

Welcome to Rutgers iJOBS Annual Symposium

Ice Breaker

- Introduce yourself and share the origin of your first, middle or last name (example, my grandfather's last name was Adler which means eagle in German but he switched it to Alder which is a kind of tree after he moved to the USA in 1941 when my dad was 16) .



RUTGERS

THE STATE UNIVERSITY
OF NEW JERSEY

Rutgers iJOBS Annual Symposium

October 30, 2025



Agenda for today

9:30 AM – 10:00 AM Welcome and iJOBS Program Update

Janet Alder, Co-Director

iJOBS Program at Rutgers University

10:00 AM – 11:00 AM Professional Development Workshop

Doreen Badheka, PhD, Co-director iJOBS Program, “How to Develop a Job Search Strategy”. Topics will include exploring career options, conducting informational interviews for networking, and reviewing job postings.

11:00 AM – 11:15 AM Break

11:15 AM – 11:45 AM Let’s Hear from Our Phase 3 Trainees!

Facilitated by Janet Alder, PhD, Co-Director

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11:45 AM – 12:45 PM Keynote Speaker

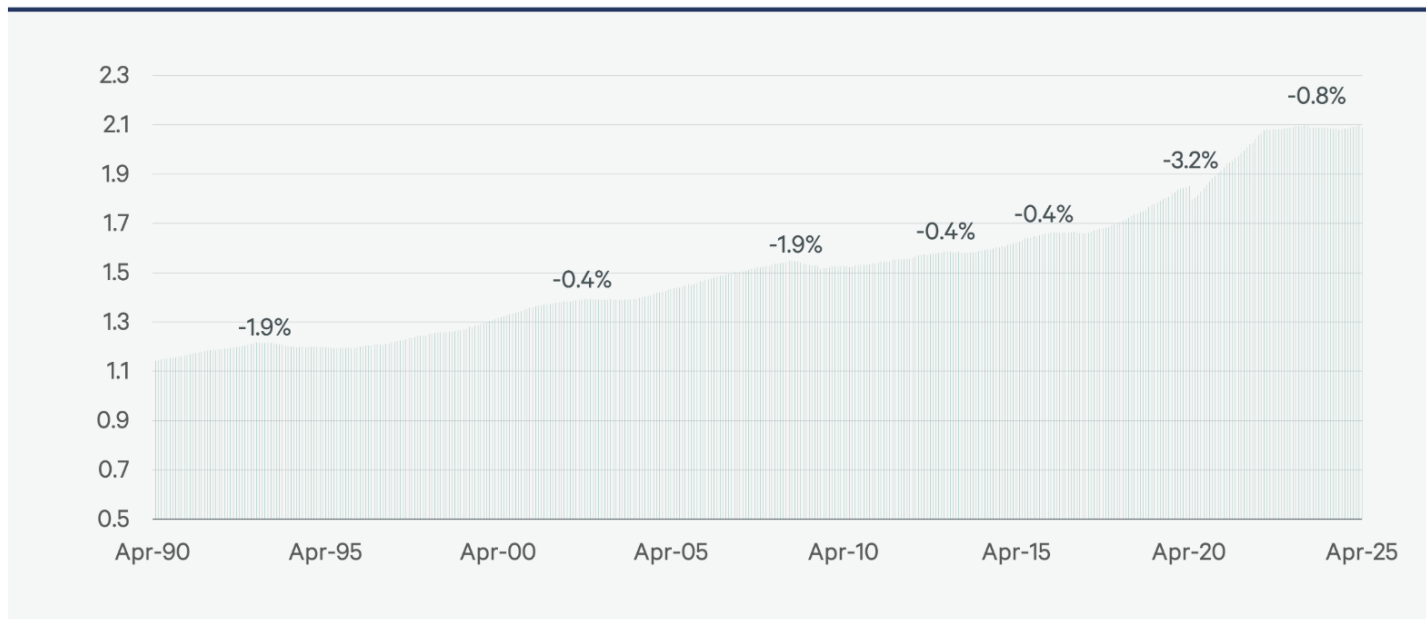
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12:45 PM – 2:00 PM Career Cluster Meetings and Networking Lunch

Industry Professionals and fellow trainees share advice during networking lunch.

Current Biopharma Job Market – reality check

Figure 1: Total U.S. Life Sciences Employment During Recent Economic Cycles



Source: Bureau of Labor Statistics, CBRE Research, Q2 2025.

Biotech career paths where demand is skyrocketing in 2025

- [AI specialists in drug discovery](#)
- [Regulatory affairs specialists](#)
- [Gene therapy researchers and scientists](#)
- [Bioprocess/MSAT \(Manufacturing Science and Technology\) engineer](#)
- [Computational biologists](#)
- [Microbiologists](#)
- [CRISPR-based gene editing scientists](#)

NIH BEST Grant that Inspired Rutgers iJOBS

17 Universities
\$2 million for 5 years (2014-2019)

Maish Yarmush
Jim Millonig
Susan Engelhardt
Janet Alder
Doreen Badheka

1. Cornell U
2. Emory/Georgia Tech
3. NYU
4. U Mass Worcester
5. UC Davis
6. UCSF
7. U Colorado Denver
8. Vanderbilt U
9. Virginia Polytech
10. Wayne State

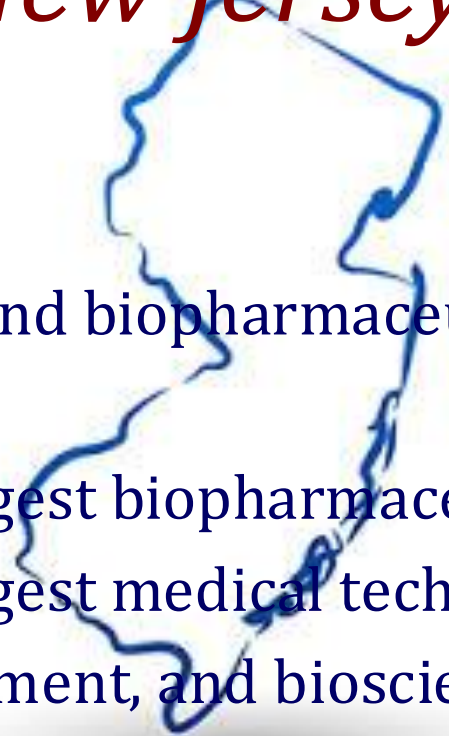


- 11. Rutgers U**
12. U Chicago
13. U North Carolina
14. U Rochester
15. UC Irvine
16. Boston U
17. Michigan State

Excellent Professional Environment

The World's Cure Corridor

New Jersey

- 
- Over 3000 life science and biopharmaceutical establishments
 - 400 biotech companies
 - 14 of the world's 20 largest biopharmaceutical companies
 - 12 of the world's 20 largest medical technology companies
 - #3 state for R&D investment, and bioscience-related patents
 - 22,000 life sciences graduates annually

Professional and Trade Support Abounds



iJOBS Participants

RUTGERS

Rutgers Graduate Students

- SGS (New Brunswick/Piscataway/Newark)
- GSN (Newark)
- GSC (Camden)

Rutgers Postdocs

- RWJMS
- NJMS
- SAS New Brunswick
- SoE
- SoP
- SEBS
- SAS Newark
- SAS Camden



Flexible and Phased Programming



Phase 1



Phase 1
iNQUIRE

Representative Career Panels

- Faculty position at R1 institution
- Faculty position at Primarily Undergraduate Institution
- Bench research in Pharma and Biotech
- Medical Devices
- Postdocs in Industry
- Contract Research Organizations
- NIH
- FDA
- Computational Biology
- Data Science
- Consulting
- Science and Health Policy
- Patent Law
- Tech Transfer and Business Development
- Clinical Research
- Regulatory Affairs
- Medical Affairs
- Project Management
- Scientific Writing and Medical Communications
- Non-profit and Foundations
- Finance and Equity Research
- Publishing and Editing
- Food and Fragrance Industry
- Journalism
- Teaching Education Outreach
- Entrepreneur
- Plant and Agriculture Industry
- Non-faculty Jobs in Academia
- Tech and Sales Support

