

🕒 Tuesday, Oct 7 | 12:00 PM EST

# CAREER CATALYST

**STRATEGIES TO SUCCEED IN TODAY'S  
JOB MARKET –  
FROM APPLICATION TO INTERVIEW**

Unlock unparalleled opportunities for career growth.  
Benefit from exclusive access to seasoned experts who will  
provide invaluable guidance and insights to propel your  
career forward and catalyze your growth.

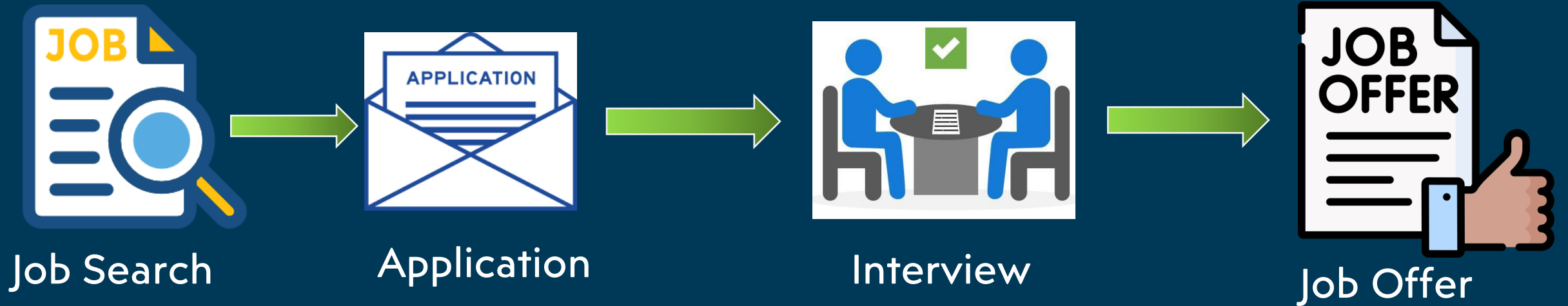


**SPECIAL GUEST**  
**Amrita Madabushi**

**WIB**  
Women in Bio

POWERED BY **BIO-TRAC**

# Application-to-Offer Pipeline



~180 applications per  
hire. ~137% rise  
compared to 2 yrs ago

~ 3% candidates are  
interviewed.  
2-3 rounds of interview.

Industry – 4-8 weeks  
Govt – 2-5 months  
Academia – 3-9 months

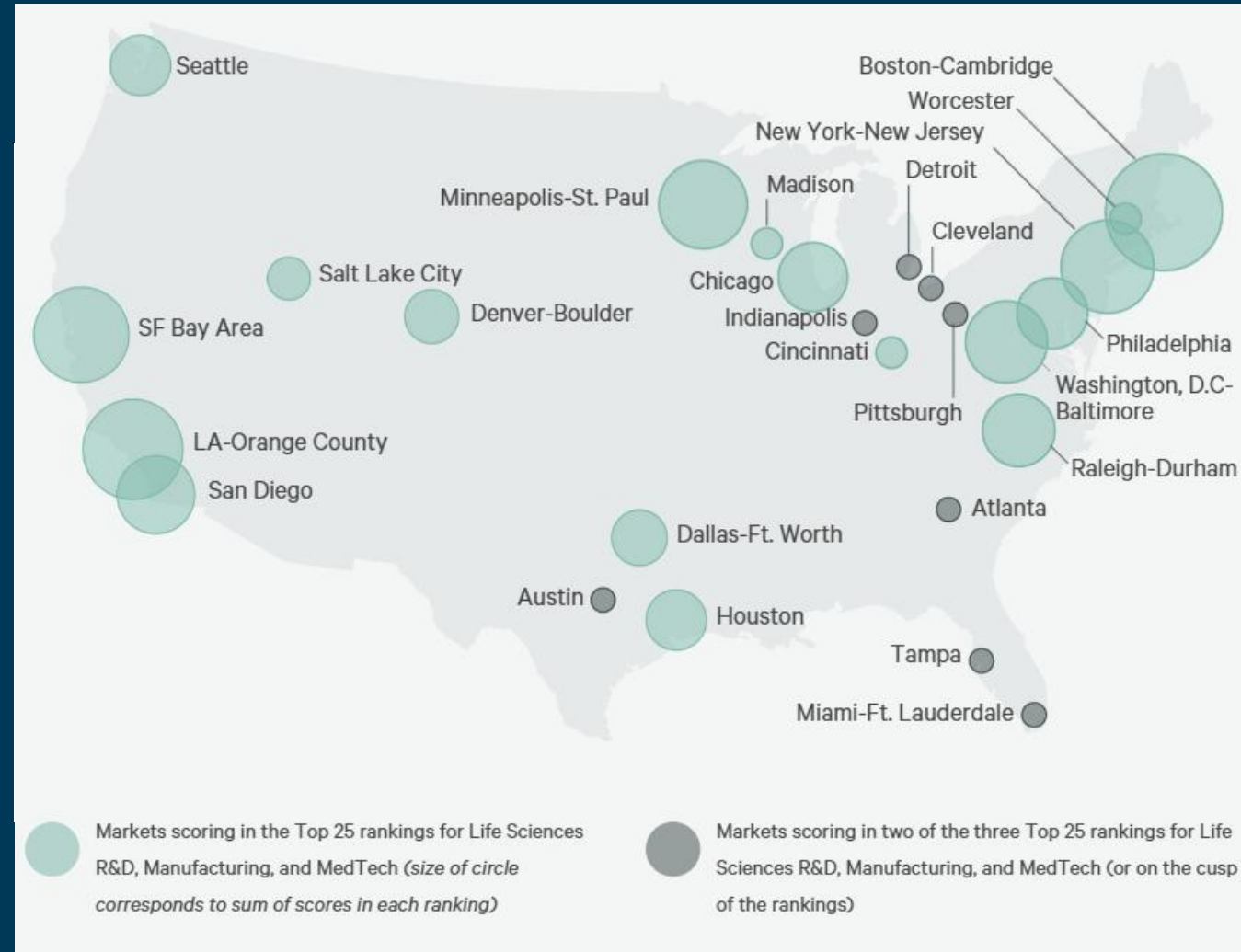
A decorative graphic on the left side of the slide featuring several hexagons. There is a large solid orange hexagon, a smaller solid light blue hexagon above it, a white outline hexagon to its left, and a small solid orange hexagon below it.

