



How to develop a job search strategy

Rutgers iJOBS Annual Symposium 2025

Doreen Badheka, Ph.D.

GUESS THE TITLE

DEVELOPING A JOB SEARCH STRATEGY



Photos from Pexels by: Khairul Onggon, Vilnis Husko, Betül akyürek & Pixabay

THE REALITY

DEVELOPING A JOB SEARCH STRATEGY

No Sugarcoating



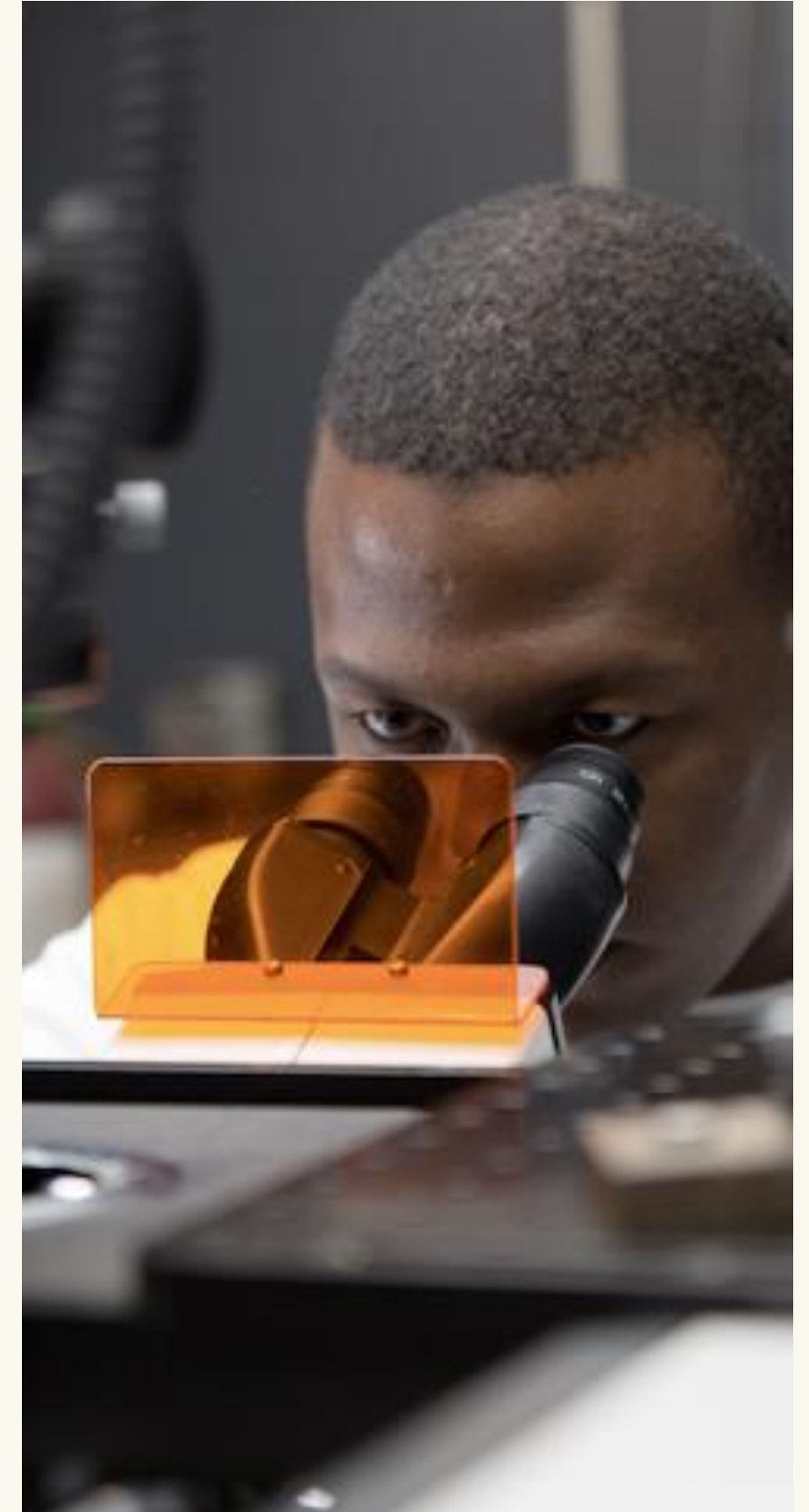
Photos from Pexels by: Khairul Onggon, Vilnis Husko, Betül akyürek & Pixabay