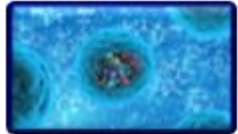


Representative Site Visits

- Bristol-Myers Squibb (12)
- Novartis (5)
- J&J (6)
- Teva Pharma (2)
- GenScript
- Azenta
- Admera Health
- Genmab (2)
- Amgen
- WuXi Biologics
- Pfizer
- Becton Dickinson
- Siemens Healthineers
- Stryker (3)
- IPG Health (3)
- Genewiz (4)
- Merck (6)
- Wiley Publishing (2)
- GlaxoSmithKline (3)
- Regeneron (6)
- Eli Lilly (3)
- Celgene (2)
- NJ Innovation Institute
- Sanofi Aventis
- Commercial Center for Innv Tech (2)
- Inst for Life Sci Entrepreneurship (2)
- NJ Bioscience Center (3)
- Sanofi Aventis
- Covance
- Kashiv
- Hovione
- NJ Dept. of Health (3)
- Ferring Pharmaceutical
- Colgate-Palmolive (4)
- Envigo
- Ethicon
- PTC Therapeutics
- Nanion Technologies
- Covance
- Bayer (2)



Representative Workshops



- GLP and GMP Primer for Pharma
- FDA Drug Approval and Case Study
- Advice from an Immigration Attorney
- Negotiation Strategies
- How to Make Your PhD Work: A Guide for Creating Your Career
- Clarifying Your Mission
- What You Need to Know about PK/PD for a Job in Pharma
- Navigating Career Transitions
- Primer in Drug Discovery through Pre-Clinical Development
- Agile Project Management and Microsoft Project
- Python and Genomics Data Analysis by Data Carpentry
- Self assessments (Clifton Strengths)
- Targeted Resumes
- Online Networking and LinkedIn Profiles
- Finding and applying for an internship
- Emotional Intelligence and Influencing others
- Job search using staffing agencies



iJOBS Professional Development Workshops for Academia

- A Systematic Approach to Scientific Writing
- Navigating the Publication Process
- Developing an Effective Writing Process in Science
- Designing an Effective Chalk Talk
- Top Tips for Better Posters
- Top Tips for Publication Quality Figures
- Top Tips for Better Graphical Abstracts
- Top Tips for Depicting Biological Pathways
- Grant writing workshops
- Mentoring Undergrads in Research

iJOBS Partnerships On and Off Campus



- Eagleton Institute for Science and Politics
- Erdos Institute - Invitations to Industry
- I-CORPS at Rutgers
- What Can You Be with a PhD at NYU
- Nucleate - GRO Biopharma Conference with NY Schools
- Regeneron Science to Medicine Forum
- From Science to Pharma MSL Preparation
- BioNJ
- Association for Women in Science
- Biogen Drug Development Conference
- Skills embedded into curriculum (communications, computational)

SciPhD: Leadership and Business Skills for Scientists

Provided by Human Workflows, LLC

January 14th (1-5pm), 15th (9am-5pm) and 16th (9am-5pm) 2026

- 
- The Business of Science
 - Major Leadership Styles
 - Successful Communications as a Scientist
 - Developing Your People
 - Networking and the Interview Process
 - Team Performance Tools
 - Negotiations
 - Financial Literacy
 - Strategic Project Management for Scientists

Phase 2



iJOBS Program Registration

Phase 1

- iJOBS programming open to all pre and post-doctorates as well as recent alumni.
- Some events have limited capacity but put your name on the wait list

Phase 2

- Graduate students should have completed propositional qualifying exam. Postdocs are eligible at any time.
- Trainee application approval based upon Phase 1 participation (12 hours), letter of intent, letter of recommendation. PI approval for participation is required with application.
- Applications open every April and program starts in September for 1 year

Representative Career Track Skill Classes

Drug Development from
Concept to Market

From Science to Pharma
Medical Science Liaison
Training

One 40-Hour Class

Communicating Science

Technology Transfer

Principles of Finance
and Accounting

Business of Science:
Molecules to Medicine

Python Methodologies

Practical Aspects of
Clinical Trial Design

Fundamentals of
Regulatory Affairs

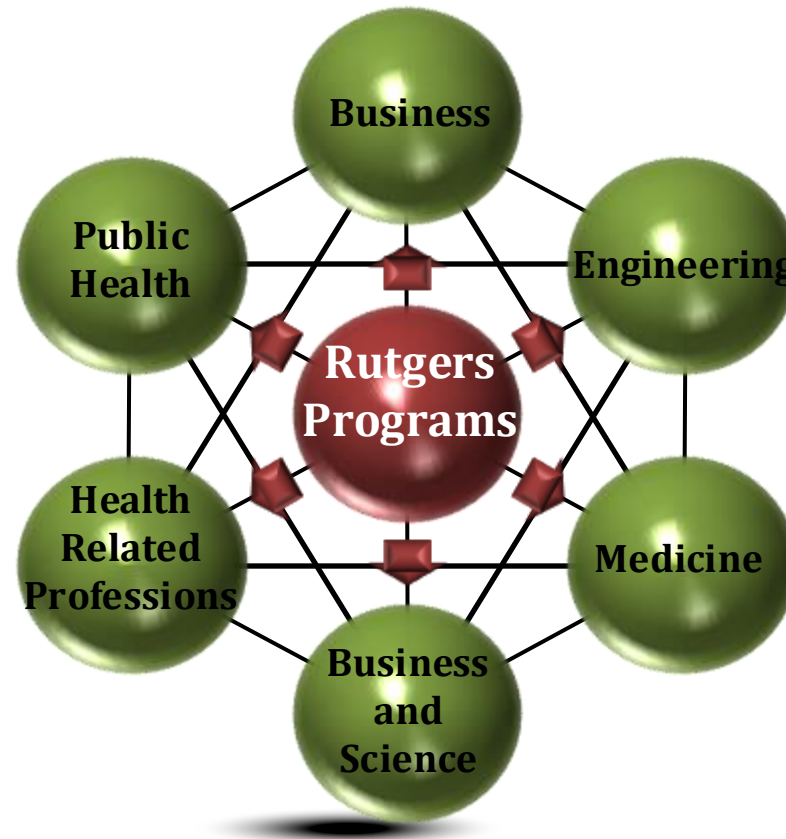
Fundamentals of
Regulatory Affairs

Project Management

Pharma Product
Management

Organizational Behavior

Innovation and
Entrepreneurship



Professional Shadowing and Mentoring



- Each trainee is matched to a professional for a shadowing opportunity relevant to their chosen track with industrial, institutional or governmental partners. 72 hours over a whole semester.
- Each trainee is assigned a professional mentor and uses the Individual Development Plan (IDP) as a framework for growth.

Phase 3



Job Search Preparation

- One on one mentoring sessions with Juliet Chin Hart to refine resume and cover letter
- LinkedIn Counseling with Penny Pearl at 2Actify
- Strategize on job search approach
- Prepare for interviews



Ice Breaker

- Finish this sentence "Doing XXX would give me a sense of purpose in my future job..."





Dissemination, Evaluation and Outcomes

Communication Platforms

Email listserve: 1500 members

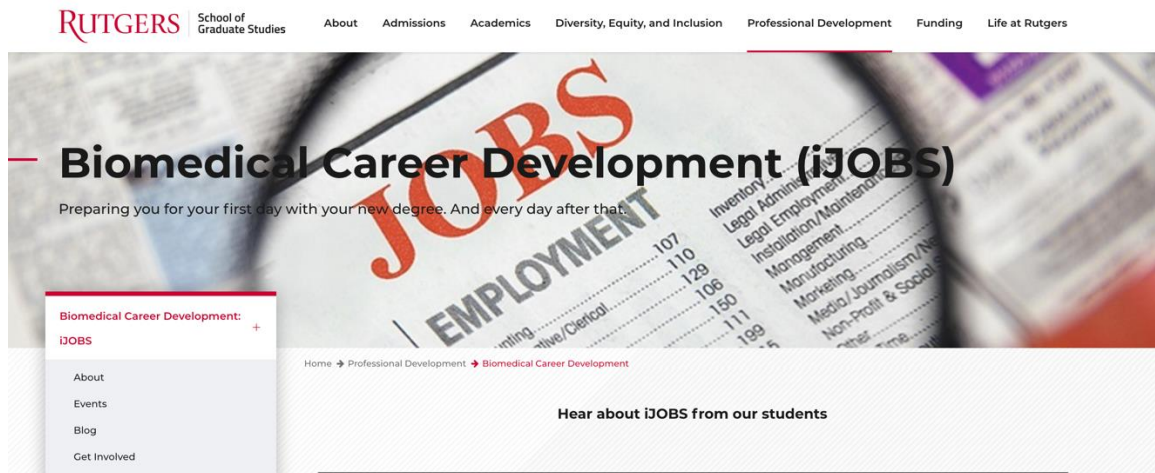


Trainee run blog:

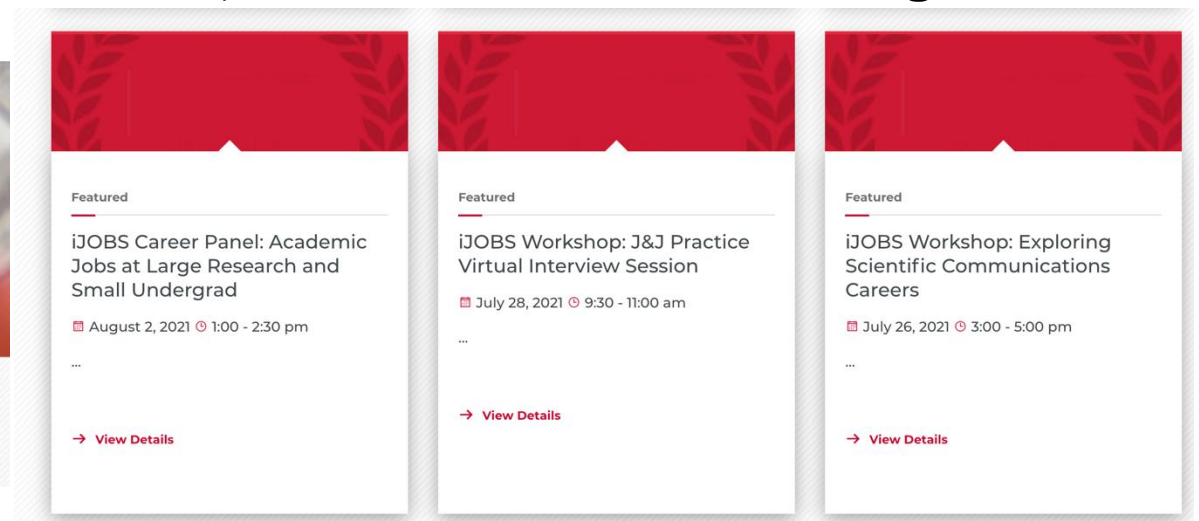
grad.rutgers.edu/ijobs/blog



Website: ijobs.rutgers.edu



iJOBS Past Events with Recordings

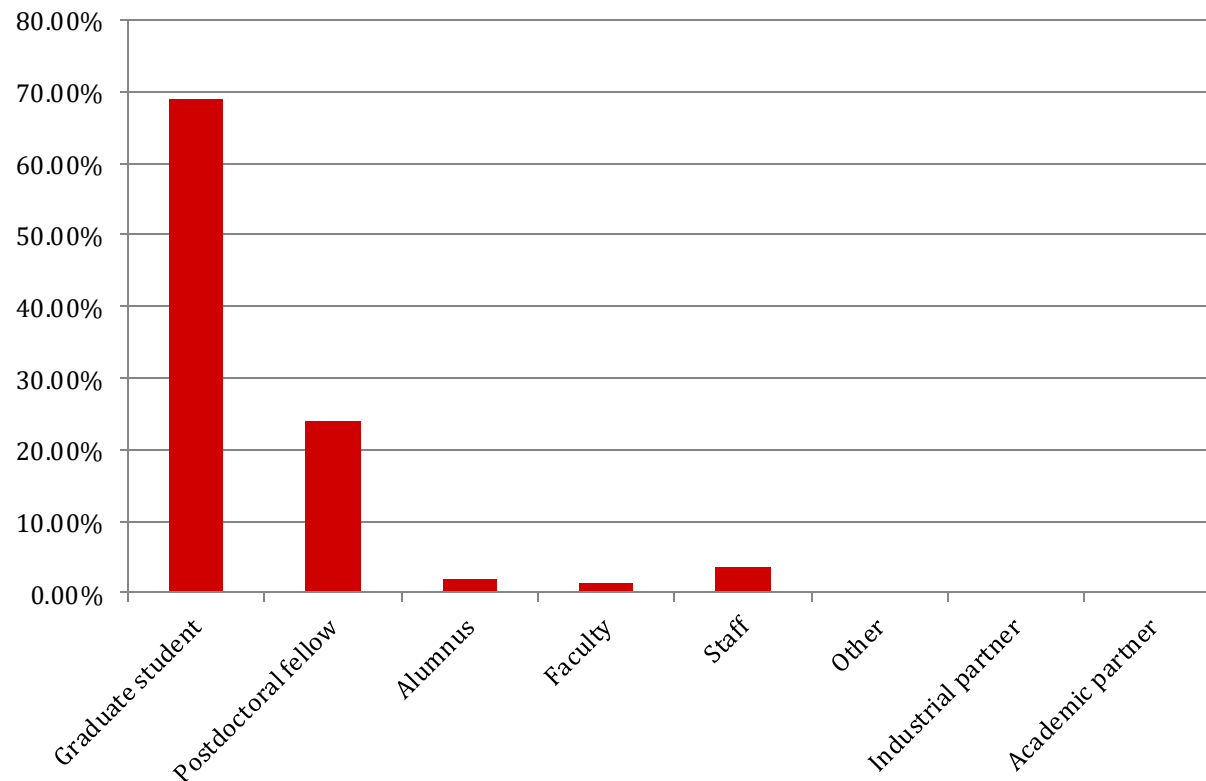


iJOBS Cohort Participation

From Sept 2020- Oct 2025, we have hosted 221 events with over 4,500 attendees

Trainee Academic Standing n = 1388

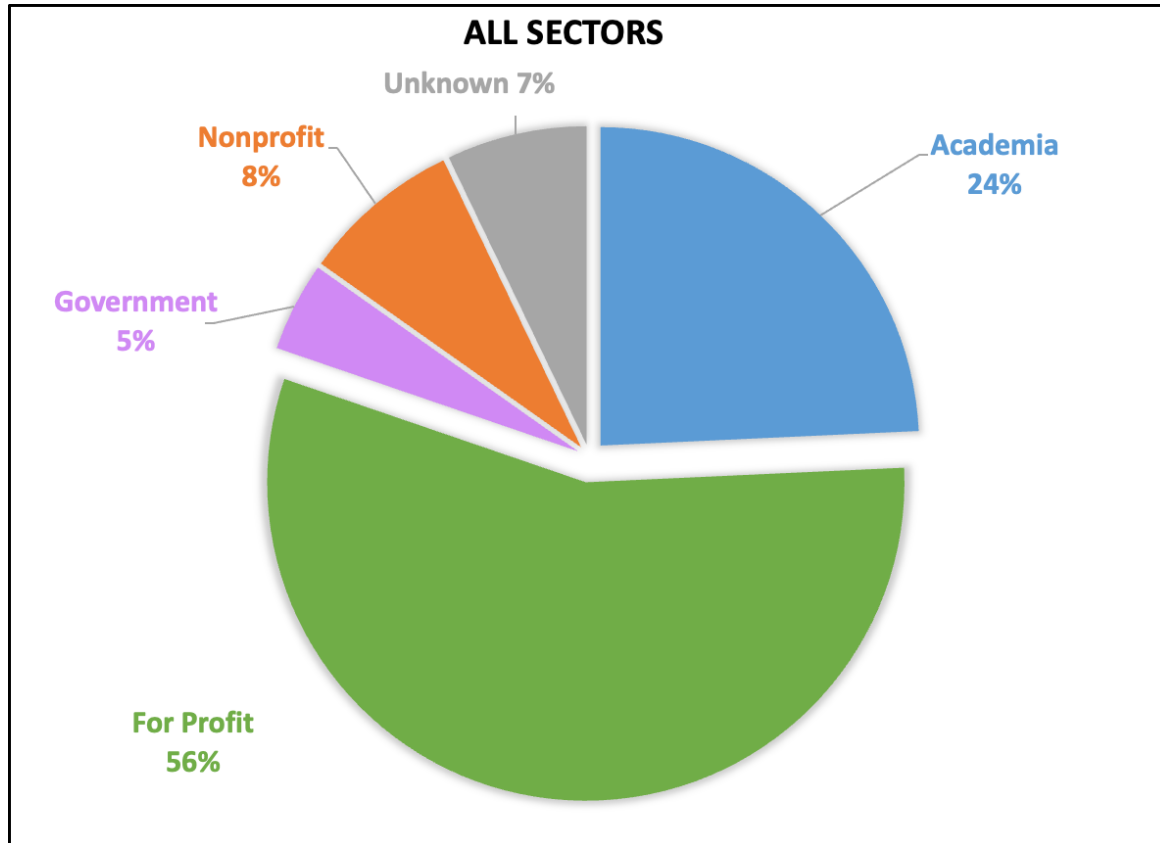
What best describes your position?