# Job Search

25 National and Regional Job Boards/  
Websites in USA with ~27K jobs listed

# Top 10 Biopharma Clusters in US

RANK	AREA	Employed
1	Boston/ Cambridge	117 K
2	San Francisco Bay Area	156 K
3	BioHealth Capital Region	136 K
4	New York/ New Jersey	149 K
5	San Diego	75 K
6	Greater Philadelphia	50 K
7	LA/ Orange County	127 K
8	North Carolina	75 K
9	Chicagoland	91 K
10	Seattle	47 K





# Biotech Jobs – Subsector Analysis



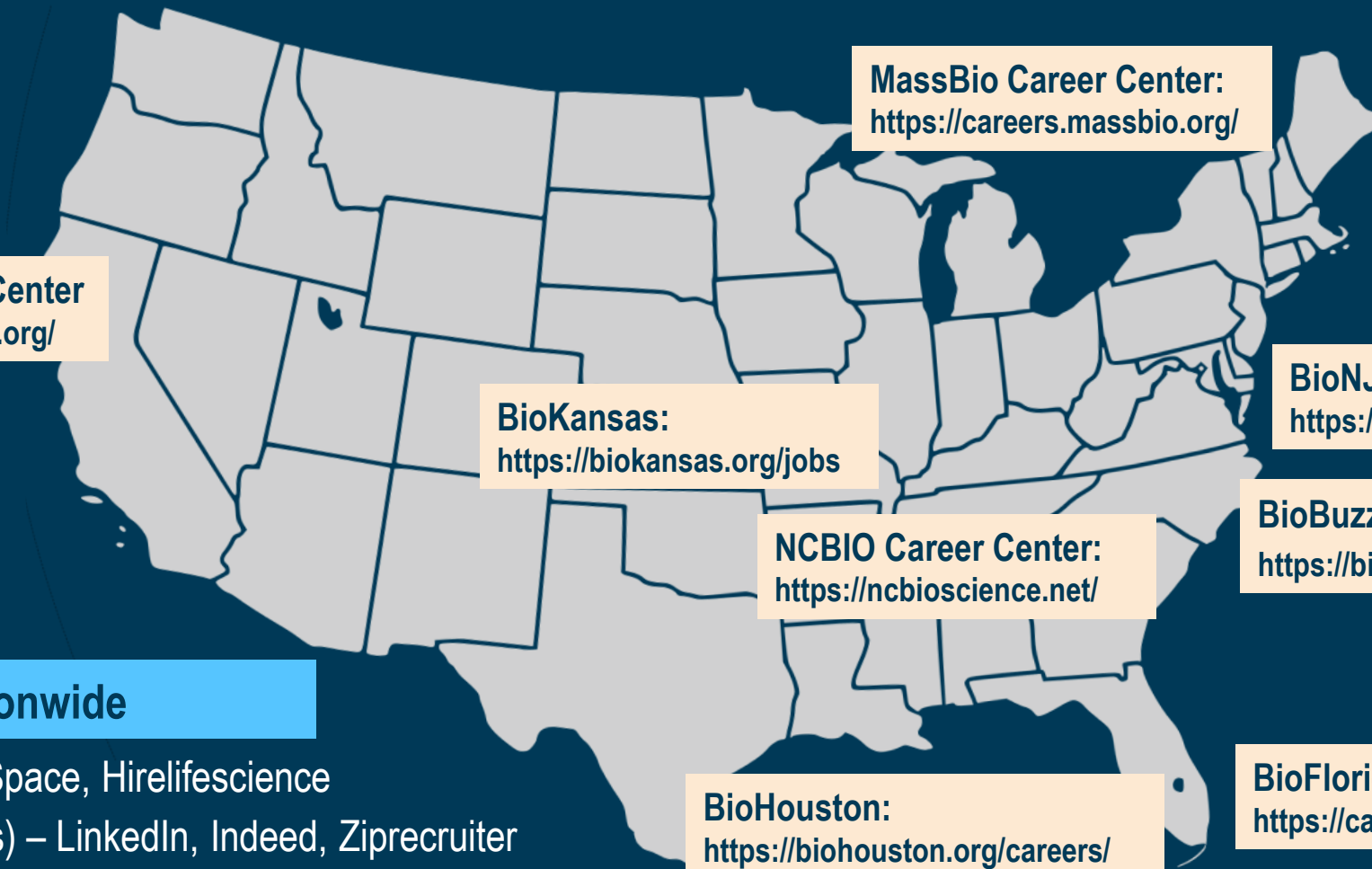
Job Search

## 2024 subsector analysis

Medtech		Biomanufacturing	
1 Los Angeles & Orange County		1 Boston	
2 Minneapolis		2 New Jersey	
3 Bay Area		3 Raleigh-Durham	
4 Boston		4 Greater DC & Baltimore	
5 Salt Lake City		5 Bay Area	
AI		Talent	
1 Bay Area		1 Boston	
2 Boston		2 Bay Area	
3 Los Angeles & Orange County		3 Greater DC & Baltimore	
4 San Diego		4 New Jersey	
5 Chicago		5 Los Angeles & Orange County	



# Biotech Job Sites – National & Regional Listings



**Biocom CA Career Center**  
<https://careers.biocom.org/>

**MassBio Career Center:**  
<https://careers.massbio.org/>

**BioKansas:**  
<https://biokansas.org/jobs>

**NCBIO Career Center:**  
<https://ncbioscience.net/>

**BioNJ Talent Network:**  
<https://bionjtalentnetwork.org/>

**BioBuzz:**  
<https://biobuzz.io/jobs/>

**BioFlorida Career Center**  
<https://careers.bioflorida.com/>

**BioHouston:**  
<https://biohouston.org/careers/>

## Biotech Job Sites Nationwide

Biotech Jobs Website - BioSpace, Hirelifescience  
Biotech Jobs (with keywords) – LinkedIn, Indeed, Ziprecruiter  
Academic Jobs – HigherEdJobs, Research Tweet  
International Jobs - Nature.com/ Naturecareers  
Job Specifics, Reviews, Salary – Glassdoor

# Biotech Sector - Specialized Roles

## Project Management Jobs

- Project Management Institute (PMI) Job Board
- Consulting Roles -
  - Kelly Scientific
  - Aerotek Life Sciences
  - Planet Pharma
  - Randstad Life Sciences

## Regulatory Affairs Jobs

- Regulatory Affairs Professional Society (RAPS) Careers
- FDA Jobs advertised in USA jobs.

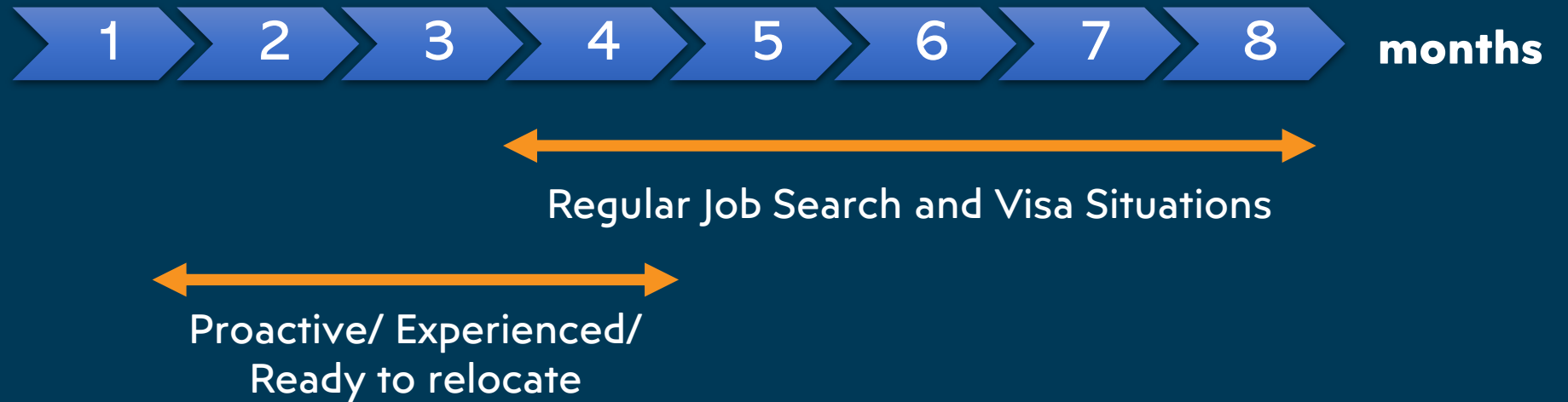
## Clinical Affairs Jobs

- Society of Clinical Research Associates (SOCRA) or Association of Clinical Research Professional (ACRP) Career Center