Values

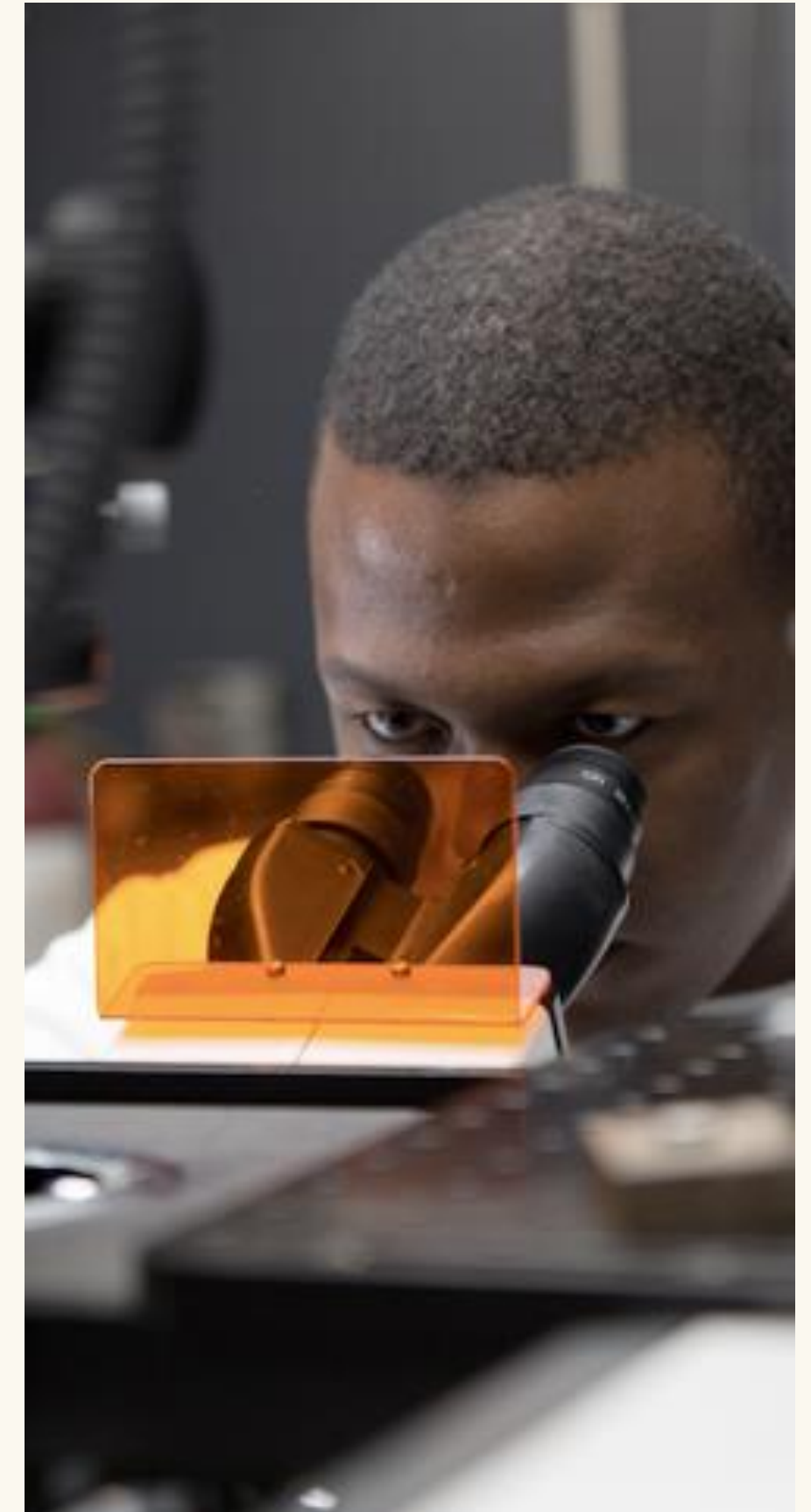
STEP ONE

Clarify your personal
and professional
aspirations



Values

Consciously or
unconsciously, these will
act as your personal
compass, driving
decision making



Values

Job Security | Help society | Intellectual Challenge |
Earning Potential | Work/Life Balance | And more ...

Values

Job Security | Help society | Intellectual Challenge |
Earning Potential | Work/Life Balance | And more ...

Job Security: be assured of keeping my job and salary

Help society: contribute to betterment of world

Intellectual Challenge: perform work that is intellectually stimulating

Earning Potential: have a salary which allows me to purchase essentials
as well as some luxuries of life

Work/Life Balance: balance time spent at work and time spent doing
other activities

Values

Without considering your values, you may spend time pursuing a career that isn't the right fit.

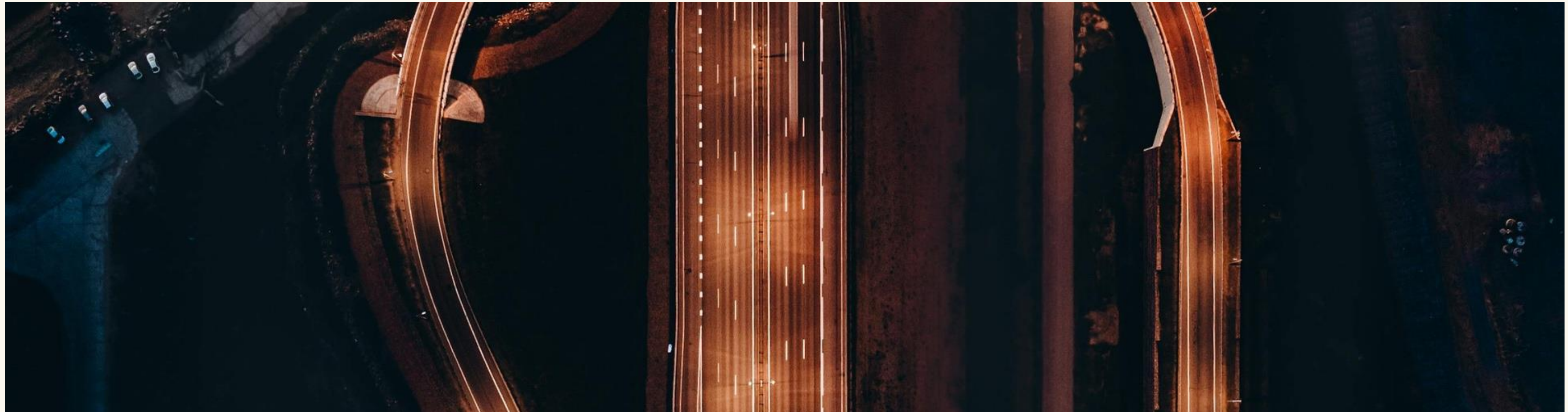


Photo from Pexels by: Aleksandr Sochnev

Values

ORGANIZE YOUR VALUES

Ph.D. students & Postdocs:

Early stage: Focus on Importance - what matters most to you

Late stage: Focus on Urgency - what requires action now

Values

ORGANIZE YOUR VALUES

Ph.D. students & Postdocs:

Early stage: Focus on Importance - what matters most to you

Advice 1 of 2:

Explore how these values show up across different careers

Example: work-life balance, geographical preference

Values

ORGANIZE YOUR VALUES

Ph.D. students & Postdocs:

Early stage: Focus on Importance - what matters most to you

Advice 2 of 2:

Don't overlook values that currently rank lower—they may become important later.

Example: earning potential

Values

ORGANIZE YOUR VALUES

Ph.D. students & Postdocs:

Late stage: Focus on Urgency - what requires action now

What is your no.1 Urgency?



Values

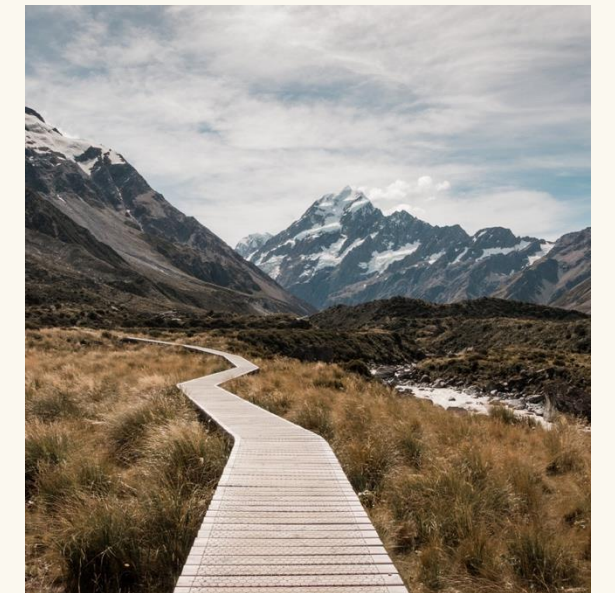
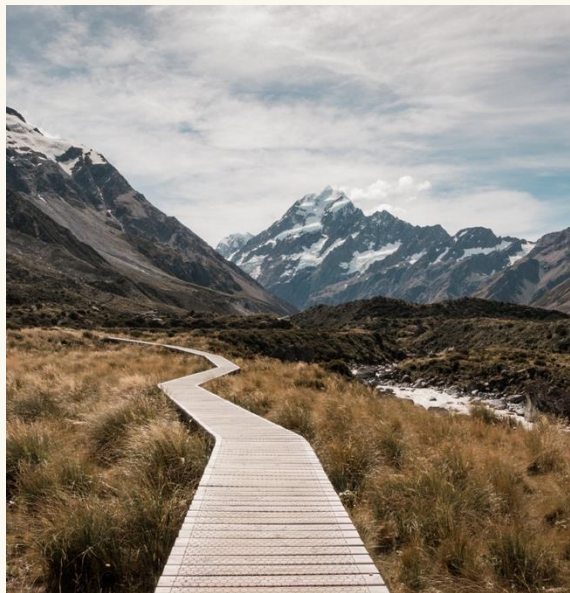
ORGANIZE YOUR VALUES

Ph.D. students & Postdocs:

Late stage: Focus on Urgency - what requires action now

What is your no.1 Urgency?