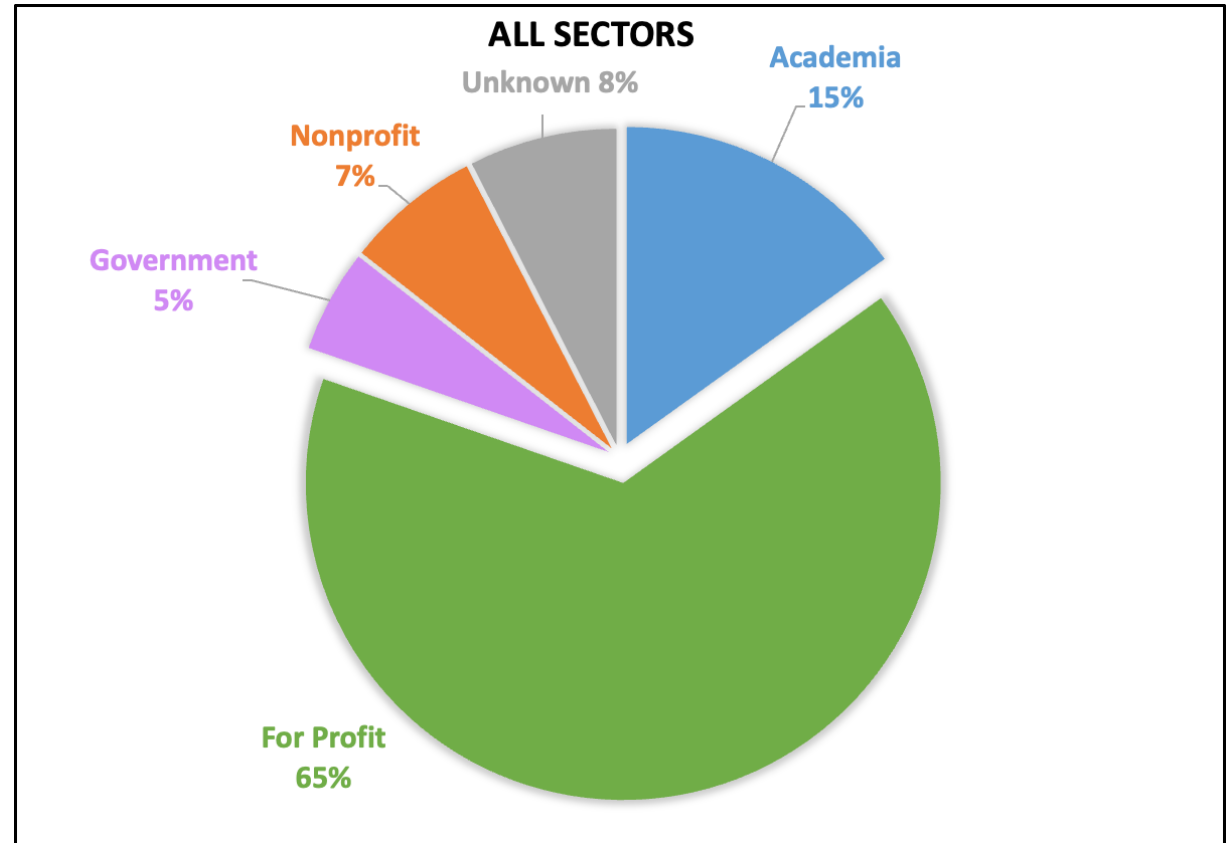
Total pool
68% predoc
32% postdoc

Positions of SciPhD Participants (n = 310)