# Application-to-Offer Timeline



Job Search







# Job Application Package

# Application-to-Offer Pipeline



## Applications

### CV/ Resume

CV- Academia, Resume – Industry, Federal Resume – Federal Agencies  
Resume – 1/2 pages BS/MS, 2.5 pages PhD, 3-4 pages Experienced

### Cover Letter



Yes, to explain your interest in the role if there is an option

### Referral



LinkedIn/ Indeed (61 % applications, 41% hires)  
Company Websites (13% applications, 26% hires)  
Referrals (2% applications, 11% hires)

### LinkedIn



**77% of recruiters use LinkedIn** for sourcing candidates  
All (100%) use it to look at shortlisted candidate profiles

# Career Readiness – EmpowerBio 360° Approach



# Career Readiness – EmpowerBio 360° Approach



Your Portfolio – CV/  
Resume, LinkedIn,  
Elevator Pitch

- **CV/ Resume** – Academic Credentials & Professional Experience
- **LinkedIn** – Connection with the Professional World
- **Pitch** – Communicate your work and goals in a concise & impactful manner.

# Career Readiness – EmpowerBio 360° Approach

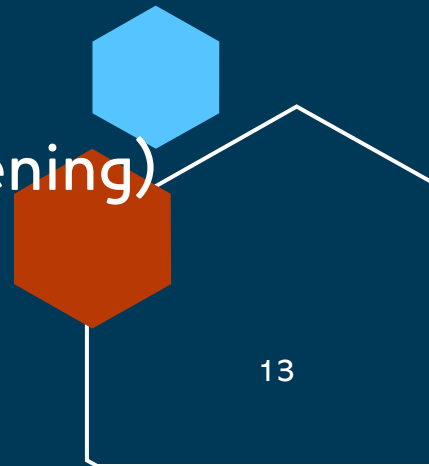
## Action Plan – Resume

### ➤ Resume

- Professional Summary – 3-4 bullet points
- Skills – Showcases/ highlights required skills
- Match it with the job that you are applying for

### ➤ Make your resume ATS (Applicant Tracking System) friendly

- Do not include tables, graphics, photos, lines on your resume
- Use a ATS job scanner (>95% of major biopharma use ATS screening)



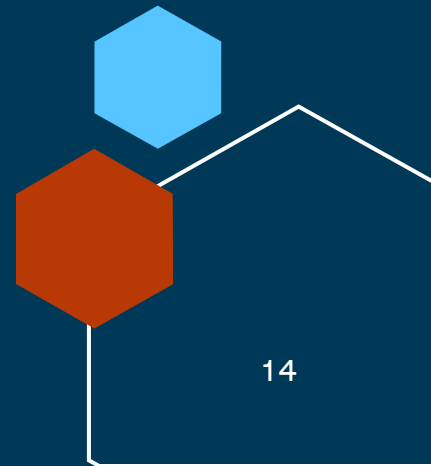


# Career Readiness – 360° Approach

## Make a Master Resume

### ➤ Highlight your Skills in Biotech/ BioPharma

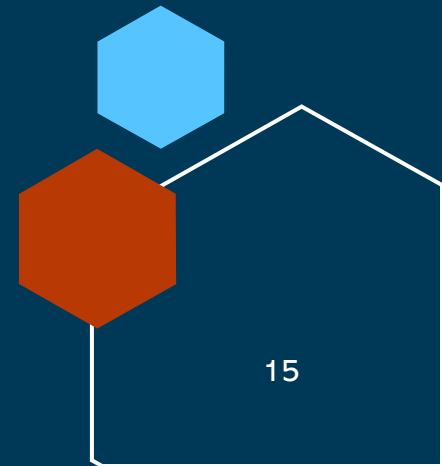
- Technical Skills - Common Lab Techniques, Cell Culture, Molecular Biology, Animal Work
- Analytical & Computational Skills
- Instrumentation Skills
- Regulatory and Compliance Skills
- Soft Skills
- Project Management Skills
- Industry-Specific Skills
- Clinical and Medical Skills
- Certifications



# Career Readiness – 360° Approach

## Master Resume

- **Transferable Skills are as important as technical skills in industry**
  - Time Management
  - Project Management
  - Ability to Collaborate
  - Leadership Skills
  - Communication Skills
  - Attention to Detail
  - Writing Proficiency
  - Critical Thinking and Analysis
  - Adaptability



# Career Readiness – 360° Approach

## Resume

**JANE DOE**

[janedoe@gmail.com](mailto:janedoe@gmail.com) | 111-222-3333 | [LinkedIn Hyperlink](#)

### Professional Summary

- Detail-oriented scientist with 5+ years of experience research operations, proficiency in laboratory workflow including conducting qualitative analyses and regulatory compliance.
- Experienced in identifying inefficiencies and implementing quality control measures to promote process improvement and enhance laboratory operations.
- Excellent written and verbal communication abilities, capable of coordinating effectively with cross-functional teams.

### Skills:

- **Molecular Biology Techniques:** DNA amplification, Competent cells, Transforming Bacteria, Pouring Media Plates, Plasmid purification, Gel and DNA prep, Polymerase Chain Reaction (PCR), cloning.
- **Regulatory Compliance:** Verification and Validation, Regulatory documentation and traceability, Audit preparation, GMP & ISO 13485 compliance, Risk management
- **Professional Skills:** Writing protocols using scientific terminologies, Oral presentation of scientific articles, maintaining laboratory notebook, High organization skills

### Professional Experience

**Research Fellow**

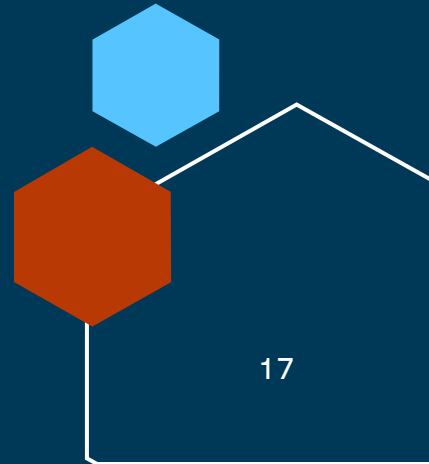
**2023 - Current**

*National Institute on Allergy and Infectious Diseases (NIAID)*

# Career Readiness – 360° Approach

## Resume

1. When responding to job ads, scan the posting to identify all job-specific, transferable, and interpersonal skills the employer is seeking.
  1. Laboratory techniques,
  2. software programs,
  3. statistical packages, and
  4. various forms of writing such as a grant, technical or regulatory.
2. A quick scan of the resume should immediately reveal these skills, or keywords, to ensure a favorable initial screening.
3. List specific skills in a separate sections and categorize them into appropriate subheadings (such as Molecular Biology, Animal, Cell Biology and so on).

