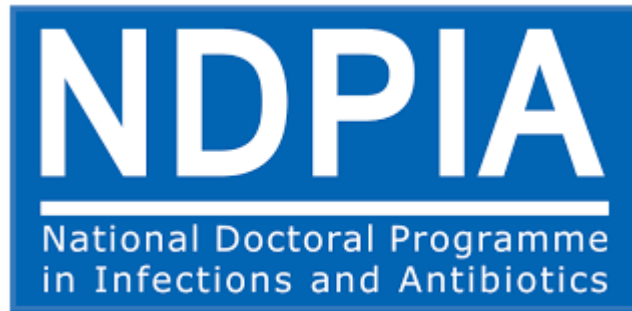
Networking opportunities

- Informal chatting in the coffee room / corridor
- Activities, social events
- Conferences, seminars, workshops
- Industry & business: internships, collaborations, visits
- Specialist clubs and learned societies
- Social media and online networks e.g. Twitter, Blogs, LinkedIn, ResearchGate
- Email, Discussion lists



ResearchGate





Focus on conferences

Information gathering/disseminating –

- Attending/presenting talks and view posters

- Career/specialist workshops

- Job shops

Networking –

- Talking to people

- Giving your name/contact details

- Getting names/contact details





FIS 2017
ACTION ON
INFECTION

BIRMINGHAM, ICC

Welcome to the 2017 Federation of Infection Societies Conference-Birmingham, ICC, 30th Nov - 2nd Dec 2017

Welcome to Federation Infection Societies Confe

It is our pleasure to invite you to join us in Birmingham for the Federation of Infection Societies (FIS) Annual Conference - Action on Infection 2017. BSAC are delighted to be host organisation for this highlight in the UK infection conferences calendar.

As in previous years, an application has Pathologists, UK for CME accreditation.

The conference exhibition will offer our p network and showcase their products

Focus on learned societies

Dozens of Bioscience societies – Europe/USA

- Reduced registration to conferences
- Travel grants
- Lab visits
- Specialised workshops
- Newsletters
- Mentoring
- Networking with members

www.biosciencecareers.org



Focus on social media



Specifically for researchers
Puts you in a research network



Used by professionals/business
Company & job searches
Can join specialist groups

twitter



More casual/random
Gathering information/signposting
Jobs, courses and meetings mentioned



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Pages liked by this Page



Ray Smith

Became Bashford

7 mutual friends



International Compost

English (US) · Svenska · العربية · Português (Brasil)

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Gut Microbiome Scientist

Expiring soon

Chr. Hansen A/S
Hørsholm, Denmark

View



Professor - Medical Bacteriology

New job

Aarhus University
Denmark

View



Scientist - Antibiotic resistance in seafood and the marine environment

Expiring soon

National Institute of Nutrition and Seafood Research
Bergen, Norway

View



Join our satisfied customers
13+ million researchers

Post a job

Your job postings

0

0

Pe

Active jobs

0

D

View a

Your bookmarked jobs

You have no bookmarked jobs

Refine your search

Countries

- ☒ All countries
- ☐ United Kingdom · 8
- ☐ United States · 4
- ☐ Denmark · 2
- ☐ Germany · 2

Showing 157 results

Sort by: Relevance ▼

Sales Director EMEA - Infectious Diseases

 **Cartwright James**
London, United Kingdom

The ideal candidate will have a proven track record in the molecular diagnostics market, and have a network of relevant distributors throughout EMEA.

3 weeks ago •  Easy Apply

Senior Director, Value Evidence and Outcomes Scientific Lead - Europe

 **GSK**
Brentford, GB

To support launches by training non-franchise LOCs on the global Value Evidence Dossier, and other VEO deliverables, providing guidance on interpretation to meet local payer ... careers.peopleclick.com

 6 connections work here

New

Senior Medical Technologist (Immunoassay - Translational Science)

 **Q² Solutions**
Livingston, West Lothian, United Kingdom

MINIMUM REQUIRED EDUCATION AND EXPERIENCE. Identify appropriate vendors and orders laboratory supplies as directed by management in order to maintain consistent workflow.

1 week ago

PREMIUM



See jobs where you are a top applicant

Know how you rank among applicants and increase your chances

Try Premium for free



CIM

@CIM_Sweden

The Center for Infectious Medicine at @karolinskaInst is focused around studies of the human immune system and infection-immunity in humans.

Stockholm, Sweden

ki.se/en/medh/center...

Joined March 2017

Tweet to CIM

4 Followers you know

Tweets 94 Following 140 Followers 51 Likes 50

Tweets Tweets & replies Media

CIM Retweeted



Björkström lab @bjorkstrom_lab · Oct 12

Just given keynote lecture at #SweHep 2017 on liver immunology #nkcells #hbv #psc @CIM_Sweden #autumn-in-sweden





EXERCISE: What networking do you do?

Your task, consider and discuss:

What do you currently do to 'publicise' yourself?

1. Who knows about you and what you do?
2. In what ways could you raise your profile?

Time to reflect





EXERCISE

What are your career options?

What ideas do you have?

What is influencing your
career decision now?

What are you going to do next and why?

What are the challenges?



PEER COACHING

Take it in turns:

Coachee: What's your situation/challenge/problem

Coach: Listen – actively

Question – why, how, what?

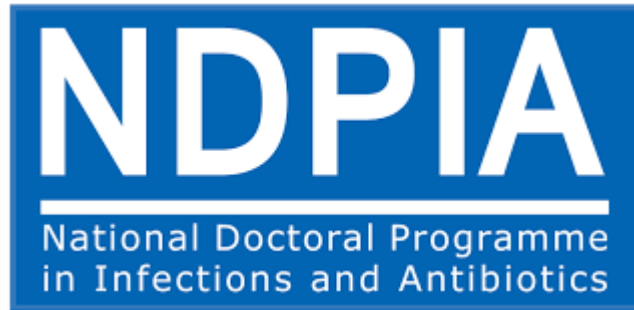
~ Discussion ~

Make suggestions if you have any



**“If you don’t know where you’re
going, any road can take you there”**

Lewis Carroll



You can make your own

Good Luck!

Sarah Blackford

Academic and Science Career specialist

www.biosciencecareers.org

@Bioscicareer

s.blackford@lancaster.ac.uk