First Position



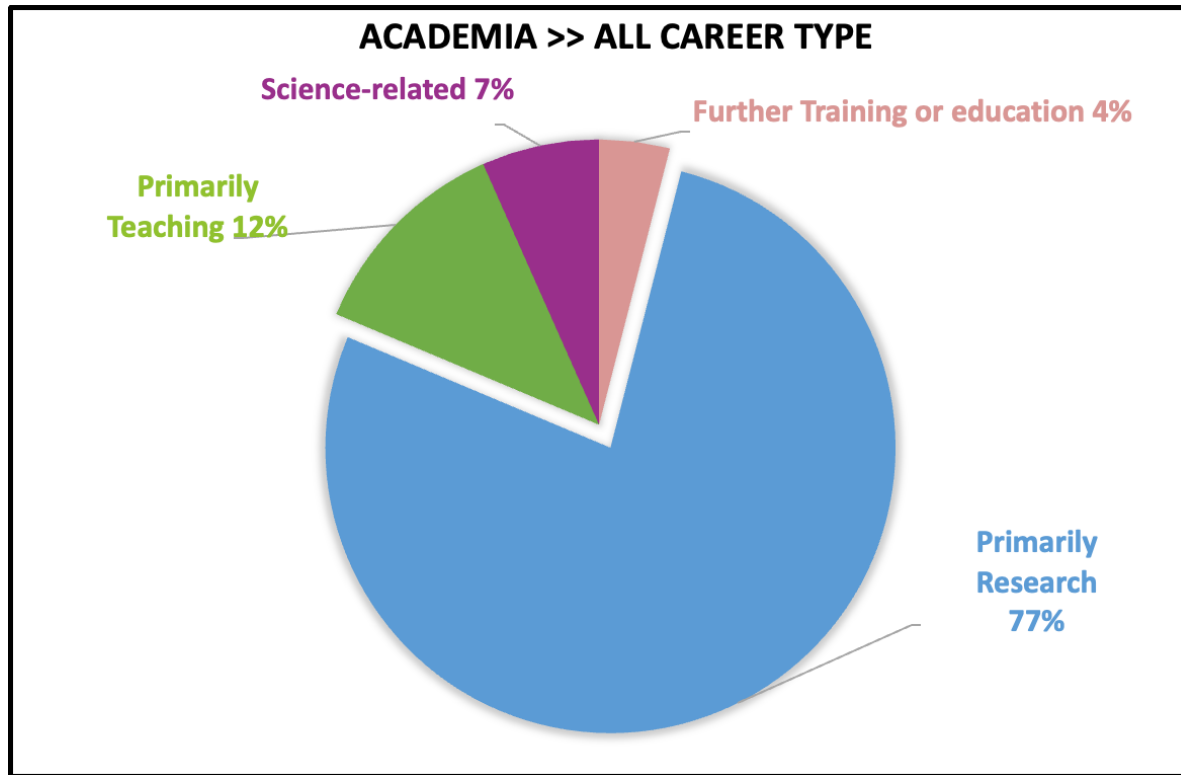
Current Position



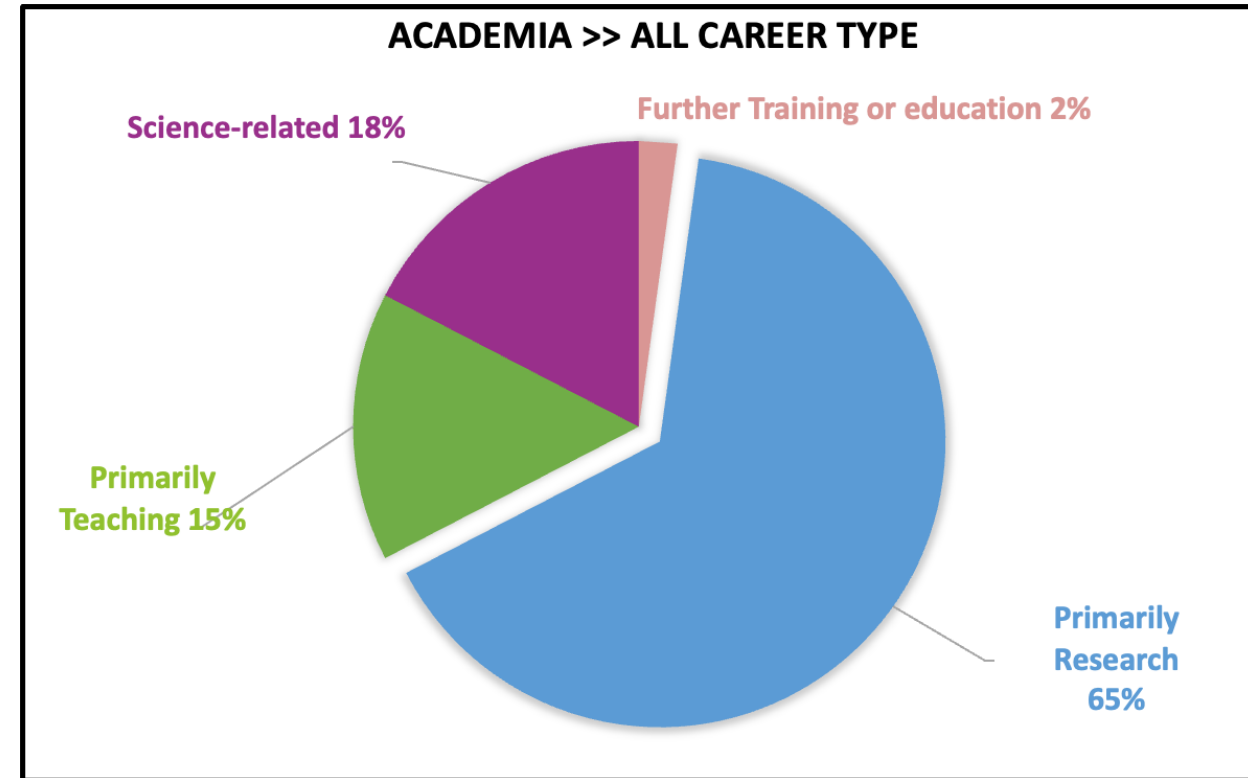
Data analyzed by Janell Mason and Tracy Scott