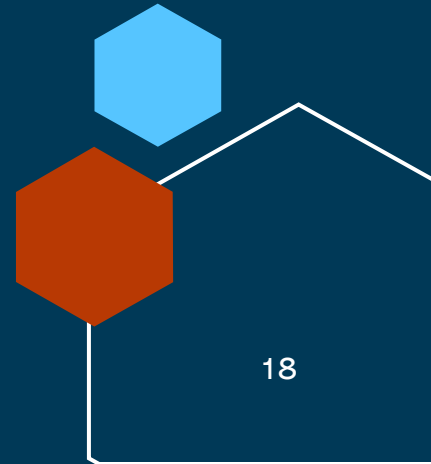


# Career Readiness – 360° Approach

## Action Plan – LinkedIn

### Building Professional Portfolio

- ✓ Professional Photo and Background – A must for completing the profile
- ✓ Make Your Headline count
- ✓ A good Summary goes a long way
- ✓ Customize your LinkedIn profile URL – Google “Fancy’ LinkedIn URL
- ✓ Complete your profile with all sections
- ✓ Update it as you add to your CV/ resume. Keep it updated always!!



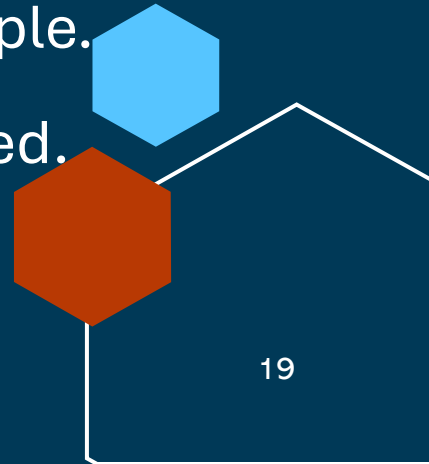


# Career Readiness – 360° Approach

## Action Plan - LinkedIn


### Building Your Network and Job Search Habits

- ✓ Check your LinkedIn everyday
- ✓ Engage in your activity feed, 'Like', 'Celebrate' and comment appropriately.
- ✓ Follow companies and connect with professionals that interest you. Interact via messaging and requesting for informational interviews.
- ✓ Post your activities – Publications, Conferences and tag associated people.
- ✓ Search jobs and create alerts based on the job search you just completed.



# Career Readiness – 360° Approach

## Action Plan - LinkedIn




**Zhao (Zhaoyuan) Gong, PhD, PMP** ✓ He/Him · 1st

Machine learning | Data science | Project management | Consulting | Intellectual Property | MRI | NMR | QM | Presidential Management Fellow '23 | Research and Entrepreneurial Development Immersion Fellow

Washington DC-Baltimore Area · [Contact info](#)

**500+ connections**


 Randall Ribaud, Lori Conlan, and 94 other mutual connections

[Message](#) [More](#)

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**About**

Motivated and highly experienced biomedical researcher with over ten years of proven success in designing, conducting, and evaluating research programs. Led collaborative research projects that resulted in 16 peer-reviewed publications. Skilled in grant writing, reporting, and review, with a strong track record of securing funding. Proficient in developing research software and statistical pipelines using MATLAB, Python, and R programming to analyze, interpret, dis ...see more




**Sneha Saggurthi** ✓ She/Her · 1st

GxP Quality & Compliance - Cell and Gene Therapy | ASQ CQA | YWIB Vice Chair

Washington DC-Baltimore Area · [Contact info](#)


**500+ connections**

 Pawan Kohli, Chris Frew, and 236 other mutual connections


[Message](#) [More](#)

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**Highlights**



**2 mutual groups**  
You and Sneha are both in Women In Bio - Capital Region and Women In Bio

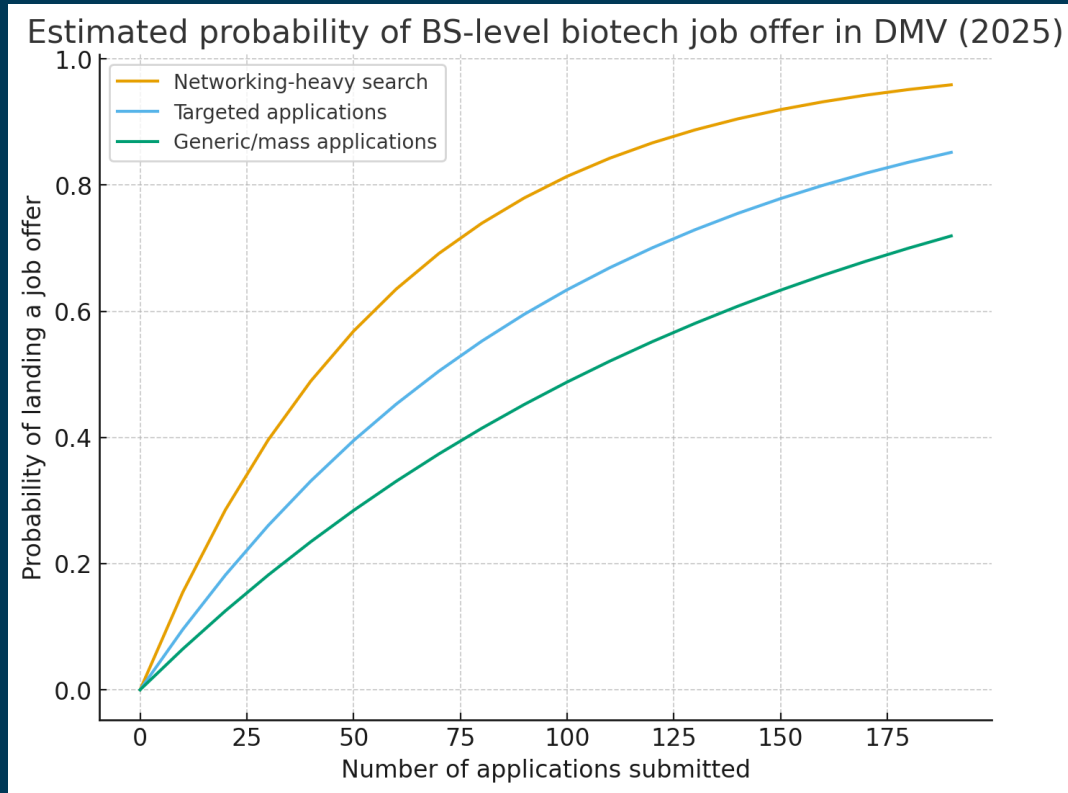


**Career Catalyst: Special Session II - Navigating Career Transitions**  
Sneha spoke at this event



## Applications

# Application-to-Offer Pipeline



**Generic/ mass applications :** Little customization, “apply-all” strategy → may require **150+ applications** to reach ~50% chance.

