

‡ The webinar will begin at 1p Eastern.

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Available at

<http://www.asbmb.org/webinars/>

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‡ Careers in Industry

‡ Charting a Course to Career Success

‡ Building Professional Relationships: Pragmatic Advice for the Human Scientist

‡ Any many others



Agenda

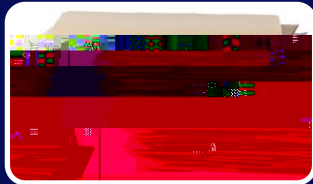
± Interviewing Skills

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Goals

- ± **To provide graduate student and postdocs with a set of *frameworks* for responding effectively to common industry interview questions**
 - ± Slide deck designed for you to return to, when you land that awesome industry interview!

Overview of the Hiring Process



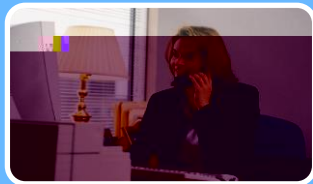
Human Resources (HR)

- ‡Is the candidate a general fit for the position description?
- ‡Cover letter (10 sec); resume (20 sec)



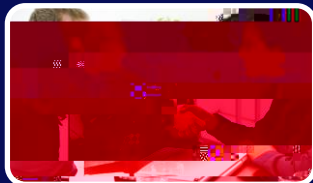
Hiring Manager (HM)

- ‡General fit?
- ‡Cover letter (10 sec); resume (1-2 min)



Phone Interview(s) with HR &/or HM

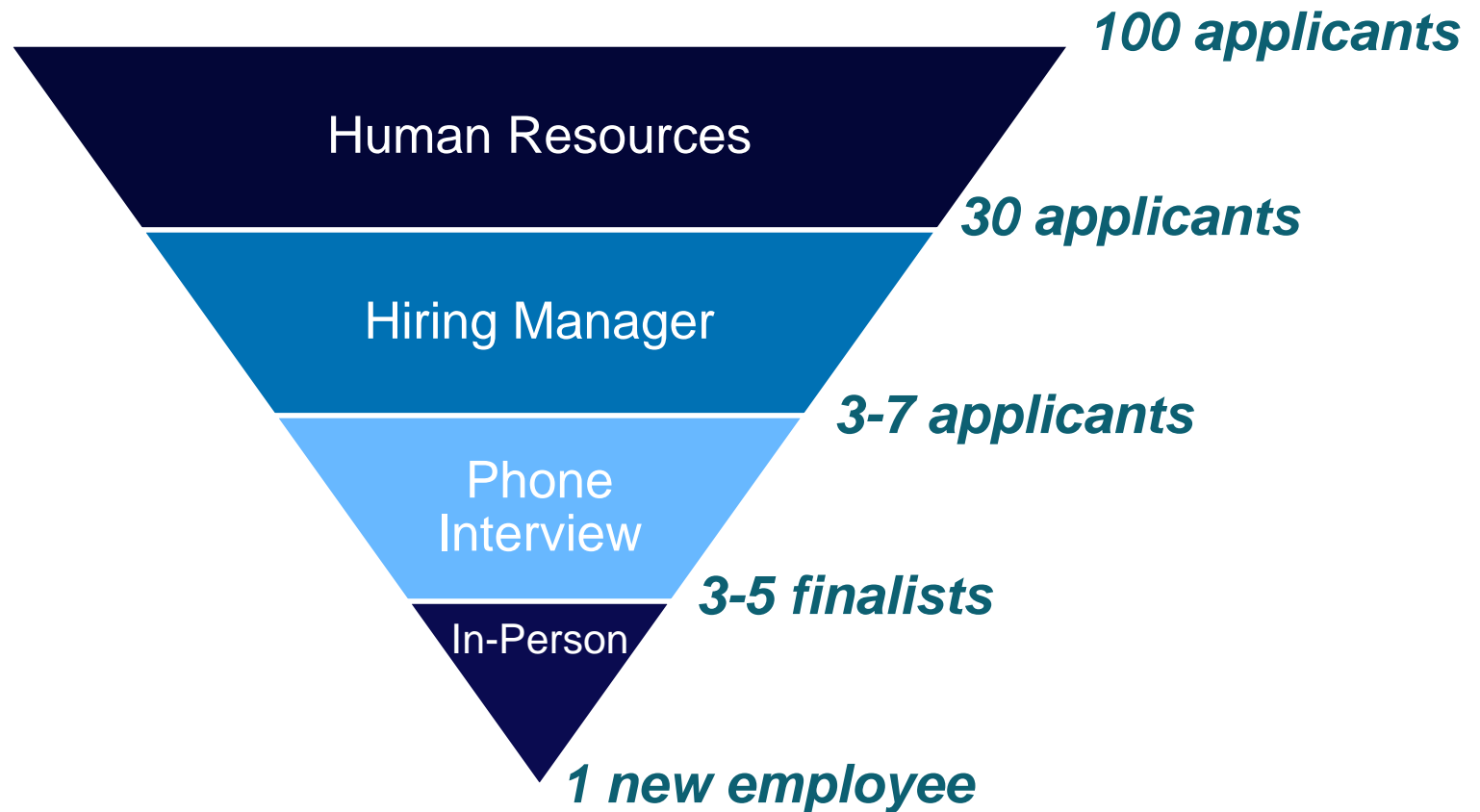
- ‡Screen for confirmation.
- ‡Invite you for an in-person interview?