Academia – All Career Types

First Position



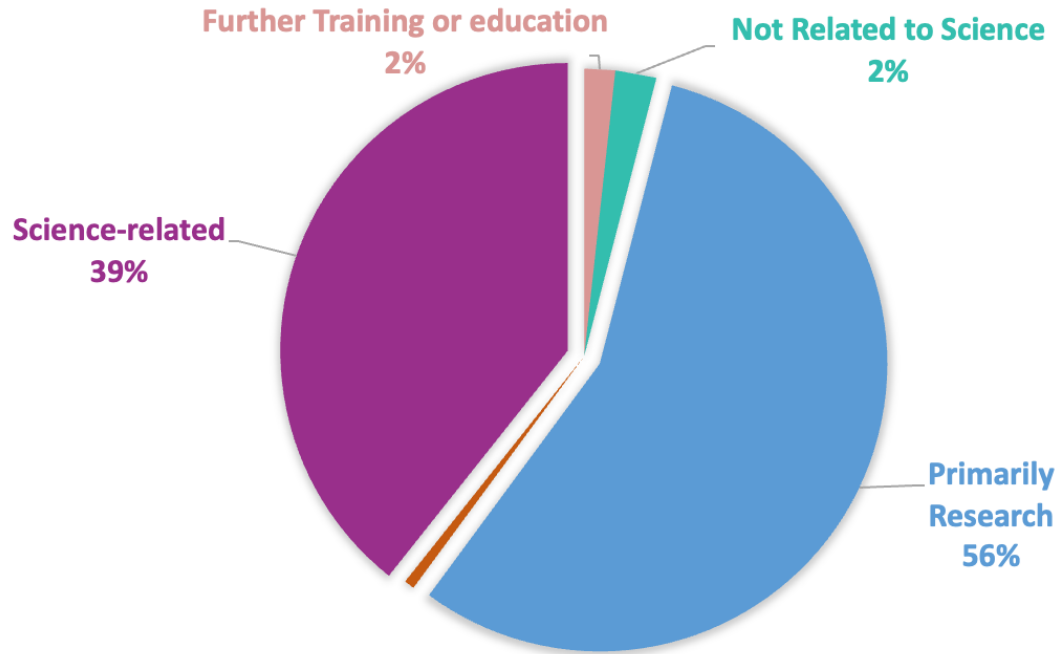
Current Position



For-Profit – Research vs Science-Related

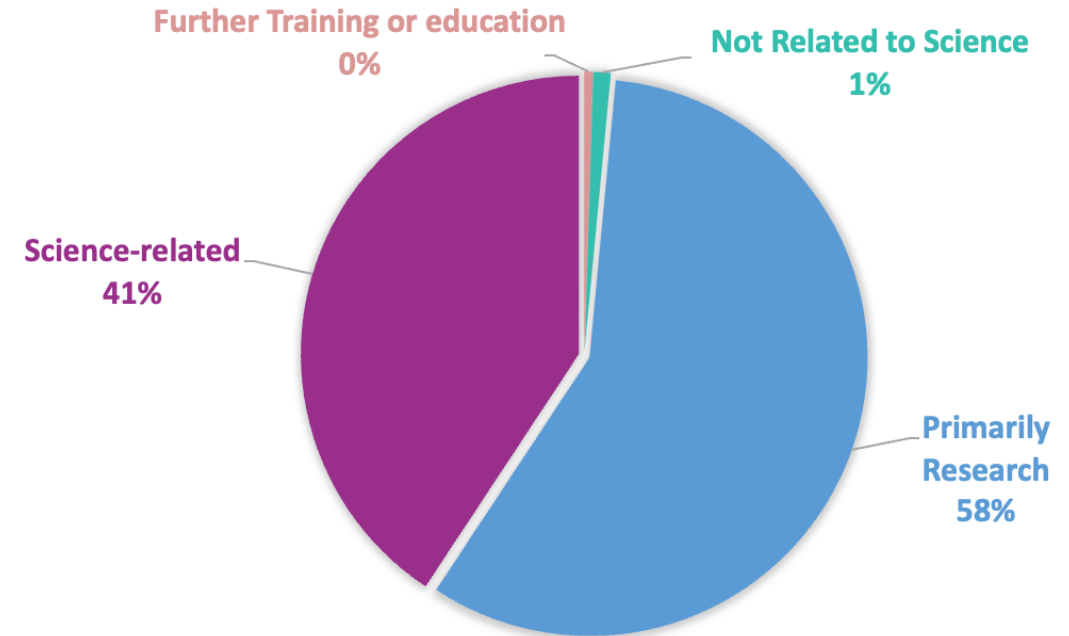
First Position

FOR PROFIT >> ALL CAREER TYPES



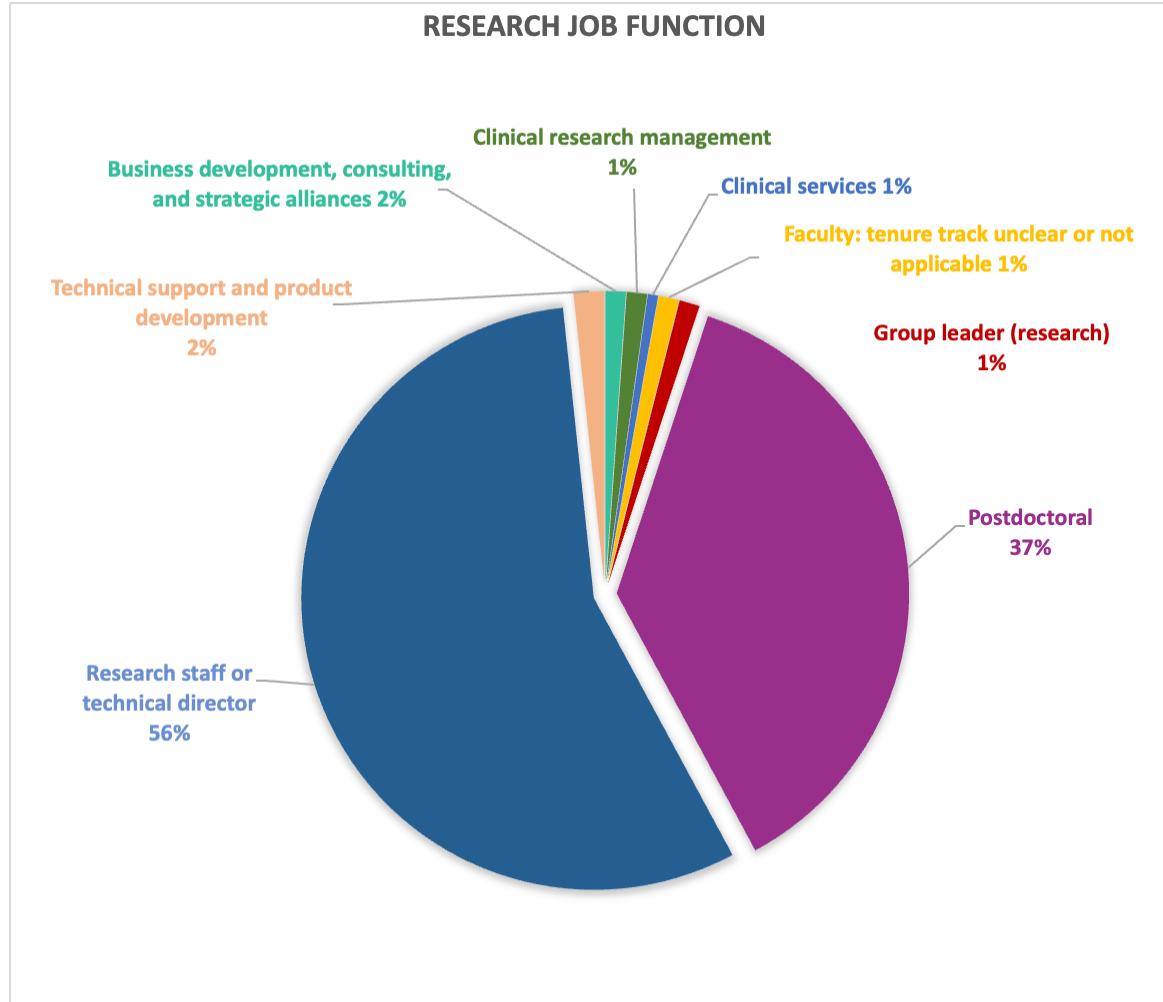
Current Position

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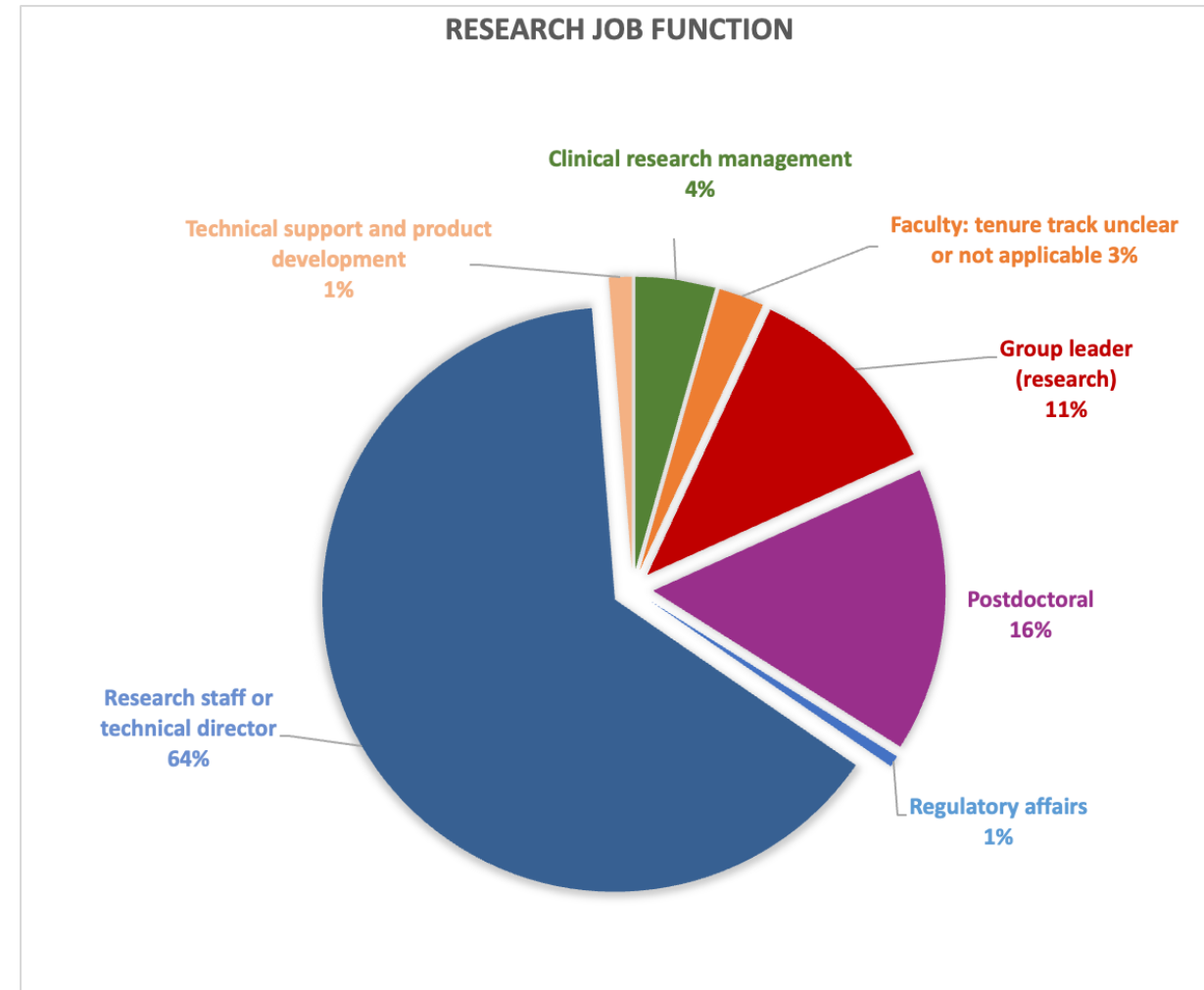