**Targeted applications:** Tailored resumes/cover letters to well-matched roles → ~50% chance by ~70–100 applications.

**Networking-focused search:** Leveraging referrals, career fairs, alumni, LinkedIn → ~50% chance of an offer by ~40–60 applications.

Hence an estimate of **50–150 applications and 3–8 months** depending on approach.

# Application-to-Offer Pipeline - Referrals

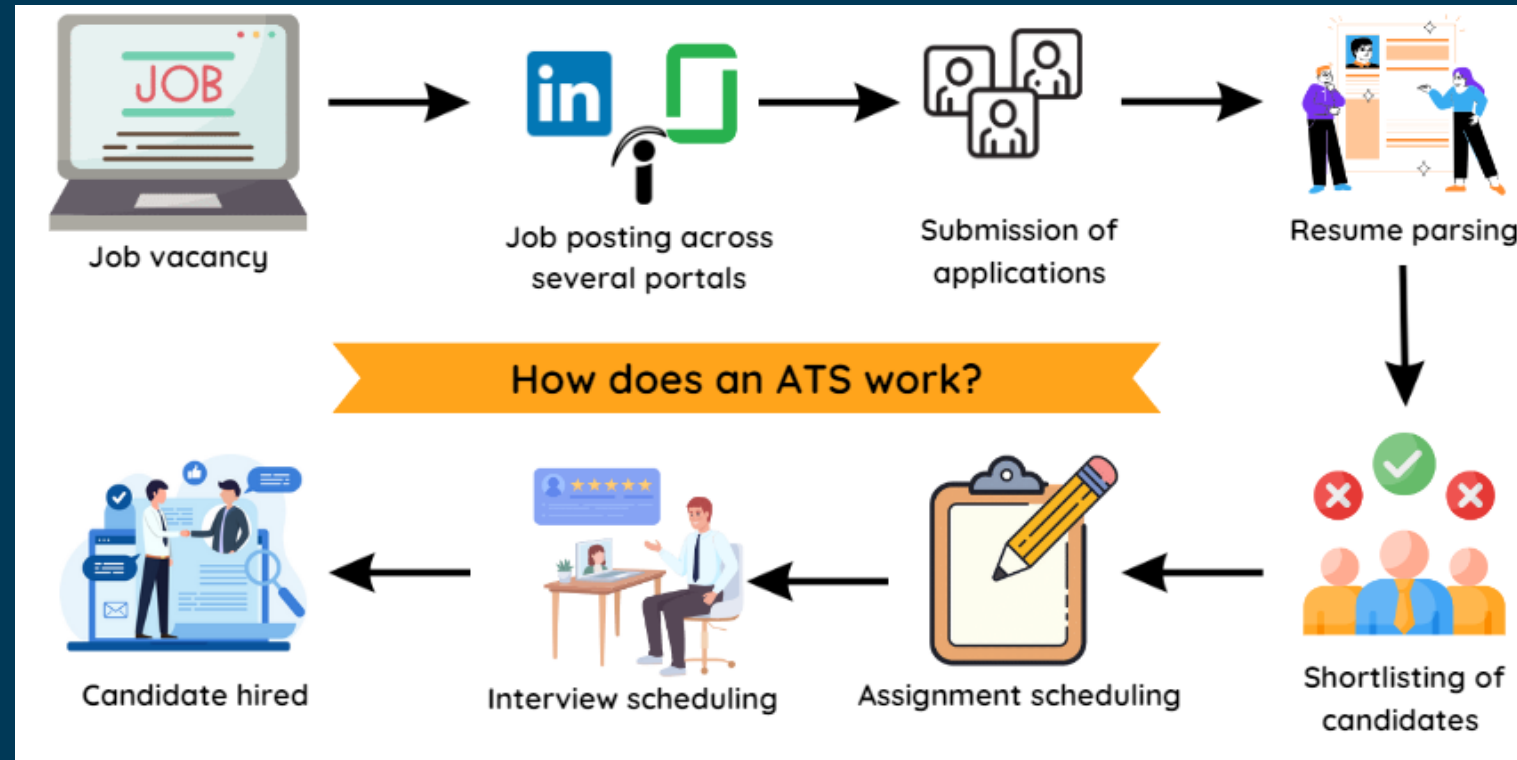


## Applications

- Candidates who took the time to apply through a company's own website indicated higher interest in the role and were 4× more likely to be hired than job-board applicants.
- ~ 20-35% of hires coming via employee referrals, for companies with established referral programs
- For PhD-level or scientist roles, that figure drops — typically around 10–20% of hires come through referrals.
- Large pharma companies (Pfizer, J&J, AstraZeneca, Merck): Usually report 20–30% of total hires via referrals; likely 10–15% for PhD hires. Example in 2023, AstraZeneca hired 25,660 people , 5290 were referrals
- Smaller biotechs / startups: Tend to hire a higher proportion of PhDs through referrals or network introductions — possibly 25–40% — because hiring often relies on tight professional or academic networks.
- Referrals and direct applicants tend to be better matches and more invested, leading to better interview-to-offer conversion. Sometimes they can bypass ATS.

# What does Applicant Tracking System (ATS) do?

- ATS helps companies support High application volumes (thousands per role, R&D and manufacturing).
- Help with specialized hiring pipelines (scientific, clinical, quality, regulatory, manufacturing, corporate).
- Parse resumes for keywords (skills, degrees, experience).
- Enforce structured workflows (approvals, interviews, background checks).
- Integrate with LinkedIn, Workday, Taleo, or internal HR databases.