You are only taking the first step.
Other things will follow.

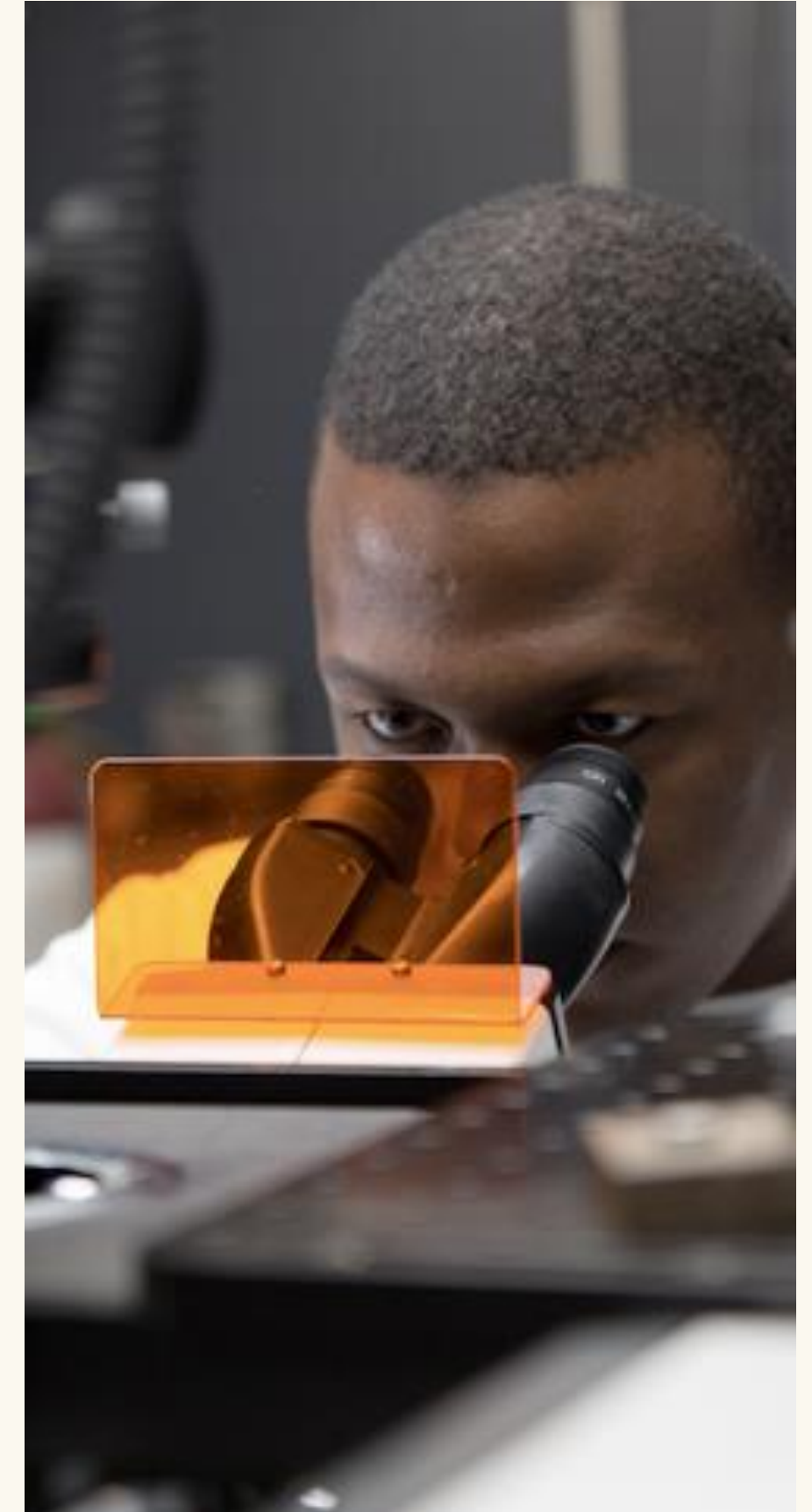




Values

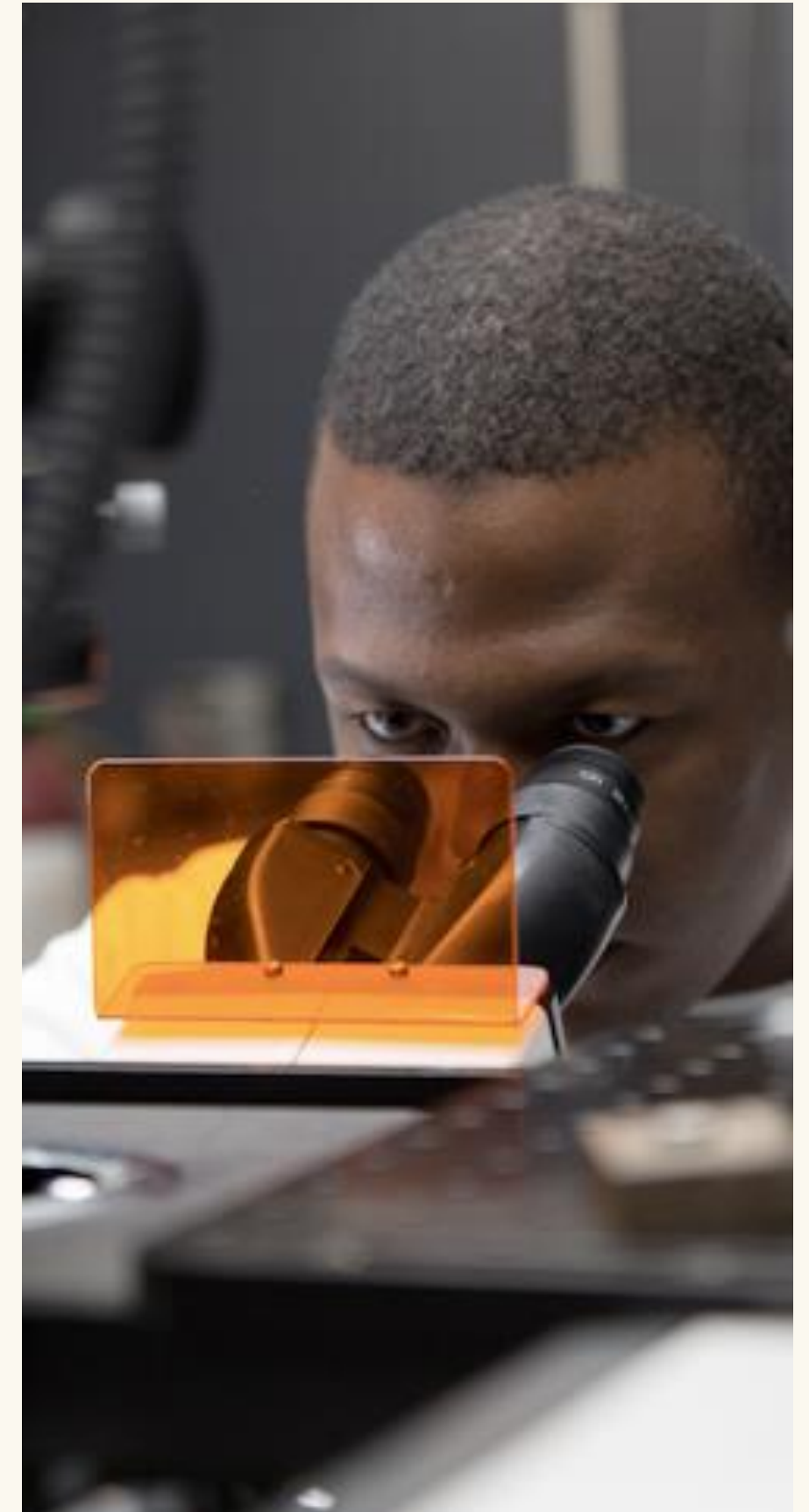
STEP ONE

Clarify your personal
and professional
aspirations - DONE





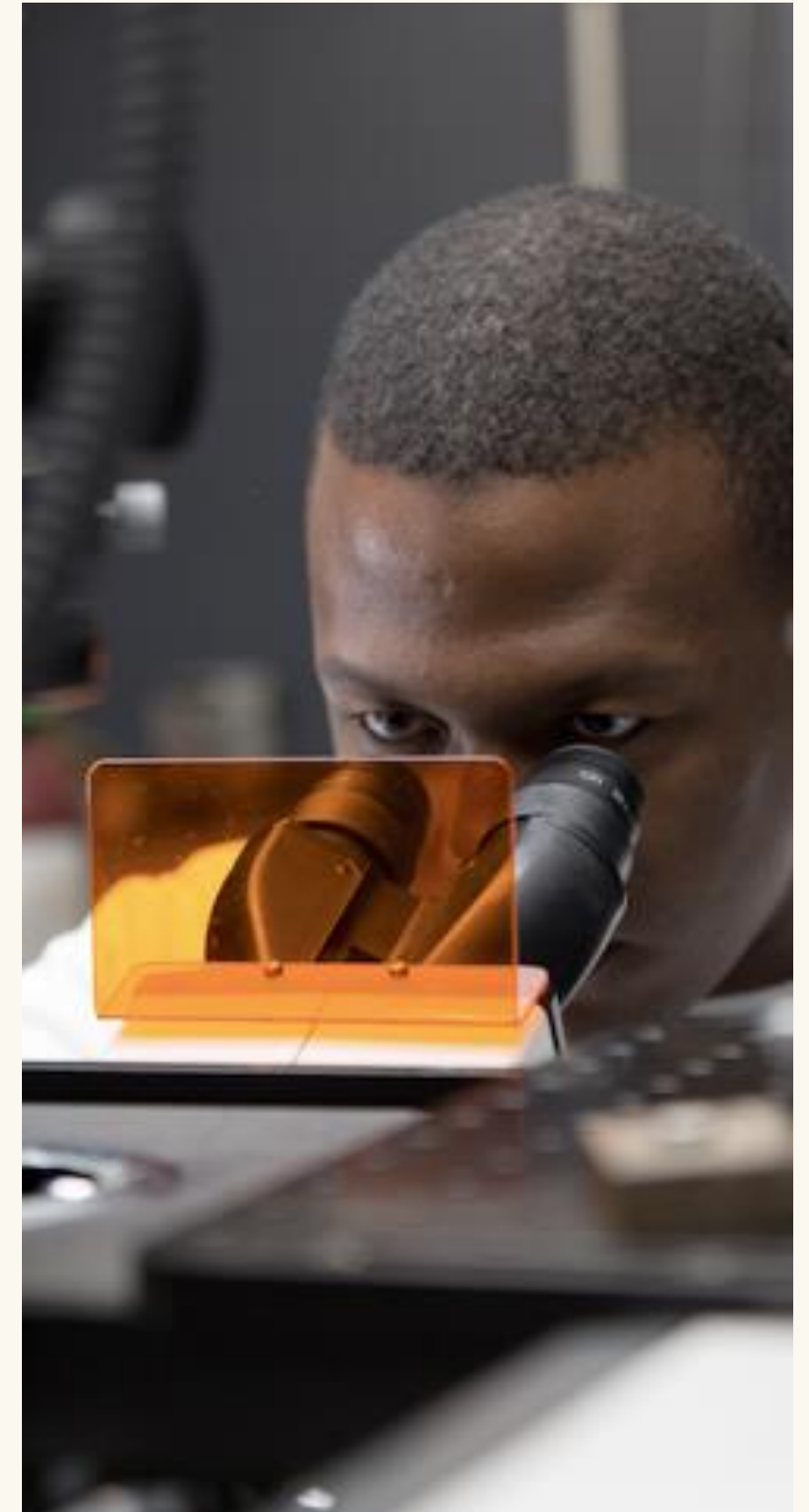
Values
↓
CAREERS





STEP TWO

CAREER RESEARCH WITH ACTION ITEMS





CAREER RESEARCH

iJOBS live/recording

Alumni LinkedIn profiles

Society meetings

What can you be with a

Ph.D. (NYU) / NIH OITE

CAREER RESEARCH

iJOBS live/recording



**OCT
22**
3:00 pm - 4:30 pm

Featured

iJOBS
Careers
Panel:
Project
Management

[→ View Details](#)

**DEC
10**
2:30 pm - 4:00 pm

Featured

iJOBS Career
Panel:
Business
