Appearing for interviews in biotech: what your prospective team is assessing

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Appearing for telephonic interview and personal interview: key tips for candidates about what a hiring manager or prospective team will look for during the telephonic interview/on site interview and how to prepare and succeed those interviews. 15 min.
Phone interview basics

Phone interview success:
• Return a recruiter’s phone call ASAP
• Have a business minded voice mail message
• Answer the phone with a business attitude
• Be excited, they want to hear you smile
• Ask the recruiter questions
• Some example questions - discuss
Phone interview TIPS

• Polite, energetic, professional!
• Standard questions:
  • Can you tell me what you know about the company? (This is a test which will prove how interested you are in our company)
  • What are you looking for in a new position?
  • When can you come in to talk?
Phone interviews - don’t!

- “Huh?”
- “Yeah”
- “Uh Huh”
- “What did you say?”
- “You finally called, what took you so long?”
On-site interview

- Be on time
- Know the company
- Switch-off your phone
- Look your best
- Smell good

- Most importantly: what is your story?
Here’s a secret: you are your own brand

Behaviors

• Past experiences (what/how)
• Tough situations
• Lessons learned
• Seizing opportunities
• Areas of interest and active growth
Here’s another secret: can you connect with the company? The team?

- Interpersonal skills are key
- Do you take conscientious efforts to develop and fine-tune your soft skills?
- Working in teams in a matrix environment is stressful, can you handle or cope? Describe
- Let your passion and personality shine
- Drive and energy, what do you bring to the table?
You will have to give a seminar: PREPARE

- Concise and scientific
- Clean, clear slides
- What is your message?
- Problem, solution, next steps
- Narrative
At the end...

SEND A THANK YOU!
(thank you for your time today😊)