Research Job Functions

First Position



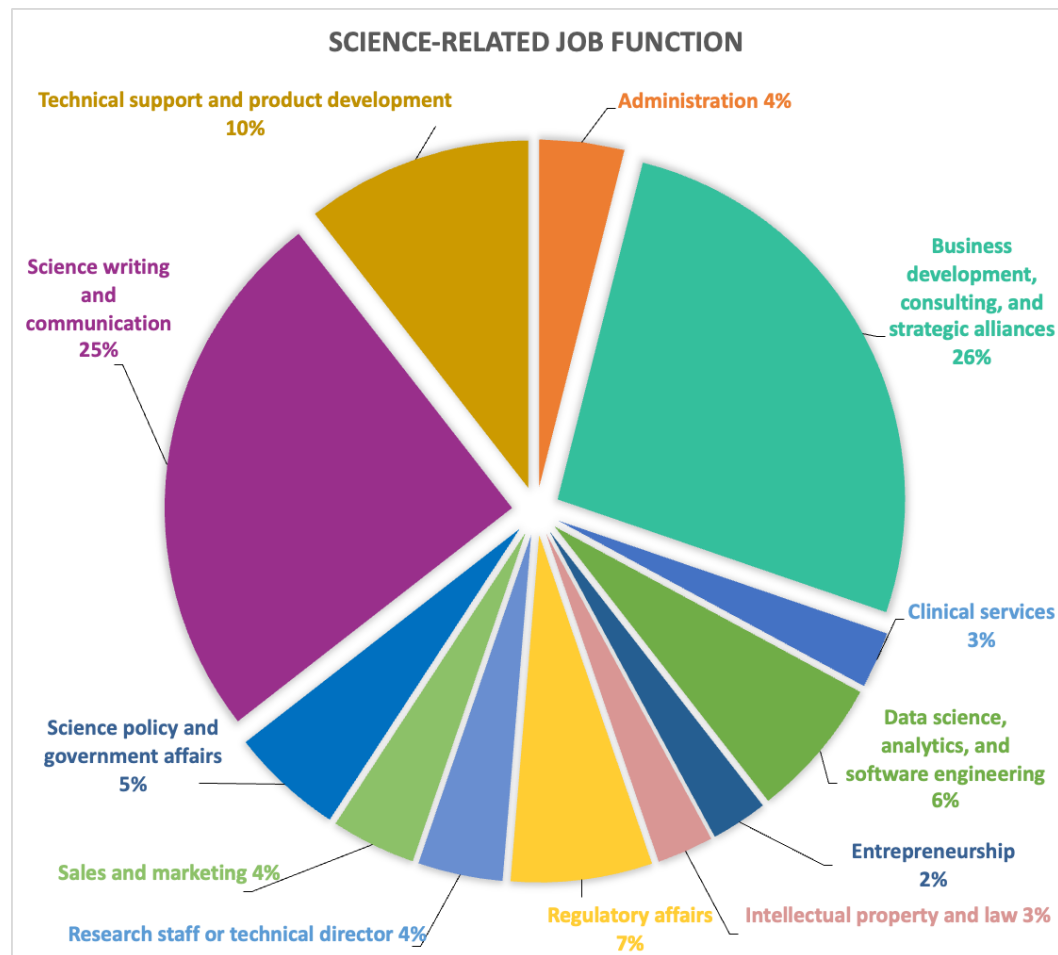
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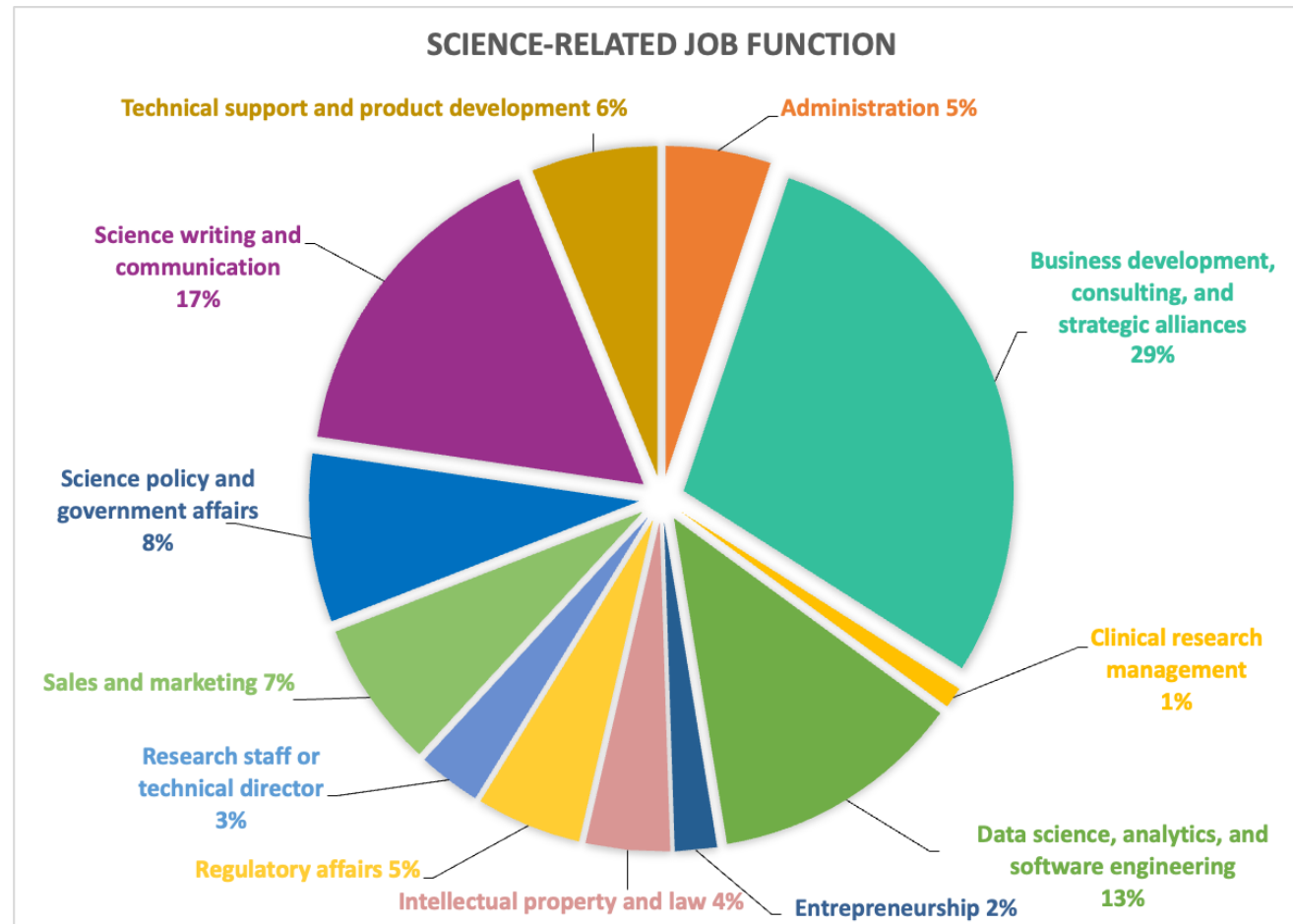
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Science-Related Job Functions

First Position

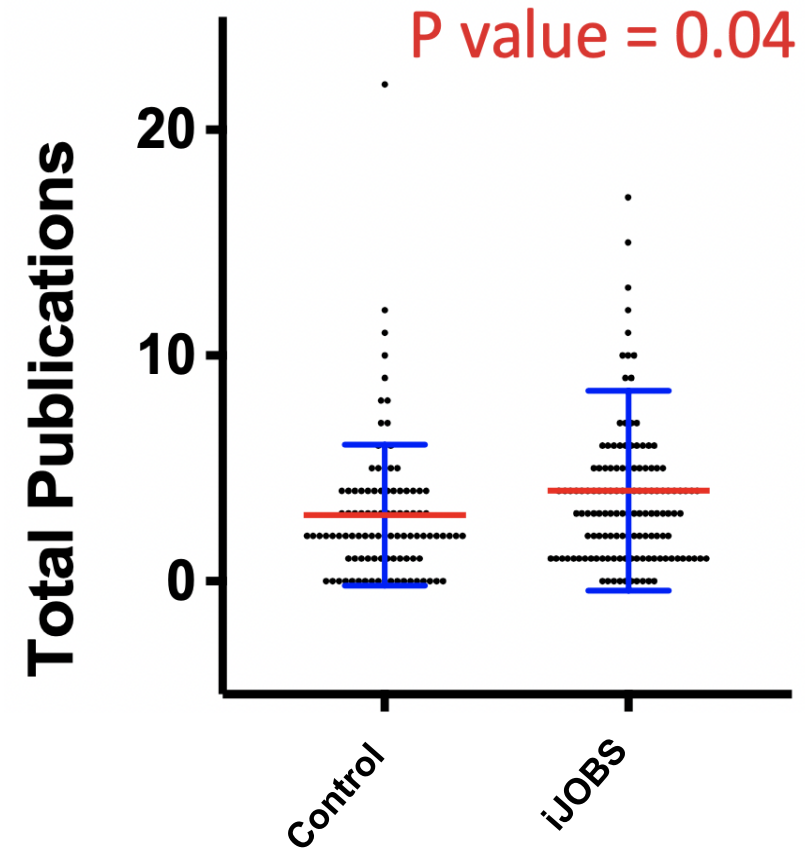
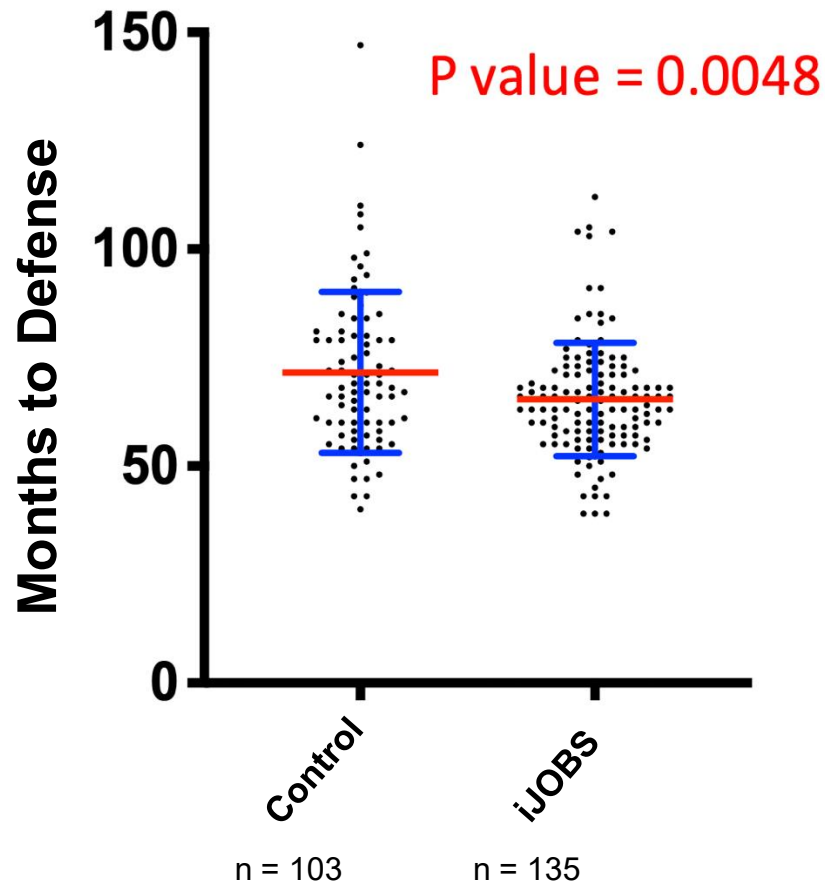