Development
in Pharma
and Biotech

[→ View Details](#)

CAREER RESEARCH

iJOBS site visits

- iJOBS Company Campus Visit: Merck

Professional Development

 **October 8, 2025**

 **3:00 - 4:30 pm**

[→ Register for Event](#)

 **Phone**
908-803-9874

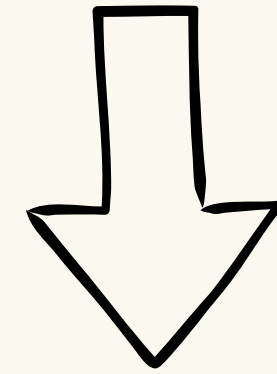
 **Email**
janet.alder@rutgers.edu

 **Add to Calendar**

[Visit the webpage and download slides](#)



CAREER RESEARCH

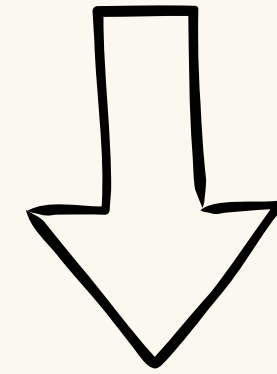


ACTION ITEMS

Early stage: I will conduct
2-3 informational
interviews this semester.



CAREER RESEARCH

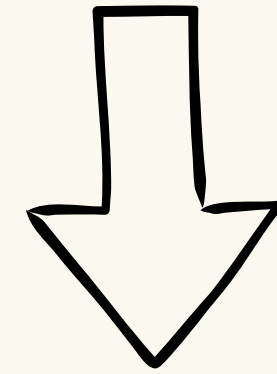


ACTION ITEMS

Late stage: I will conduct
2-3 informational
interviews this month.



