

Career Engagement and Happenstance

or: „How do I find a job in the life sciences that suits me?“

Dr. sc. nat. Daniela Gunz, UZH Career Services
daniela.gunz@uzh.ch

careerservices.uzh.ch



Introduction to my person

- Diploma, PhD, Post-doc in biochemistry / molecular biology
- 15 years in clinical research at MSD (pharma company), with 6 years as line manager
- 5 years at healthbank innovation AG (digital health start-up)
- **Since Nov 2014 at Career Services of University of Zurich**
 - Counselling of students in drop-in and one-to-one sessions (with focus on MNF and medicine)
 - Workshops and podiums discussions at the Long Night of the Career or as part the Career Services event program
 - Project Lead JobHub (Recruiting and Networking Event)
 - Project Lead feminno (Entrepreneurship training for female researchers)



What is a career?

Career is the sum of all professional and vocational experiences in the course of a life

"objective" career

- Hierarchical position, span of control, budget responsibility
- Status, salary, linear career
- Focus on work activity, competition, only a few winners

"subjective" career

- Sum of all experiences in the course of life
- Individual success criteria, personal development
- Every person has a career

Career and success is individual and subjective

Career Fitness through Career Engagement





KNOW YOURSELF

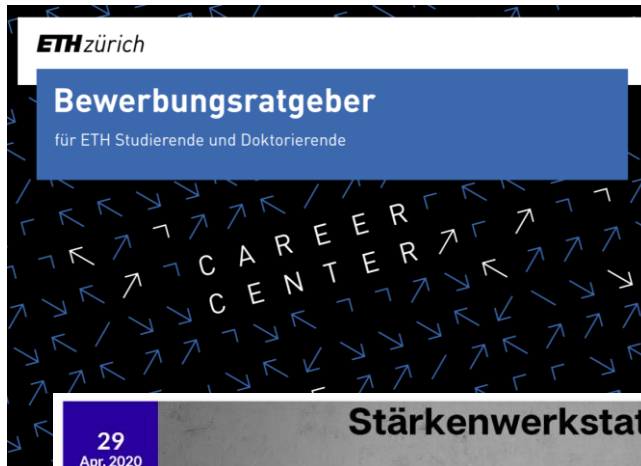
- 1 Personality
- 2 Values and Preference
- 3 Skills for Self-management
- 4 Goal Clarity
- 5 Knowledge & Skills
- 6 Social Resources

“Control: know what you want and make a decision!”

Know yourself

Career Services at the University of Zurich

Job Portal • Counseling • Career Planning Guide • About us • Long Night of Careers



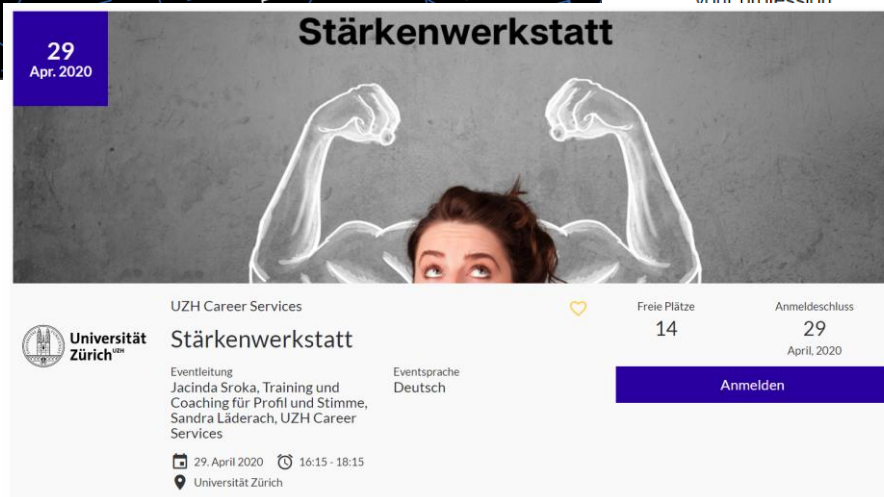
Analysis

Do you find yourself asking questions like "Which career options do I have after graduation?", "How can I find out which field of activity suits me best?", or "What am I best suited to?"?

Any serious job hunt and career plan starts with self-reflection:

- "What am I particularly good at?"
- "When do I feel really motivated by something?"
- "What arouses my interest?"