In-Person Interview

- ‡Meet with HM
- ‡May meet with potential colleagues, HR, &/or leadership
- ‡Possible job talk

Overview of the Hiring Process





Anatomy of an Industry Interview

Or, why is the Hiring Manager asking you that question?

- 1. Opening/Agenda Setting**
 - 2. Scientific discussion/technical questions**
 - 3. Interpersonal skills and team-fit questions**
 - 4. Your Questions**
- ‡ **Conduct your interview preparation with this structure in mind.**

Anatomy of an Industry Interview

1. Opening/Agenda Setting
- ~~2. Scientific discussion/technical questions~~
- 3.

Opening/Agenda Setting

Typical Questions

- ‡ Tell me about yourself.
- ‡ Why are you interested in the position?
- ‡ Why are you interested in this company?
- ‡ Why do you want to leave academia?
- ‡ Where do you hope to be in 5 or 10 years?

Dream job description

- ± Job title
- ± Type of organization
- ± Required qualifications
- ± Type of science or tasks or activities

Opening/Agenda Setting

Tell me about yourself (15-30 sec)

I am a PhD
level
biochemist,
current
postdoc at
UCSF

Academic
training



Relevant
scientific
and
technical
skills and
background



"PIVOT": Tell
why you are a
good fit
and/or why
you are
interested in
this job



Good
response to
"Tell me about
yourself"

Why are you leaving academia?

‡



Why are you interested in this position?

- ‡ Question is about what motivates you
- ‡ For initial interviews, focus on job description
- ‡ / D W H U L Q W H U Y L H Z V P H Q W L R Q Z K
earlier interviews
- ‡ Talk first about what components of the job you like to do, then move to the fact that you are good at those tasks as well.

Where do you want to be in 5 or 10 years?

- ‡ Do not focus on job titles
- ‡ If you want to move away from research long-term, an interview for a Scientist 1 position might not be the place to bring that up
- ‡ Focus on

Opening/Agenda Setting

Where do you want to be in 5 or 10 years?

- ‡ It's difficult to predict the exact title or position I will have in 5 or 10 years, but I hope that within 5 years I can build a reputation for deep expertise in one or more areas. Also, it would be really rewarding if, in 5-10 years, I will have realized a goal to make a positive difference for patients. This is why I applied for this position and this company is that it seems like all of these goals are possible to achieve.