CAREER RESEARCH

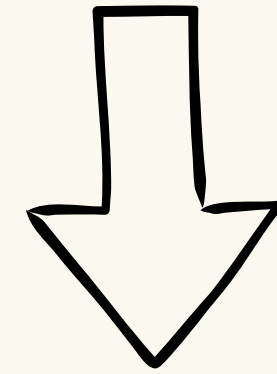


ACTION ITEMS

Educate Myself



CAREER RESEARCH

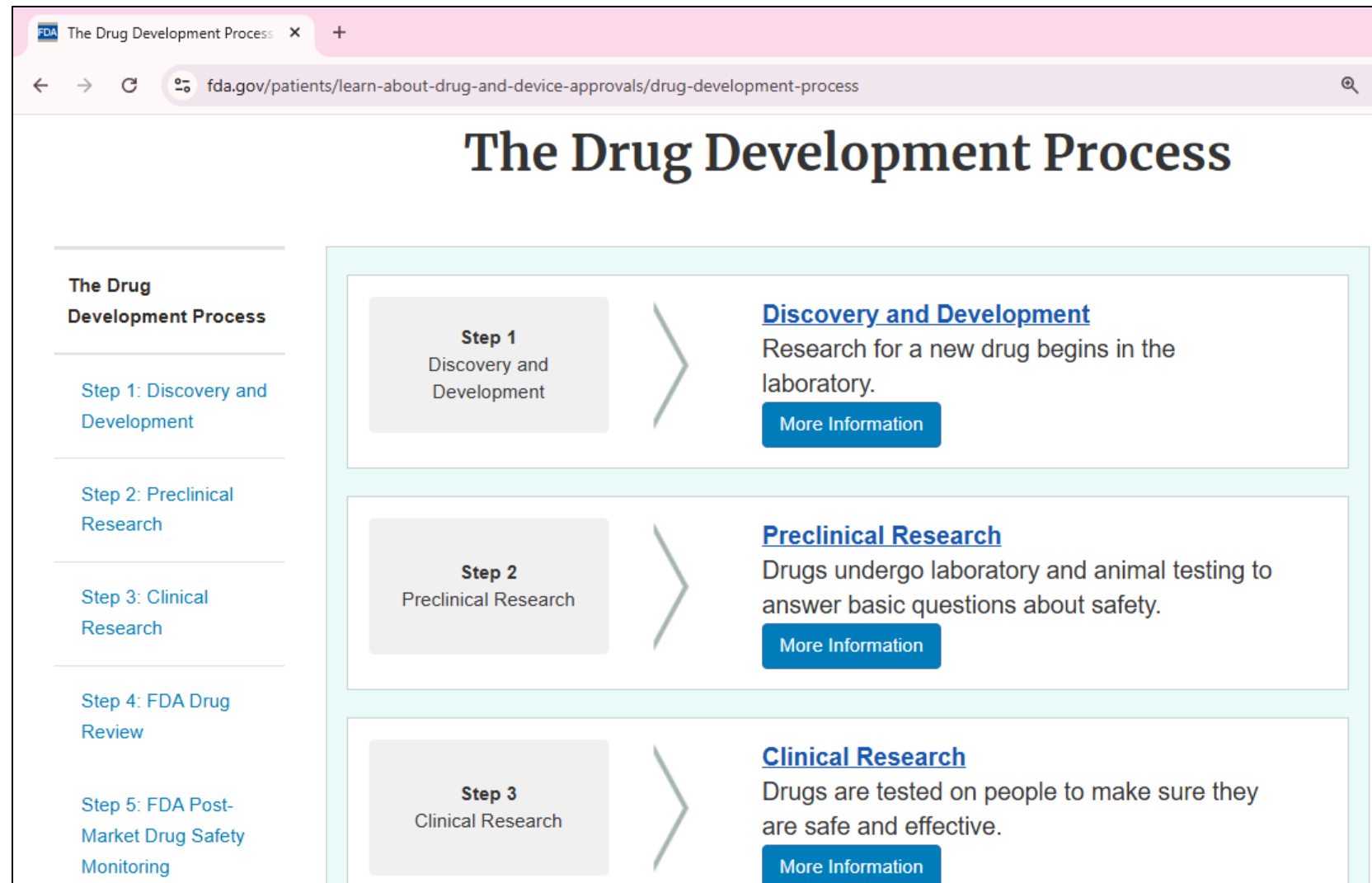


ACTION ITEMS

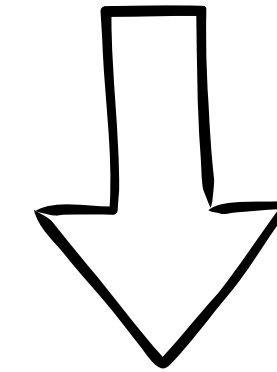
Educate Myself

Biopharma Literacy is
applicable to multiple
career paths

- FDA's website



CAREER RESEARCH



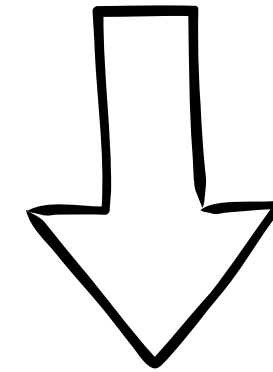
ACTION ITEMS

Educate Myself

- FDA's website

Inter-center Agreement
Between the Center for
Drug Evaluation and
Research and the Center for
Biologics Evaluation and
Research

CAREER RESEARCH



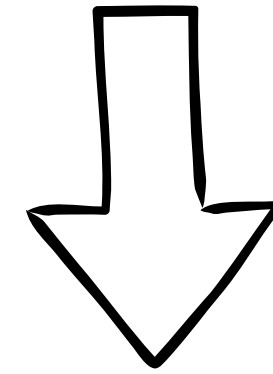
ACTION ITEMS

Educate Myself

- [FDA's website](#)
- [iJOBS seminars/primers](#)



CAREER RESEARCH

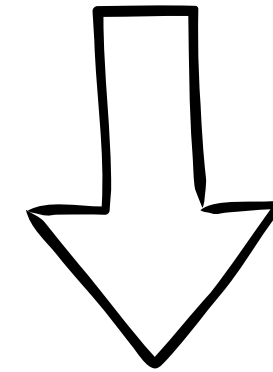


ACTION ITEMS

Educate Myself

- [FDA's website](#)
- [iJOBS seminars/primers](#)

CAREER RESEARCH



ACTION ITEMS

Educate Myself

iJOBS Seminar: Precision Medicine Careers

Professional Development

 **November 3, 2025**

 **12:00 - 1:00 pm**

[**→ Register for Event**](#)

 **Phone**
908-803-9874

 **Email**
janet.alder@rutgers.edu

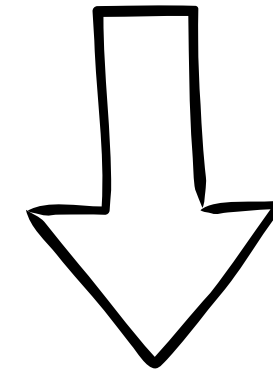
Virtual Location
<https://rutgers.zoom.us/my/alderja>
Passcode: Janet