Current Position



Data analyzed by Janell Mason and Tracy Scott

iJOBS Participants Have Decreased Time to Defense and Increased Total Publications



Measuring Effects of Trainee Professional Development on Research Productivity:
A Cross-institutional Meta-analysis, Brandt et al., PLOS Biology, 2021

iJOBS Benefits

Rutgers University

- Recruiting of graduate students
- Takes burden off of faculty for advising towards careers with which they are not familiar
- Student mental health, motivation, productivity
- NIH Training grants require career development component
- Increased interaction between Rutgers and industry

Industry Partners

- Access to highly trained local talent pipeline
- Ability to influence curriculum
- Vet potential hires through shadowing/externship
- Promotion of company brand
- Interactions with academia
- Community and education outreach/service

**Teaches leadership, business, teamwork,
and communication skills necessary for
ALL careers.**

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Congratulations to Our Current Phase 3 Trainees!



- Eduardo Artur Troian*
- Hanna Caiola
- Anna Fateeva*
- Sebastian Fine
- Elena Forzisi
- Nora Jaber
- Mary Lally*
- Christopher Morris
- Jingyun Qiu*
- Mayra Romero
- Shams Shams*
- Rebecca Shear
- Sangeev Vellappan

* will present about their experience

iJOBS Phase II Experience: Anna Fateeva

Careers of interest: life science consulting and clinical trial management

Course:

Marketing Assessment
for Business and Science

Key learning points:

- Basics of sales and market analysis
- Familiarization with business terms
- Introduction to using AI for business development, content generation, research, etc.

Shadowing:

Life Science
Consulting



Lumina

Shadowed Dr. Elissa Everton, Brian Caffrey, Tyler Nello, Olivia Dineen on 4+ projects

- Learned consulting terminology and structure of common projects
- Gained insight into secondary analysis in excel, KOL interview calls, and financial research
- Networked with professionals in consulting

Mentoring:

Dr. Mike Patrizz

Associate Director, Clinical
Trial Transparency and
Disclosure

- Discussed different career paths in a pharmaceutical/biotech company
- Talked about setting priorities and expectations when choosing career and future workplace
- Received valuable resume advice

moderna®

iJOBS Phase II Experience: Mary Lally

5th year PhD Candidate (Microbiology & Molecular Genetics)

Course: Project Management for the Scientific and Technical Practitioner

- Project Management Professional (PMP) Exam preparation; 100% online and asynchronous
- Key points:
 - Covered the strategic, business, financial, political, operational, and conceptual issues faced by modern project managers
 - Learned how to develop a project management plan for a biotechnology company
 - Gained membership to the Project Management Institute (PMI)



Mentoring: Consultant (Host: Courtney Grady, ClearView Healthcare Partners)

- Learned about the day-to-day as a biomedical sciences consultant
- Developed career growth plans and workshopped resume



Shadowing: Program Management (Host: Nancy Molina, Regeneron Pharmaceuticals, Inc.)

- Gained firsthand knowledge of clinical trial protocols, regulatory requirements, and budget management
- Reviewed program management tools to track clinical trial progress
- Met with Regeneron employees in the following roles: Development Program Management, Research Program Management, Post-Doctoral Fellowship, Clinical Scientist, Pharmacology, Regulatory Affairs, Toxicology



Jingyun Qiu– iJOBS Phase II Experience

PhD Candidate, Cell and Developmental Biology



THE ERDŐS INSTITUTE



Course

Data Science Boot Camp

Steven Gubkin, PhD

Alec Clott, PhD

- Online & asynchronous
- Well-structured lectures covering core data science concepts
- Hands-on practice sessions
- Team project
- Certificate of Completion for the Data Science Bootcamp
- Applied new skills directly to my own research projects

Shadowing

Kubra Karagoz, PhD

Oncology Translational Research
Data Scientist Lead

- Weekly individual meetings with Kubra
- Virtual team meetings & Onsite visits
- Gained insights in clinical trials, drug development, and Genmab's pipeline (e.g., epcoritamab)
- Informational interviews (Genomics and AI Lab, Translational Science, Medical Affairs, Clinical Pharmacology, Discovery, and HR)

Mentoring

Silky Kamdar, PhD

Cell and Gene Therapy Technical
Lead

- Several one-on-one virtual meetings throughout the iJOBS Phase II
- Reviewed and helped develop my iJOBS IDP
- Reviewed my CV and provided detailed suggestions on how to tailor it for different positions
- Discussed career development and strategies
- Provided advice on networking

iJOBS Phase II Experience: Eduardo Artur Troian

6th year PhD Candidate (Microbial Biology)



Course: The Business of Science (Fall 2024)

- Learned the basics aspects of drug development from different experts
- Connected with scientist lecturers working for pharma



Shadowing (Spring 2025)

- Shadowed Dr. Vinam Puri (Formulation Scientist at BMS)
- Got exposed to different aspects of formulation and drug development



Mentoring (Fall 2024 – Spring 2025)

- Dr. Yonghong Yang (Sr. Director, Quality Control Analytics at Prime Medicine)
- Learned about quality control, discussed certifications and reviewed resume

iJOBS Phase II Ex

ms, PhD

Postdoctoral Associate –
Rutgers University





Attestation of Completion

is hereby granted to

Trainee Name

to certify that he/she has completed to satisfaction

iJOBS

interdisciplinary Job Opportunities for Biomedical Scientists

iJOBS training involves exposure to academic and non-academic career options with a PhD in life sciences as well as training in leadership, business, and communication skills. Practical experience includes company externships, case studies and coursework in the area of interest.

Granted: October 30, 2025

A handwritten signature in black ink that reads "Janet Alder".

A handwritten signature in black ink that reads "D. Badheka".

iJOBS Co-directors:
Janet Alder, Doreen Badheka

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Career Cluster Meetings and Networking

Questions to prompt discussion:

- 1) What sparked your interest in this career path?
- 2) If I could do take one concrete action prior to my job search to help me get into this field specifically, what would that be (e.g. practice case studies, get teaching experience, get a certification, build a writing portfolio, learn a specific lab technique that is in high demand)?
- 3) What do you think is one challenge or negative aspect of this career path?
- 4) What personal attributes and transferrable skills are most essential for success in this career path?