Interpersonal Skills and Team Fit

Behavioral Interview Questions:

Generally about non-technical aspects of position.

Basic principle: **Past** behavior is the best predictor of future behavior.

Questions are about your **past** behaviors to see if you have demonstrated *behaviors considered critical for success in that position*

Behavioral questions designed to help the employer learn how you handled a situation in the past, so the employer can predict how you will respond in the future.

Interpersonal Skills and Team Fit

Behavioral questions usually start with:

± 7HOO PH DERXW D WLPH ZKHQ «

± *LYH PH D SDVW H[DPSOH RI D VLW >

Fit

Interpersonal Skills and Team Fit

Typical questions focused on past behaviors

‡ Career.ucsf.edu

± 3 K ' ¶ V

± Non-academic careers, interviewing skills pages

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15 Behavioral Interview Questions commonly asked in biotech interviews

Sample Questions

1. Tell me about a time when you faced a difficult problem which you initially failed to solve? How did you approach

outside of the team?

Interpersonal Skills and Team Fit

Typical Questions

- ‡ Give me an example of a time when you had to manage competing priorities effectively.
- ‡ Give me an example of a crisis situation you have handled successfully.
- ‡ Tell me about a tough group you had to get cooperation from. What was the issue and how did you go about obtaining buy-in ?

- ‡ SITUATION, TASK, ACTION, RESULT

Responding Effectively: STAR framework

‡ Respond with very specific past tense stories:

Situation

‡ In the past year, I was wrapping up a set of experiments for a first author paper. At the same time, I was collaborating with a postdoc in another lab on some animal studies. In both cases, there was sense of urgency to get results.

Task

‡ The animal studies were time-consuming, requiring daily measurements. Therefore, first I met with my postdoc collaborator and set a schedule that divided up the responsibilities for that project and set sub-deadlines for each step.

‡ Then I sat down and mapped my manuscript-related deadlines on top of that other list. This ensured that we would complete the experiments in a timely manner and allowed me the time I needed to complete my independent experiments and draft a manuscript.





General Interview Tips

Be Prepared for the Site Visit

- Get the schedule as soon as possible
- Talk/email w employer (scientist/boss); ask questions
 - Know what the specific priorities are, in advance
 - Know what their main challenges are, in advance
 - Refer to these conversations during the interviews!
- Preface your pre- L Q W H U Y L H Z T X H V W L R Q V
S U H S D U H G D V S R V V L E O H « '
 - Also, read up on their business news and history; build questions in advance; show curiosity



General Interview Tips

Make a Good *First* Impression

There are many ways you can make a first impression

- ± Web presence
- ± Voicemail message
- ± Email address

Entrance: Look your best, arrive early, be extra-pleasant with the administrators, smile

Greeting: Firm handshake, smile, eye contact, practice!

Eye contact and smiles throughout, practice!

General Interview Tips

Make a Good *Last Impression*

- ‡ Close with a mature summary statement
 - ± This comes after they ask if you have any final questions
 - ± Prepare a 10-20 second statement that tells the interviewer that you want the position and why you are good fit
 - ± Keep in mind that you may need to adapt your statement based on what you learn in the interview.
- ‡ Thank the interviewer for the opportunity to share your skills and experiences and learn more about the position
- ‡ Take their business card/contact information so you can send a thank you note within 48 hours
- ‡ Make sure you know their hiring time frame before you leave

Difficult Interview Situations

‡ What is your greatest weakness?

± Motivations for this question:

‡ Are you self-aware enough to identify areas for improvement?