 **Add to Calendar**

[Upcoming events](#)

- [FDA's website](#)
- [iJOBS seminars/primers](#)
- News websites:
 - [Fierce pharma](#)
 - [Fierce biotech](#)
- Follow companies of interest & KOLs on LinkedIn

CAREER RESEARCH

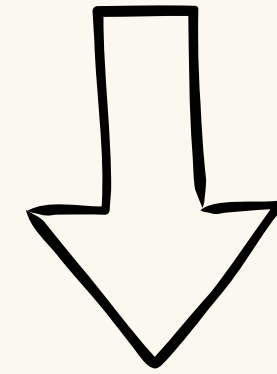


ACTION ITEMS

Educate Myself



CAREER RESEARCH



ACTION ITEMS

Join Student Communities



STEP ONE

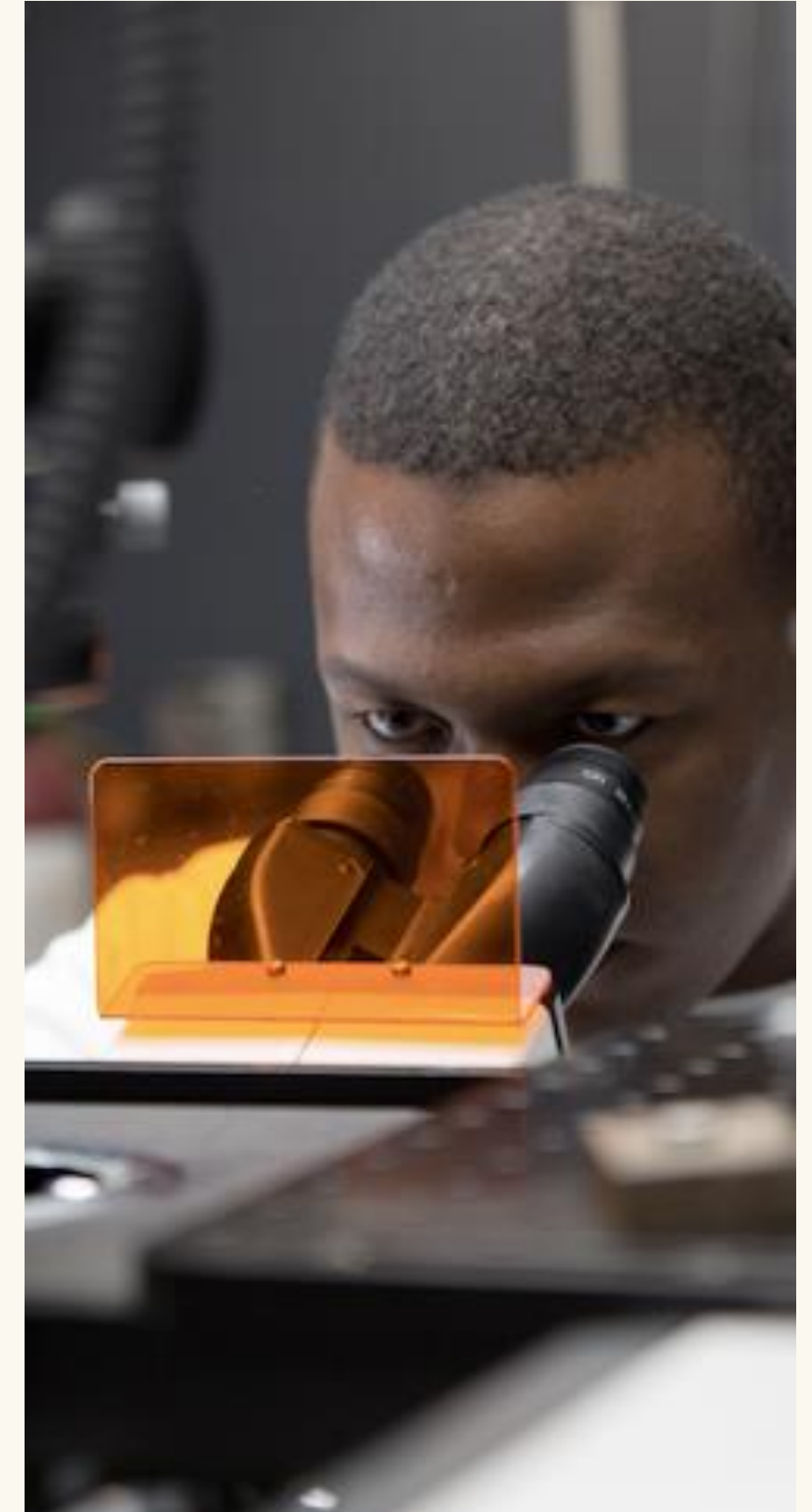
Know your Values

STEP TWO

Career Research

STEP THREE

???????