A comprehensive analysis helps you to achieve clarity on your skills, interests, and motivation and to identify potential fields of activity that will facilitate your entry into your profession.



https://talendo.ch/de/career_starter



How to self-assess your competencies

Competencies can be categorized in four ways:

Competencies	Examples
Professional competence	<ul style="list-style-type: none">• industry-specific knowledge• commercial skills• IT and media skills• foreign languages
Methodical competence	<ul style="list-style-type: none">• project management• problem-solving and decision-making• learning and working techniques (gathering and structuring information, planning of tasks and time management, setting of priorities)• presentation and facilitation techniques (representing complexities, rhetorical skills, presenting in front of an audience)• communication techniques (selling, negotiating, consulting)
Social competence	teamwork (integration in groups, cooperating, taking responsibility, ability to compromise) <ul style="list-style-type: none">• interacting with others (initiating contact, showing respect, empathic presence, diplomacy, openness, appreciation, ability to receive feedback, customer orientation, communication with different types of people at different hierarchical levels)• intercultural competence (cultural sensitivity, respect for other cultures)
Personal competence	<ul style="list-style-type: none">• personality (self-awareness, integrity, loyalty, authenticity, altruism, courage, openness for change, flexibility)• physical and emotional stability (self-confidence, resilience, frustration tolerance, endurance)• independence (initiative, quality awareness, motivation, responsibility)• intellectual abilities (logic-analytical, practical, creative, fast, networked, focused, entrepreneurial)



KNOW THE OPPORTUNITIES

1 Functions & Occupations

2 Studies Master/PhD

3 Industries & Companies

4 Further Education

5 (Hidden) Labor Market

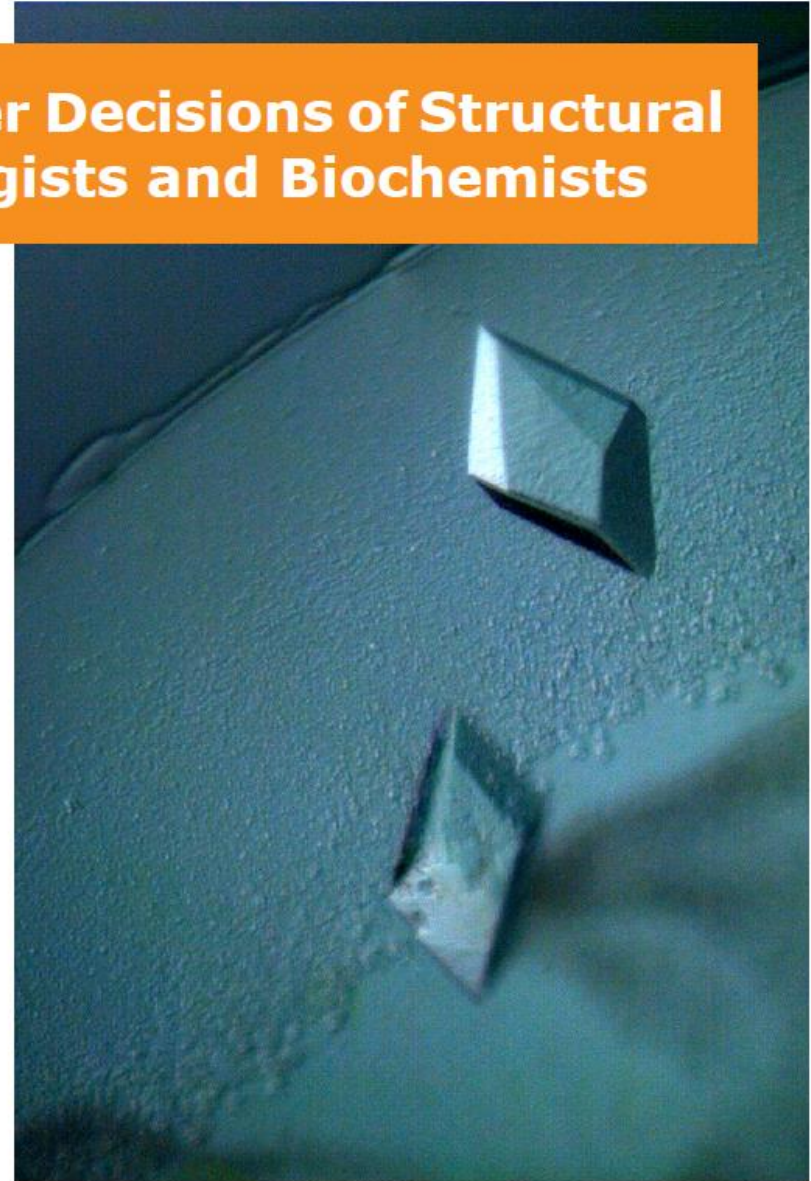
6 Entrepreneurship

“Be curious and explore the world of work!”