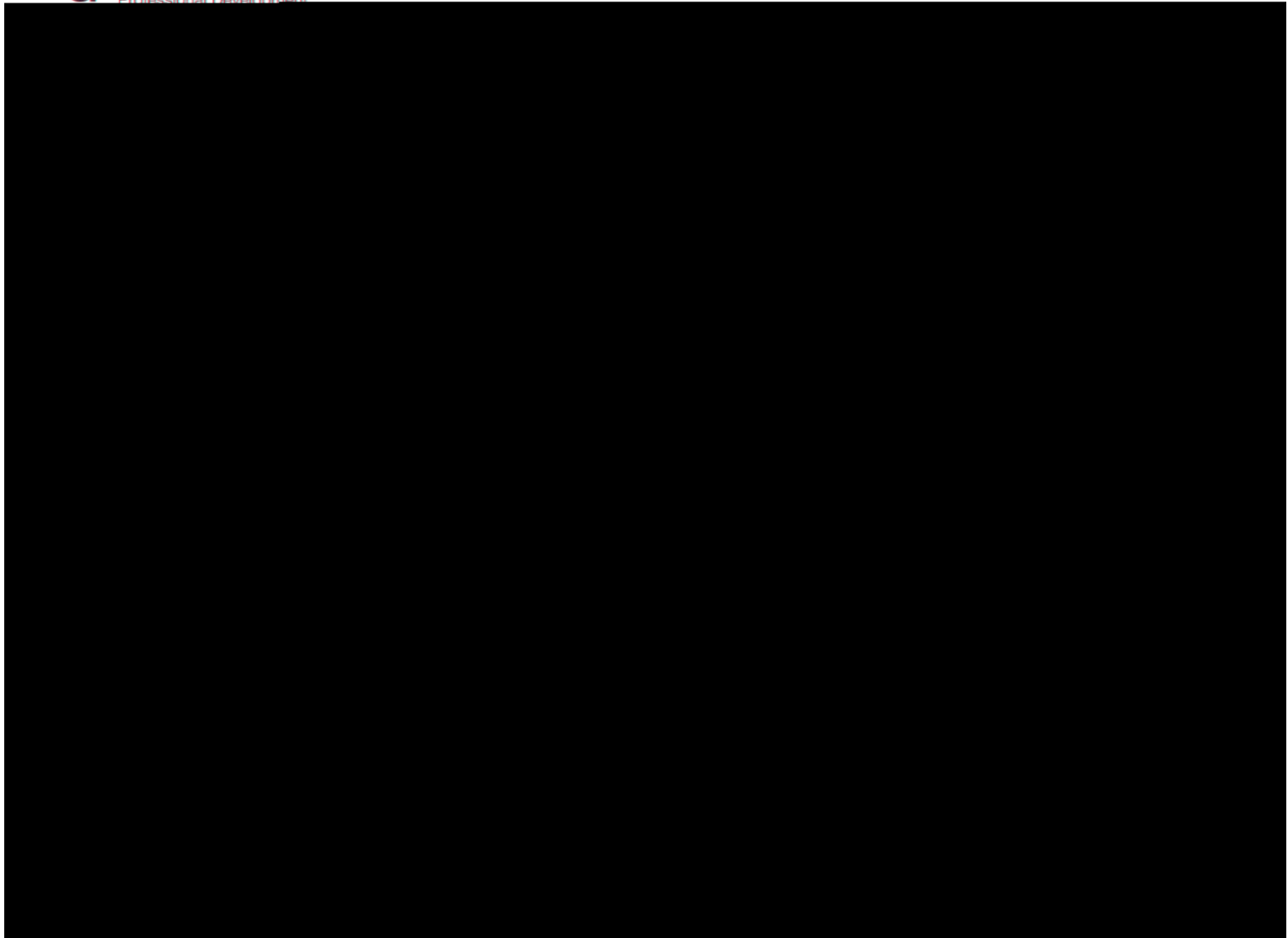
‡ Can you take it on yourself to correct?

‡ 7 DON DERXW D WUXH EXW QRW WRU S

‡ Talk about it in semi past tense

‡ Describe what you did to fix it ±perhaps use the STAR approach

‡ 7 DON DERXW LW DV LW DV LI LW V Q R
employer



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