Transition from academia to industry – do it right

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Group activity: Introductions

- Find a partner
- Introduce yourself to your partner
  - Your name
  - What you do
- Introduce your partner
Why to transition to industry?
Main reasons for transitioning to industry

- Willing to make a change
- Relocation of the spouse – no academic jobs in a new location
- Willing to work in a team
- Not interested in a bench work
- Financial considerations
- Interested to learn the process of drug/device development
Transitioning to industry means to...

- Give up your academic project
- Be ready to change projects frequently
- Work on several projects in parallel
- Be part of a team
- Work under tight timelines
- Document everything in a timely manner
- Publish less
- Present more
- Lower job security
Why and when to make a move?

- It is different for everyone
- It is not for everyone
- If you want to try a career outside of academia
- If you are open to a new experience
- If you are ready to take a risk
- Once you have decided, go for it
How to make a smooth transition

- Choose a lab for your post-doc where the PI:
  - Has collaborations/contacts in industry
  - Is willing to help you in your career decisions and in connecting you to industry professionals

- Plan ahead and arrange for your work authorization documentation (for international scholars)
Mentoring is a key

- Identify a mentor/s who will help you in your transition
  - Your PI
  - Your contacts in industry
  - Your contacts in academia
Careers outside of academia (no bench work)

- Project/program management
- Scientific/medical/technical writing
- Clinical trials
- Biopharmaceutical consulting
- Medical liaison
- Business development
- Patent law
- Sales
Positions/titles for academic scientists moving to industry

- Scientist (I, II, III etc.)
- Senior Scientist (I, II, III etc.)
- Principal Scientist (I, II, III etc.)
- Director (Associate, Senior, Executive)
- VP (Senior, Executive)
- C titles (CDO, CSO, COO, CEO)

All these positions require industry experience
How to prepare for this transition

- Practice your presentation and interview skills
  - Attend workshops on resume writing, presentation and interview skills
  - Perform mock interviews
- Take professional development courses
  - MassBio
- Talk to recruiters
Network, network, network (make new friends)

- Join the relevant networking groups and professional organizations
- Join LinkedIn
- Maintain your network
- Make your business cards (Vistaprint)
Masha Hareli: a personal story

- Arrived to the US from Israel to do a second post-doc at Harvard (1995-2001)
- Had a junior faculty position at DFCI (2001-2005)
- Moved to industry
  - Consulted for a start-up Resolvyx (2006-2007)
  - Joined CRL as a project scientist (2007-2009)
  - Joined Taligen Therapeutics as an associate scientific director (2009-2011)
  - Taligen Therapeutics got acquired by Alexion pharmaceuticals (2011-present)
  - Founded ATR, LLC (2013-)

Collaborated with my academic connections
Published collaboratively and independently
Consulted in different areas
- Taught classes
- Evaluated patents
- Scientific writing
- Strategic planning
Networking groups in the Boston area

- Post-doctoral association at your work
- SHOW: Science Shaping Our World
  - Contact Lu-Ann Pozzi or Steven Munevar
- Biotech Tuesdays: every 1st Tuesday of the month
  - Go to http://www.biotechtuesdays.com to sign in
- AWIS
  - www.mass-awis.org
- PropelCareers
  - Contact Lauren Celano at www.propelcareers.com
Biotech Clusters

- **Genetown**
  - Harvard, MIT, UMass; Novartis, Biogen, Genzyme, Millennium

- **Pharm Country**
  - Columbia, Rockefeller; Pfizer, Sandoz, Sanofi-Aventis

- **Bio NC**
  - Duke, UNC; Targacept, Icagen, Transtech

- **Biotech Beach**
  - UCSD, Salk, Scripps; Invitrogen, Amylin, Ligand

- **Biotech Bay**
  - UCSF, Berkeley, Stanford; Genentech, Gilead, BioMarin, Affymetrix
# Small Biotech vs Big Pharma

<table>
<thead>
<tr>
<th>Small company</th>
<th>Large company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Few employees</td>
<td>Hundreds of employees</td>
</tr>
<tr>
<td>Few projects</td>
<td>Multiple projects</td>
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<tr>
<td>Multitasking</td>
<td>Specialized expertise</td>
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<tr>
<td>Limited funding</td>
<td>Ample resources</td>
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</table>
You can do it!

For additional information and questions
Please contact
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Questions, comments, concerns?