Breaking Into Your First CRO Job: Tips From a Recent Graduate

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Disclaimer: Views presented here are my personal opinions and represent neither the views of my employer nor my employer’s policies.

SOT is dedicated to creating a safer and healthier world by advancing the science and increasing the impact of toxicology.
My Career Snapshot

B.V.Sc. 1997

M.V.Sc. (Vet. Pathology) 2002

Toxicologist and Clinical Pathologist Zydus Cadila Pharmaceuticals 2004

PhD (Mol. Tox.) Penn State University 2010

Study Director Battelle Memorial Institute 2015
Attributes Necessary To Succeed In A CRO

What is a CRO? : Contract Research Organization

- **Technical Skills** - Learn as much as you can now

- **Communication** - Personal interaction, written (email, technical documents etc)

- **Agility** — Ability to rapidly switch between projects

- **Ability to handle multiple projects** — Take on more work
Attributes Necessary To Succeed In A CRO

- **Problem Solving Ability** - Take lead on your project

- **Getting Along With People** - Collaborate with other labs

- **Patience** - to deal with different stakeholders in the project
Some Facts About CRO
(Likes and Dislikes?)

- Get a chance to work on variety of agents- new chemical entities, vaccines, proteins, antibodies, hazardous chemicals, herbal products etc.

- A great chance to increase your network in the field- national institutes, pharmaceuticals, other CROs

- A chance to learn from knowledgeable sponsors, colleagues and consultants

- May get a chance to work on your own idea

- Type of work depends on the Sponsors
- Limited access to the complete picture of development of the compound
Breaking Into The Job

Start Early - Start working the day you enter the grad school

Social profiles, SOT involvement, updated CV, networking

• **CV/Resume** – Give enough time, be truthful but not shy, customized, www.wordle.net

• **Telephone Interview** - Recruiter/hiring manager, 30 min to 1 hour, want to know about you and your skills, **STAR (Situation, Task, Action, Results)** approach

• **Personal Interview** - Remember, people like people who like people

Why are you the best, what can you give to the company, know your interviewer and their work well, a thank you note
Breaking Into The Job

- **Presentation Skills:** Practice! Practice!! Practice!!!

- **Network:** SOT meeting, SOT mentoring events, collaborators, friends, family-friends, alumni groups on LinkedIn

- **Develop Leadership Skills:** Get involved in SOT (volunteer, Special interest groups, regional chapters, GSLC), GSA, Toastmasters International

- **Know Yourself:** Know your strengths and strengthen them

  Know your weaknesses but don’t allow them to be the center of your development.
What Happens To Your CV?

Online Application

Application Tracking System

Recruiter

Telephone Interview Recruiter/HM

Personal Interview

Hiring Manager (HM)
Resources For Job Search

• **SOT Job Bank:** Keep an eye for 3-4 months before SOT meeting

• **Maximize The Use Of SOT Meeting**

• **Your Network**

• **LinkedIn**

• **Company's websites:** Shortlist the companies, enroll into their database

• **Head Hunters**

• **Job sites:** Beyond, Monster, ZipRecruiter, Indeed, SimplyHired
Some Helpful Resources

- Customize your CV with the help of http://www.wordle.net/

- Recruiters:
  - http://greylock-recruiting.com/

- Job Posting Sites:
  - ZipRecruiter: https://www.ziprecruiter.com/
  - Beyond.com: http://www.beyond.com/
  - Indeed.com: http://www.indeed.com/
  - CareerBuilder.com: http://www.careerbuilder.com/
  - Glassdoor (also a resource for salary ranges): https://www.glassdoor.com/index.htm
  - Monster.com: http://www.monster.com/

Disclaimer: This is not an endorsement for any recruiter or job search site
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