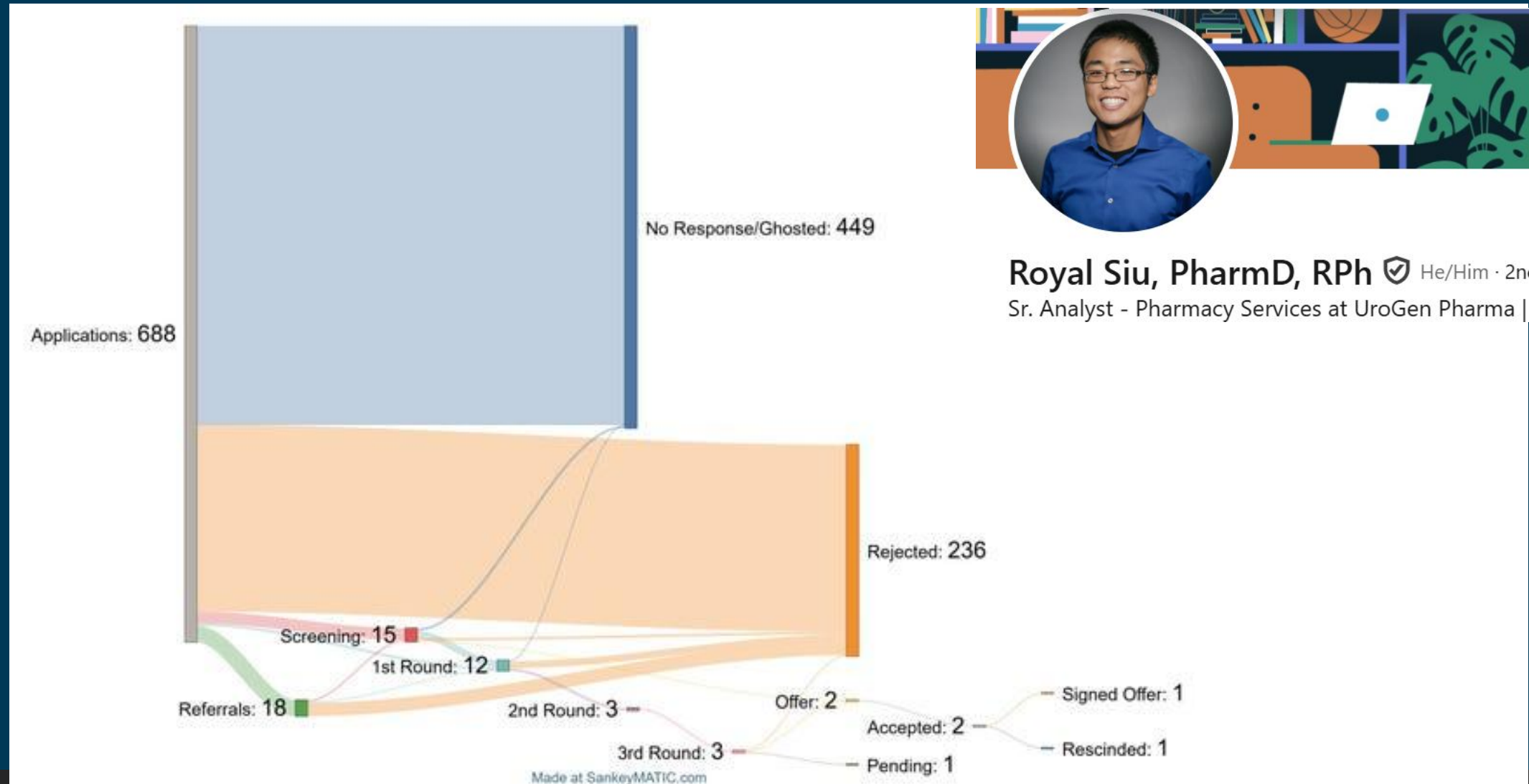
# Make your resume ATS friendly



Applications

- **Use Keywords:** Include relevant keywords from the job description in your resume
- **Simple Formatting:** Avoid complex formatting, graphics, and tables that might confuse the ATS
- **Clear Sections:** Use standard headings like “Work Experience,” “Education,” and “Skills”
- Use an ATS checker once you have made a resume

*Royal Siu, who lives near LA, quit his job as a pharmacist in 2023 with hopes of moving to a different part of the healthcare industry. The 29-year-old eventually landed a new role, after 18 months and 688 applications.*



**Royal Siu, PharmD, RPh** ✓ He/Him · 2n  
Sr. Analyst - Pharmacy Services at UroGen Pharma |

# Upskilling to Industry Best Practices

# Upskilling via Certifications

## Management

### PMP

■ Project Management Professional

- Project Management Institute (PMI)
- Study/ Prep needed
- Exam fee varies based on PMI membership \$405-555

## Regulatory Affairs

### RAC

■ Regulatory Affairs Certificate

- Regulatory Affairs Professional Society (RAPS)
- Pre-Reqs - Education + Regulatory Experience
- Exam fee varies based on RAPS membership \$600-750

## Clinical

### CCRP/ CRA

■ Certification Program for Clinical Research Professionals

- Society of Clinical Research Associates (SOCRA) or Association of Clinical Research Professional (ACRP)
- Clinical Research Experience or degree
- Exam fee varies based on SOCRA membership \$395-450

# Interview

# Most Optimistic Scenario

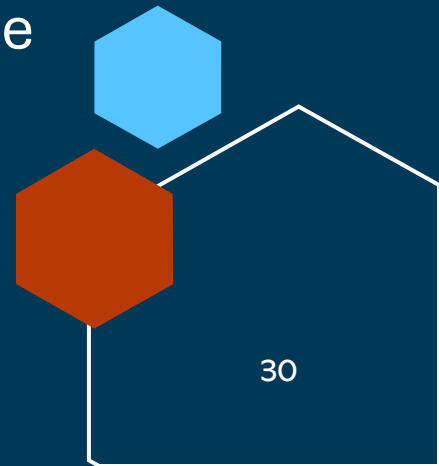


# Career Readiness – EmpowerBio 360° Approach

## Action Plan - Pitch/ Interview

### Prepare for interview/ pitch (while networking)

- Have a detailed understanding of the role and the company (website and Glassdoor)
- If this is a role you haven't held before, focus on how you can effectively demonstrate your skills and alignment with the position.
- For any skills or job requirements that you may not yet possess, emphasize your ability to learn quickly and leverage your transferable skills to showcase your overall job competency.





- **Share your experience in project management.**

- Managed research projects from initiation, design, execution and successful communication of results.
- Developed and implemented lab standard operating procedure (SOP) for ordering chemical inventory.
- Increased lab productivity by streamlining instrument workflow.
- Successfully negotiated 20% price reduction in lab supplies from outside vendor.

- **How would you describe your approach to teamwork and leadership?**

- Initiated and managed journal club for cell biology with about 25 participants per session
- Served as a student leader in American Society of Cell Biology representing over 1000 students
- Trained five undergraduate and ten summer interns in various techniques and supervised them on a variety of projects and conference presentations.

# Career Readiness – EmpowerBio 360° Approach

## Action Plan - Pitch/ Interview

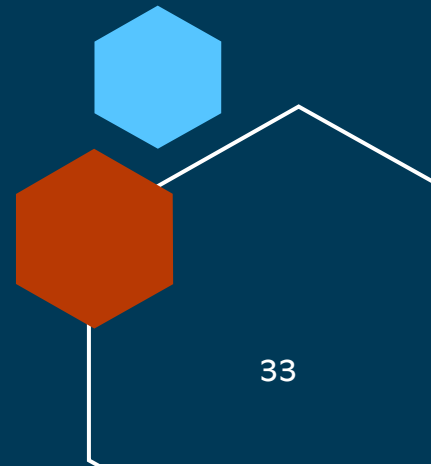
### ➤ Prepare for interview/ pitch (while networking)