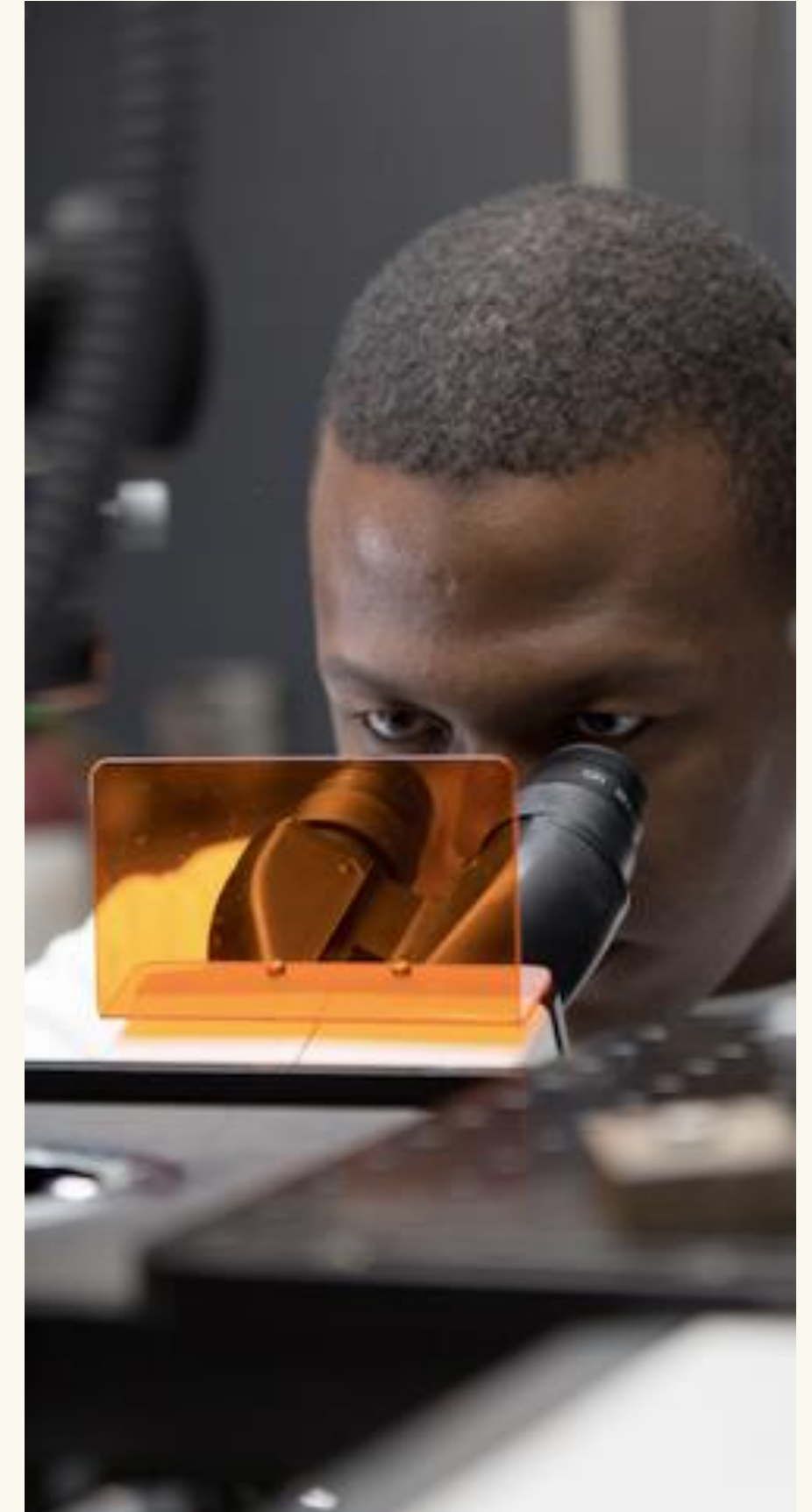




STEP THREE

~~X~~ Write my CV/Resume

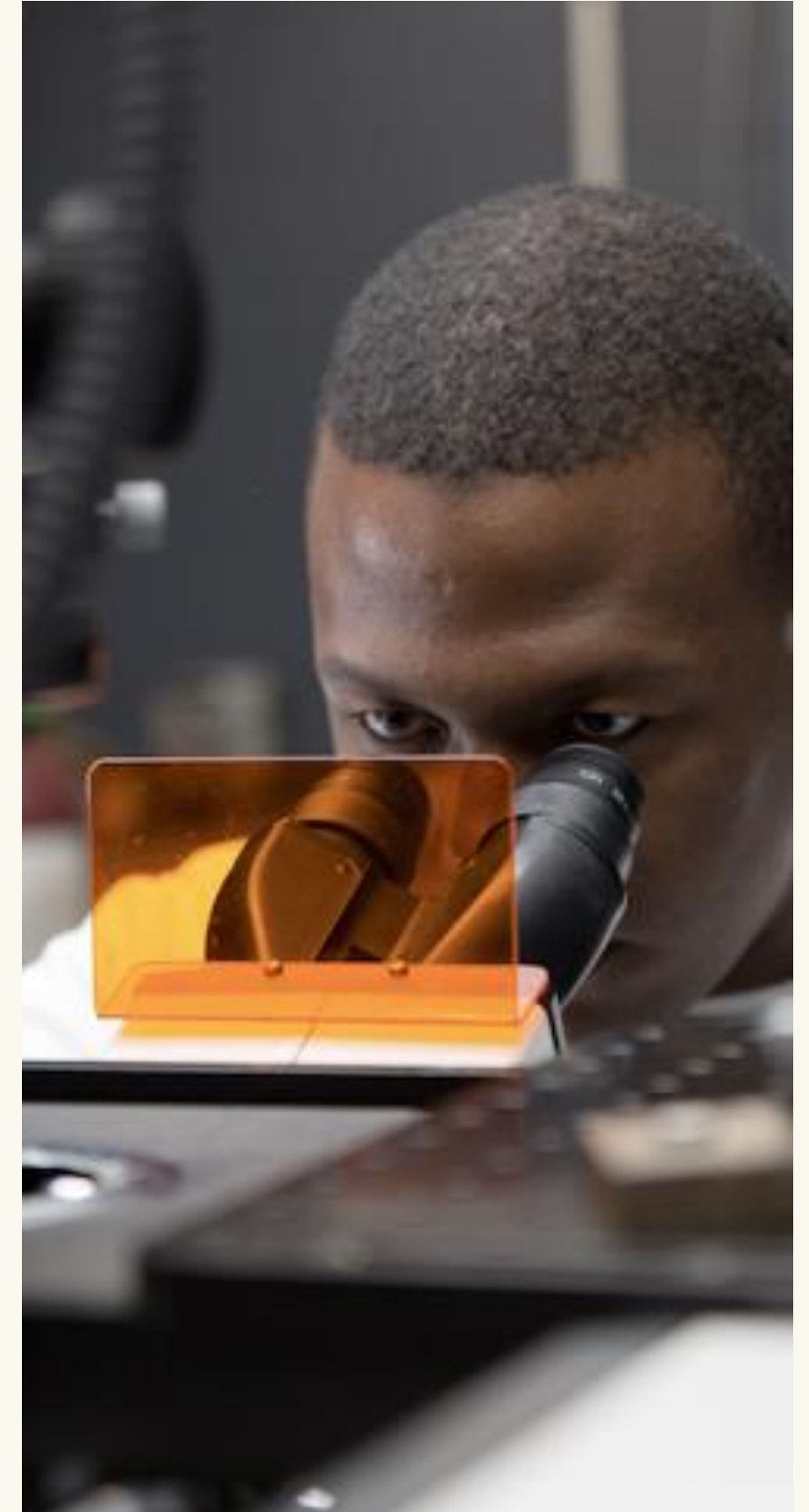
~~X~~ Apply for Jobs





STEP THREE

JOB POSTING RESEARCH



JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Transferable skills

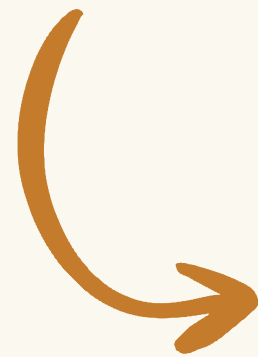
[Visit](#)

- Interpersonal skills
- Leadership skills
- Management
- Communication
- And more . . .

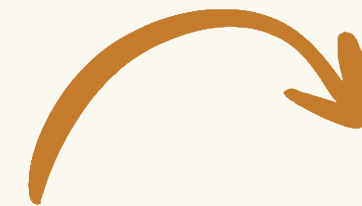
JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Build vocabulary
Hard & Soft Skills

