



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

Vijay P. Kale

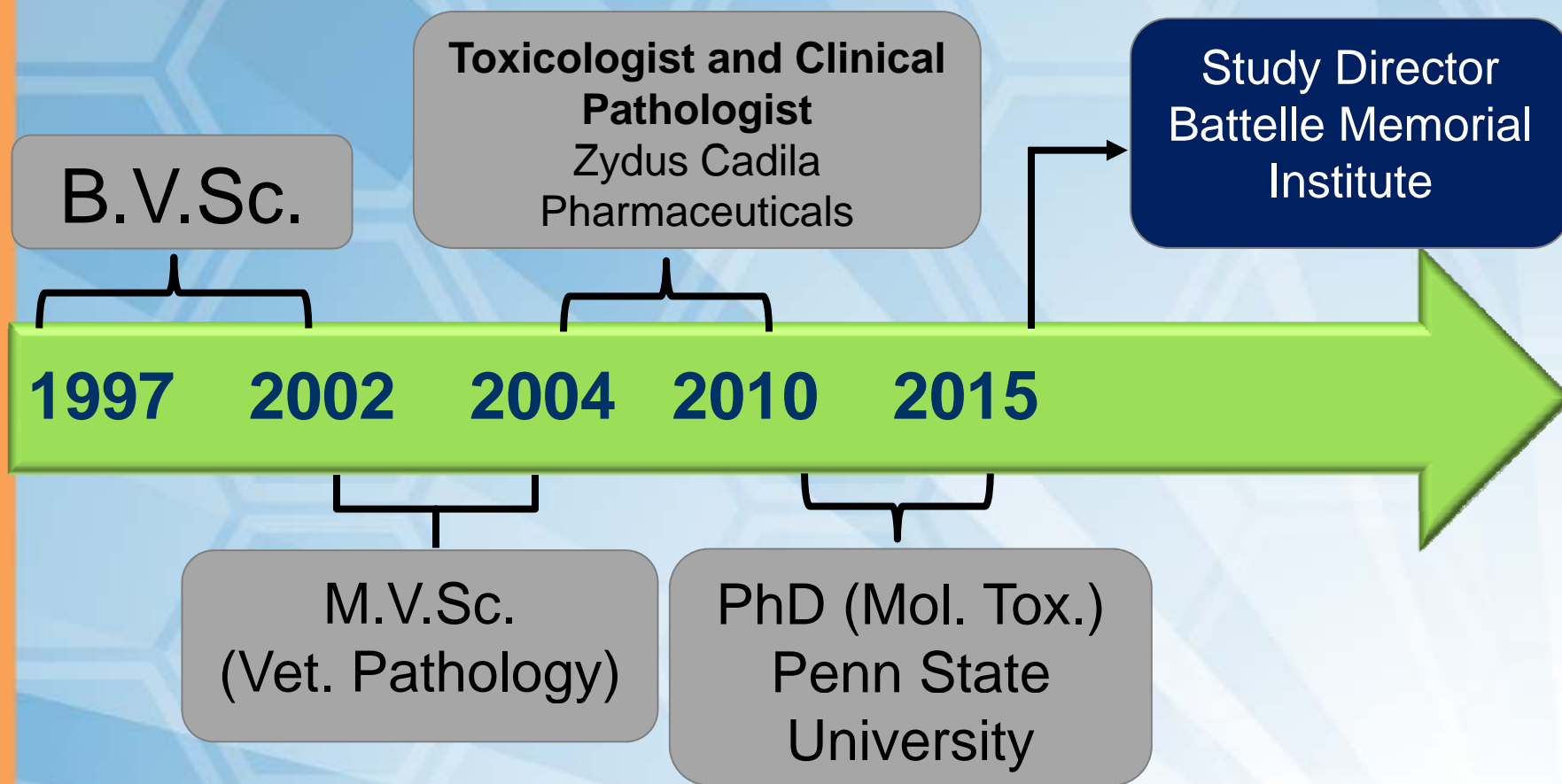
**Principal Research Scientist
Battelle Memorial Institute
Columbus, Ohio
<http://www.battelle.org/>**

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





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?





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/](http://www.wordle.net/)
- **Recruiters:**
- <http://greylock-recruiting.com/>
- Recruiter Network: <http://therecruitenetwork.com/recruiter/seekers.php>
- **Job Posting Sites:**
- List of Top pharma companies: <http://www.clarksearch.com/which-are-the-best-pharma-and-biotech-companies-in-2013/>
- 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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