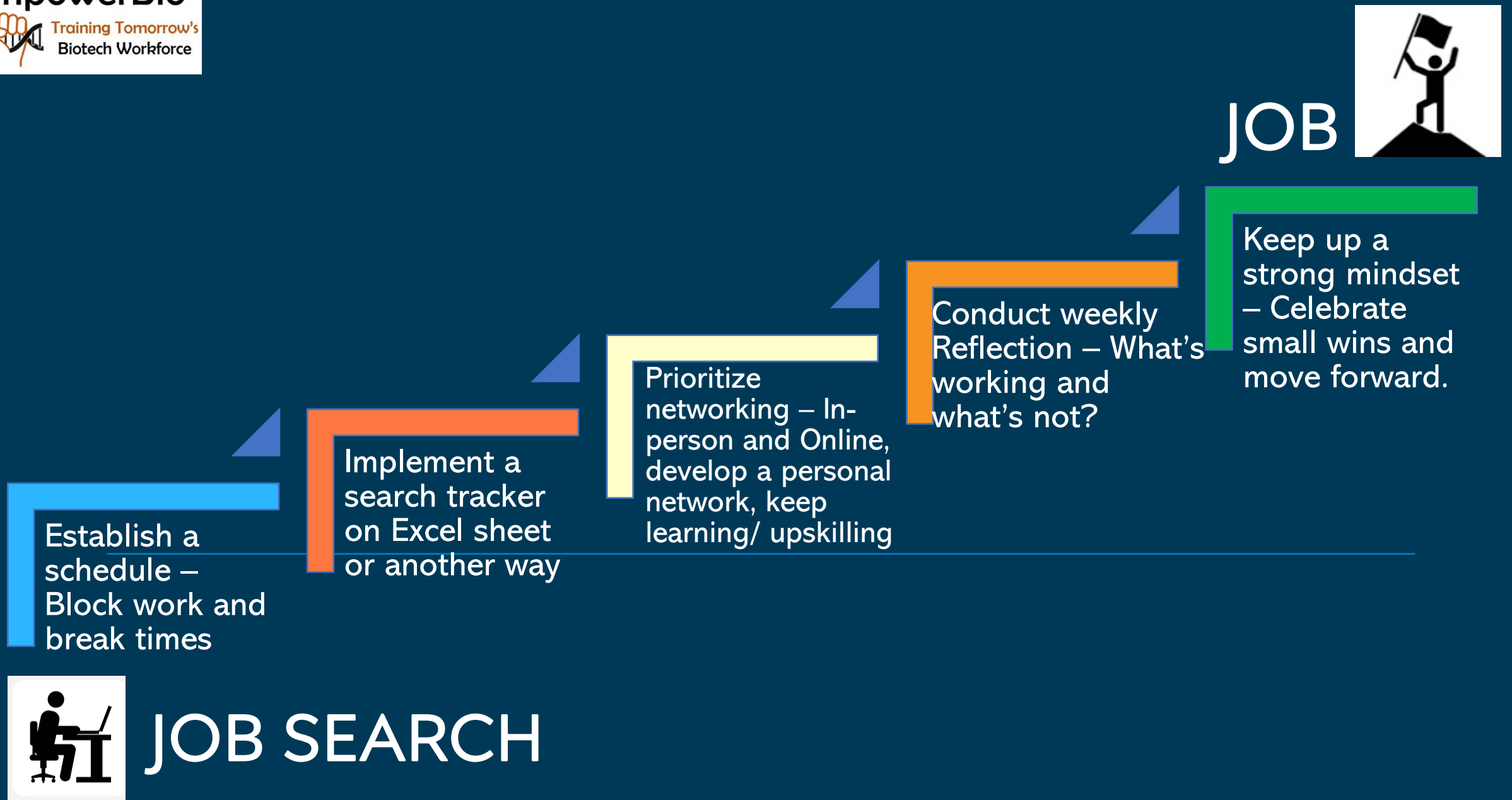
- Mock / practice interview if not with another person; then turn on Zoom. Record yourself and review.
- Practice with me or a recruiter - <https://empowerbio.org/shop>
- Subscribe to our newsletter that will share more information on our interview prep series and job market trends.

“

Career readiness 360° Approach of knowing the biotech industry landscape will help you navigate changes, embrace growth and craft a stronger resume and personal brand for job market as well as building your career. ”

– Amrita Madabushi





# Summary & Resources

## Application-to-Offer Pipeline

# October Networking Events in DMV

1. October 7, 2025 (Tuesday), 6:00-7:00 pm (online) **Rachel B. Simon**  
Relationships at Work – How to Authentically Network Within Your Company, <https://lnkd.in/e7RBXUwx>
2. October 9, 2025 (Thursday), 4:00 PM - 7:00 PM  
I-270 Innovation Labs, Frederick, Maryland, <https://luma.com/86ntqd7u>
3. October 16, 2025 (Thursday), 4:30 PM - 7:30 PM  
BioBuzz Oktoberfest, Brookeville Beer Farm, Brookeville, Maryland, <https://luma.com/wav9yi44>
4. October 16, 2025 (Thursday), 5:30-8:30 pm (in-person)  
KPMG Tysons, 8350 Broad St. #900, McLean, VA 22102  
From Lab to Launch – Navigating the Life Science Journey from Discovery to Commercial Success,  
<https://lnkd.in/eQRZjT6e>
5. October 21, 2025 (Tuesday), 8:00 am - 7:00 pm (in-person)  
Visit our table **TEDCO** Entrepreneur Expo, <https://lnkd.in/eqPTS9kk>
6. October 29, 2025 (Wednesday), 5:00-7:00 pm (in-person)  
WIB-Capital Region, : Baltimore Lab Tour & Networking Event, <https://lnkd.in/eDTbxccA>

Subscribe to  
networking events  
WIB  
BioBuzz  
ISPE  
PDA

# Job Search Sites List

- ✓ All Jobs including Biotech – [LinkedIn](#), [Indeed](#)
- ✓ Academic Jobs - [HigherEdJobs](#) - Jobs in Higher Education
- ✓ Academic Jobs - [Research Tweet](#)
- ✓ International Jobs (All kinds) - [Nature.com/ Naturecareers](#)
- ✓ Job Specifics, Reviews, Salary – [Glassdoor](#)
- ✓ Regulatory Affairs – [RAPS](#), FDA jobs at [USA Jobs](#)
- ✓ Clinical Research - [ACRP Career Center](#)
- ✓ Medical Affairs - [MAPS Career Center](#)
- ✓ Project Management: [Project Management Institute Job Board](#)



# EmpowerBio Resources

- ✓ [www.empowerbio.org](http://www.empowerbio.org)
  - ✓ LinkedIn Group – Careers in Bio – Undergrads to PhDs
  - ✓ <https://empowerbio.org/career-guide>
    - ✓ 10 Point Guidelines – Resume, LinkedIn, Job Search
    - ✓ Leveraging transferable skills for your job search – Video
  - ✓ <https://empowerbio.org/shop>
- 
- ✓ Book a session for CV, LinkedIn, Interview Practice

# Thank you

Contact Info –

[am@empowerbio.org](mailto:am@empowerbio.org)

[www.empowerbio.org](http://www.empowerbio.org)

Contact Via LinkedIn

Schedule to meet with me Via  
Calendly (LinkedIn – About me)

# Flowchart – Job Application Process



## Applications

Company Type	Approx. % of PhD Hires via Referrals	Notes
Large Pharma (Pfizer, AZ, Lilly, etc.)	10–15%	Heavy reliance on internal recruiters and university partnerships
Mid-size Biotech	15–25%	Mix of academic and internal network referrals
Small Biotech / Startup	25–40%	Networks and reputation-driven hiring
CRO / CDMO	<10%	Structured recruiting, low referral dependence



## Applications

# Application-to-Offer Pipeline

- Most large biopharma firms (Pfizer, Amgen, Genentech, Merck, etc.) post positions both on their corporate websites and syndicate listings to major job engines like Workday, BioSpace, and PharmiWeb.
- Create profiles on at least 2–3 of these platforms and set up email alerts based on keywords (e.g., GMP, Regulatory Affairs, Biomanufacturing, Quality Control).
- If you already know anyone in companies with established referral programs: Pfizer, Amgen, AstraZeneca, or J&J — ask for a referral link from the internal portal.