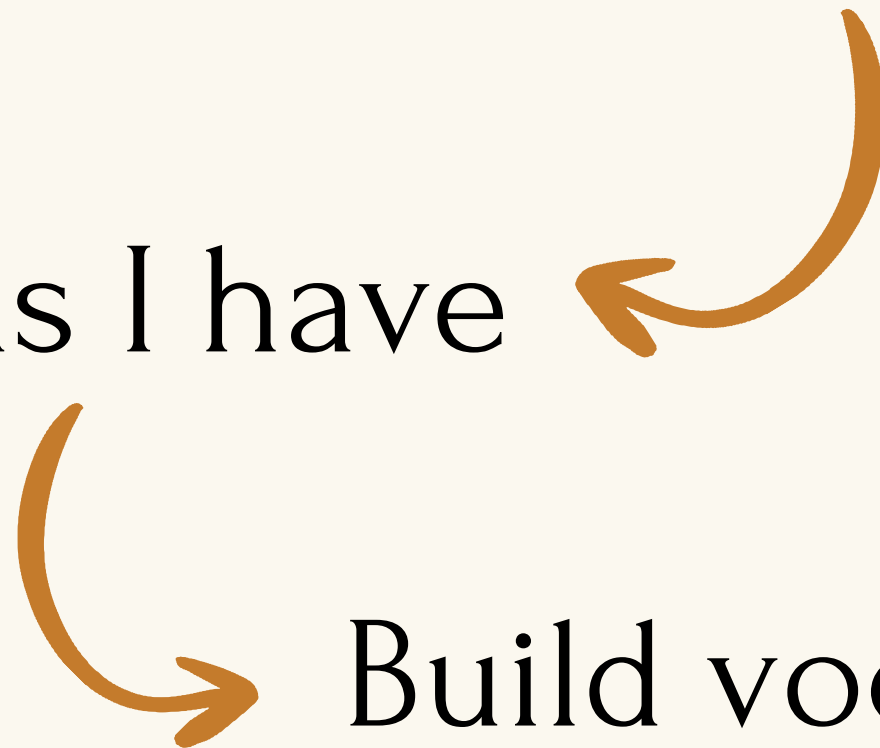


Write your
CV/ Resume
[NIH/OITE Handouts](#)

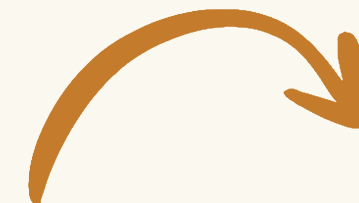
JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Build vocabulary
Hard & Soft Skills



Conduct more
informational
interviews

JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Skills I would like to
develop

JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Skills I would like to
develop

SMART goals: Specific, Measurable, Attainable,
Relevant, Time-bound

JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Skills I would like to
develop

Examples: Specific lab techniques

I will learn from _____

JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Skills I would like to
develop

Examples: Teaching

Adjunct teaching, Undergrad/grad teaching,

JOB POSTINGS

30 JOB POSTINGS: 10 | 10 | 10

Skills I have



Skills I would like to
develop

Examples: Written & Oral Communication
Society meetings, iJOBS blogs, etc.



STEP ONE

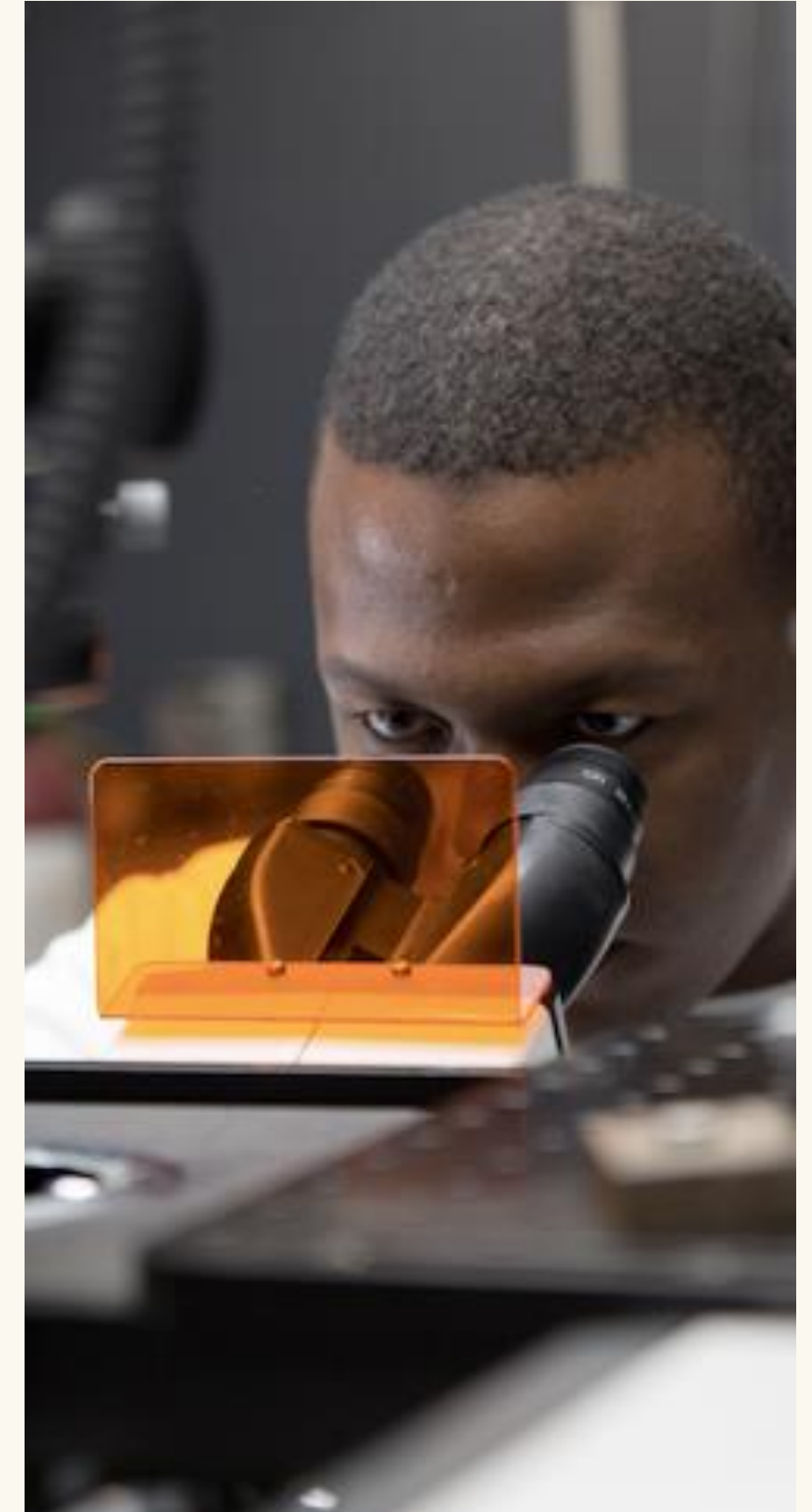
Know your Values

STEP TWO

Career Research

STEP THREE

Job Posting Research



STEP ONE

Know your Values

STEP TWO

Career Research

STEP THREE

Job Posting Research

INFORMATIONAL
INTERVIEWS

a Q & A led by you

Conducted after
preliminary career or
job research

The objective is not to
find a job or gain a
referral

INFORMATIONAL INTERVIEW

[NIH OITE Guide with
sample questions](#)

This is your opportunity

to:

Learn firsthand about a
role and a company

Build relationships
(network)

Find mentors for life!

INFORMATIONAL INTERVIEW

List at least 5 people
you will conduct an
informational interview
with:



Photo from Pexels by Viktoria Slowikowsk
and RDNE Stock project

INFORMATIONAL INTERVIEW



How to develop a job search strategy

————— Thank You! —————

Reflect, Plan, and Strategize

doreen.badhka@rutgers.edu