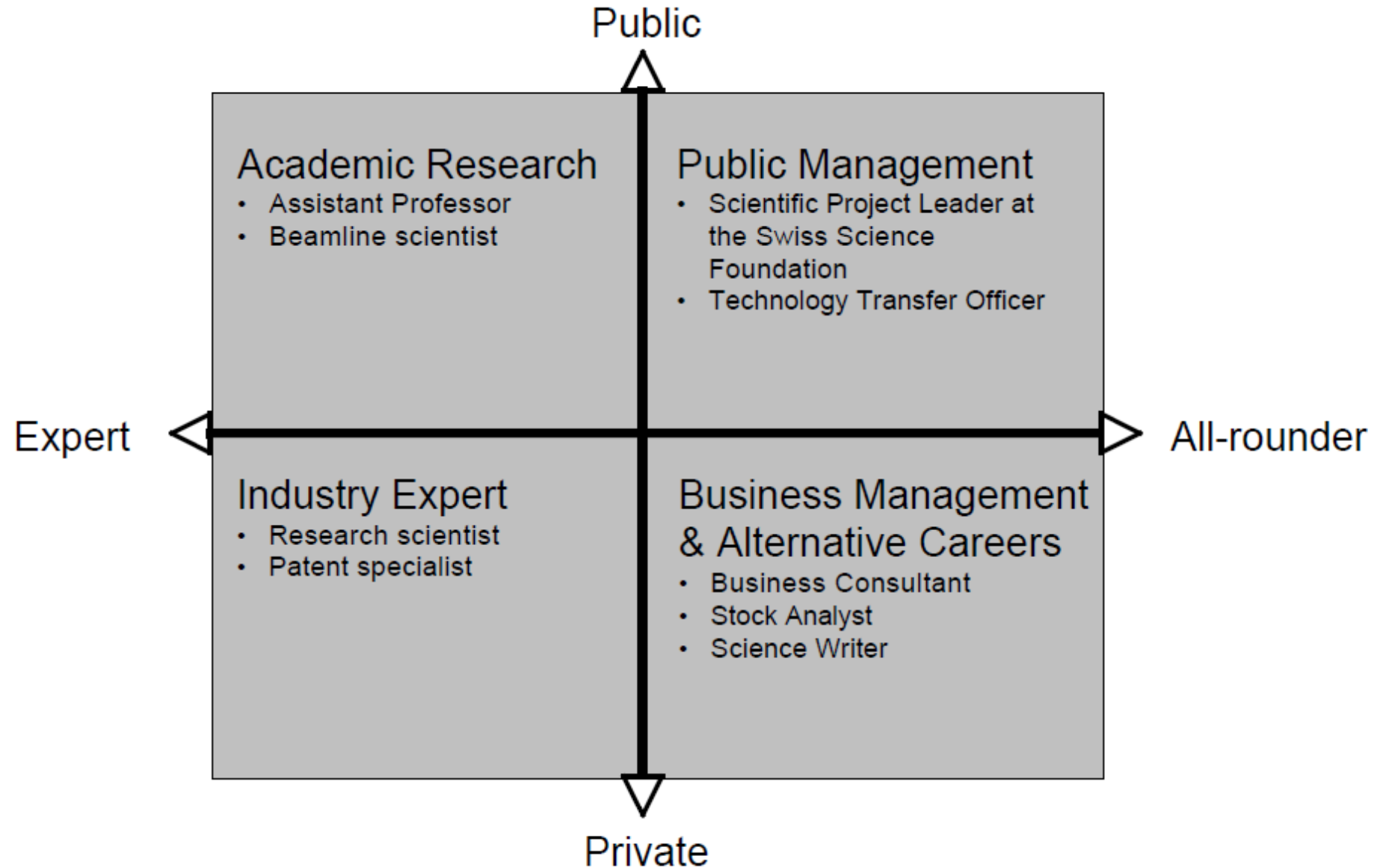
Career opportunities for life science people