Referral applicants are 10× more likely to get an interview.

# MY CAREER PATH



**BITS,  
Pilani**



**UF** UNIVERSITY of FLORIDA

UNIVERSITY of MARYLAND  
BALTIMORE



**Undergrad**

Biology and  
Physics

**Graduate**

Biochemistry

**Postdoc**

Biochemistry &  
Cell Biology

**Faculty**

Biotech Faculty  
& Coordinator

**Associate  
Training Director**

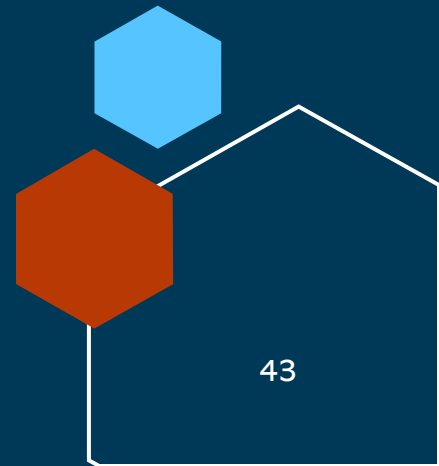
Grad & Postdoc  
programs

**Professor  
& Founder**

# Transferable Skills

Transferable skills are general competencies and abilities that can be applied across different roles and settings within the field.

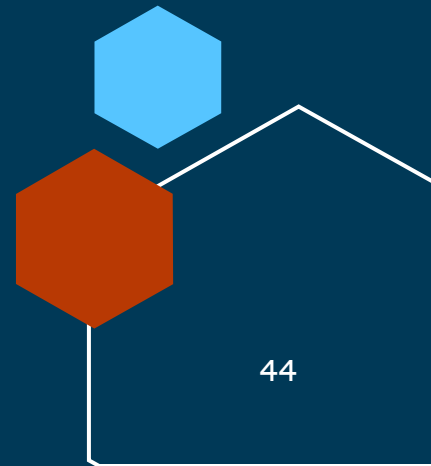
- ☐ Identify
- ☐ Amplify
- ☐ Highlight





# What best describes your current status?

1. Enrolled in a Bachelor's or Master's program
2. Engaged in PhD/ Postdoc/ Research Positions
3. Actively seeking positions or in between jobs
4. Employed and seeking new opportunities
5. Employed and not actively seeking opportunities

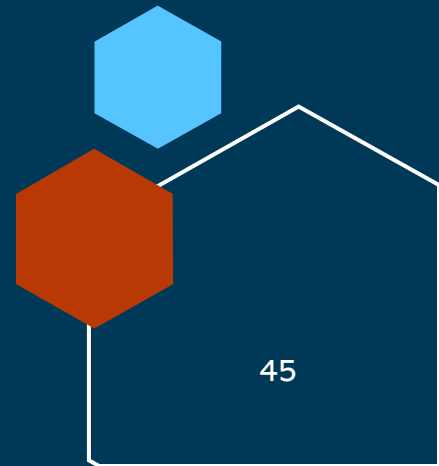






# What is your current position or the role you aspire to be in?






1. Biotech Company – R & D
2. Academia or Clinical Research
3. Biomanufacturing or Quality Management
4. Regulatory Affairs/ Policy
5. Business/ Management



# Highlight your skills on your resume

- Professional Summary
  - Four bullet points
  - Showcases your profile and highlights required skills
  - Match it with the job that you are applying for

# Highlight your skills on your profile summary

1. Investigated altered epigenetic hallmarks of aging in segmental progeroid syndromes (SPS).  Led a project on determining epigenetic mechanisms of aging syndrome and translating findings into actionable insights for potential gene therapy targets.
2. Demonstrated the effect of NAD<sup>+</sup> supplementation on kidney pathology in aging & SPS Syndrome using HEK293 cells.  Designed and executed experimental studies in mammalian cells to evaluate therapeutic mechanisms of NAD<sup>+</sup> in aging-related diseases.
3. Identified the DNA repair protein WRN's pathway choice between Homologous Recombination and Non-Homologous End Joining by Cyclin Dependent Kinase 2 (CDK2).  Coordinated cross-functional collaborations among government and university research labs to study DNA repair pathways in aging syndromes.
4. Pioneered systematic approach of mitochondrial DNA poly ADP-ribosylation and shared findings in six peer-reviewed publications and conferences.  Communicated research findings on aging syndromes, in six peer-reviewed publications and two review articles and presented key insights at multiple scientific conferences.
5. Mentored post-baccalaureate students in the laboratory.  Provided technical training on protocols and mentorship to early-career scientists, promoting research excellence in laboratory settings.

The Brutal Reality of the 2025 Biotech Job Market (and How to Survive It

Fierce Biotech Lay Off Tracker

Hiring Outlook: Fewer Job Openings, High Competition Await Biopharma Job Seekers

<https://www.linkedin.com/pulse/state-us-recruiting-20242025-key-hiring-metrics-pharma-alex-benjamin-neuje/>

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# Important Links

## LinkedIn

[www.Linkedin.com](http://www.Linkedin.com)

Amrita Madabushi - <https://www.linkedin.com/in/amrita-madabushi/>

Resources for job seekers – Group – Undergrads in Bio

**EmpowerBio** - [www.empowerbio.org](http://www.empowerbio.org)

## Women in Bio

[www.womeninbio.org](http://www.womeninbio.org) – Capital Region and Other Chapters

WIB Capital Page - <https://www.linkedin.com/showcase/wib-capital-region/>

In person Networking – Various Events and HERStory Gala (May 8)

# Biotech Job Sites – LinkedIn and Beyond



## Job Search

### What's on LinkedIn (50-60 % of Biopharma jobs)

- Roles from large, established companies (Pfizer, Amgen, Thermo Fisher, etc.)
  - Corporate and professional positions – project management, operations, business development
  - R&D and regulatory roles at mid- to senior levels (e.g., Scientist II, Regulatory Affairs Manager)
  - Jobs synced automatically from company ATS platforms (Workday, SuccessFactors, Taleo).
- Higher ed is now added to LinkedIn
- Internships or early-career programs from major companies and universities

### What you may *Not* see on LinkedIn

- Government positions (NIH, FDA, NSF, universities – posted on USAJobs)
- Nonprofit and foundation roles (often listed on organization websites only)
- Startups and stealth biotechs hiring through incubators or internal networks
- CRO / CMO contract jobs posted only on staffing agency sites (Kelly Scientific, Aerotek, Yoh, etc.)
- Short-term or grant-funded roles (listed locally or by referral)
- Internal referral-based openings that never go public