Career Decisions of Structural Biologists and Biochemists



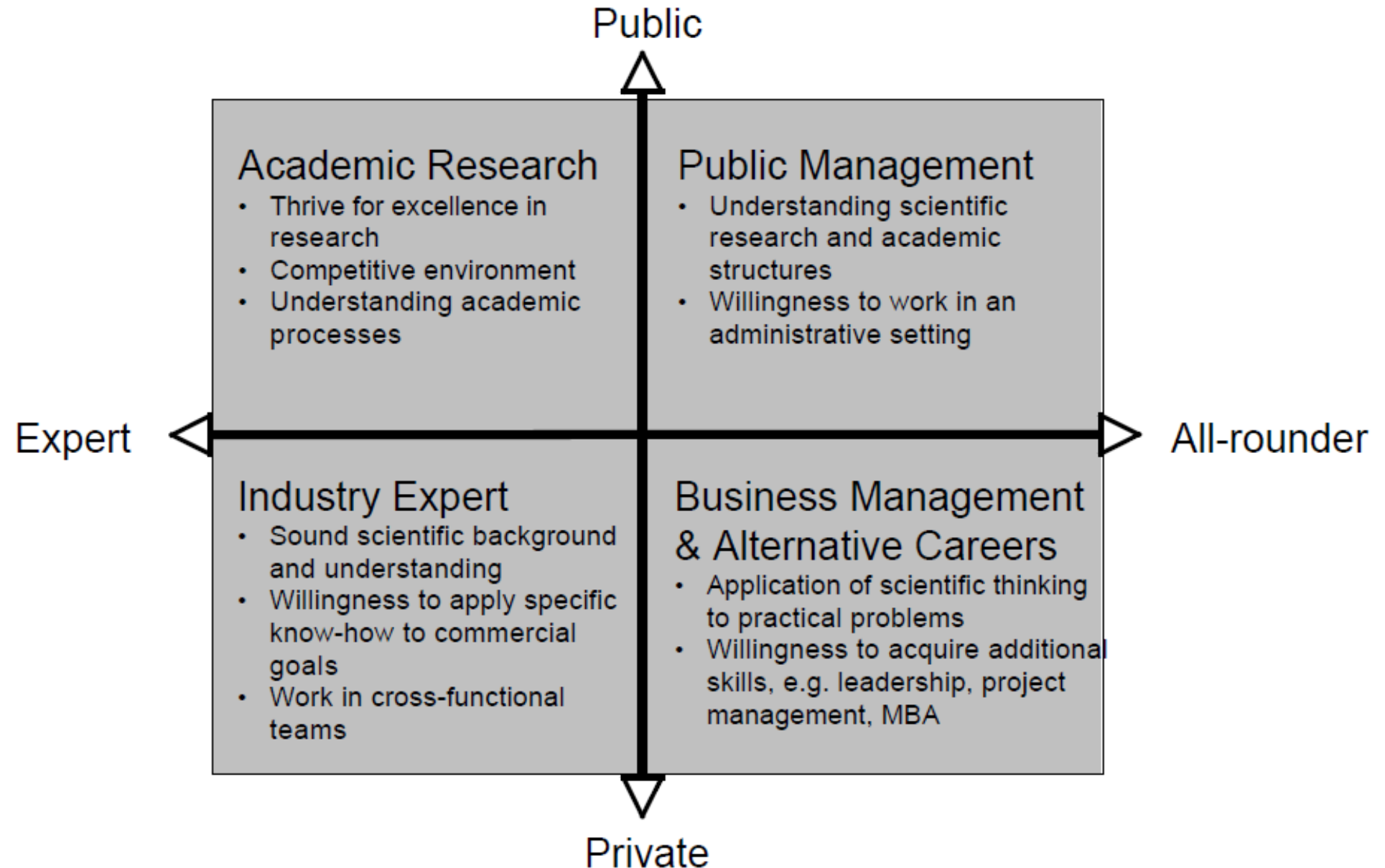


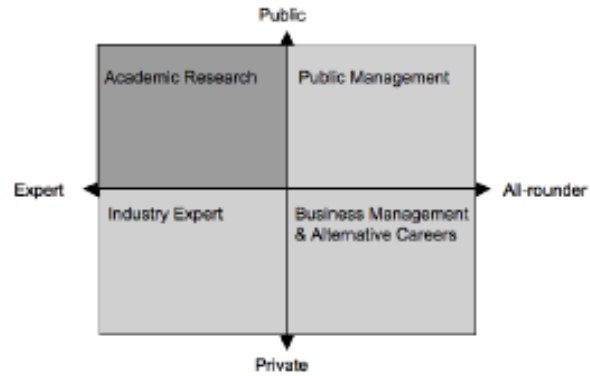
The Life Science Career Decision Matrix





Required Skills





1. Academic Research and Education

1.1 Academia

- Post Doc
- Group Leader / Senior Scientist
- Assistant Professor / Tenure Track
- Associate / Full Professor

1.2 Public Research Institutes

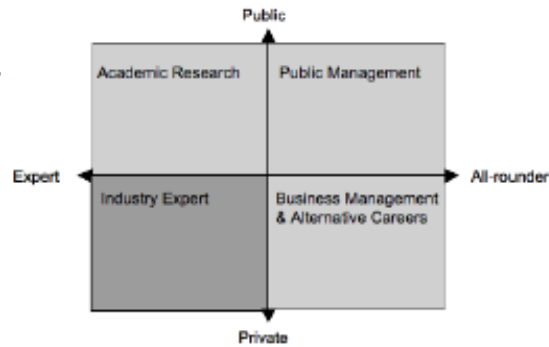
(e.g. EMBL, Paul Scherrer Institut, SLS, Diamond Light Source, Swiss Institute of Bioinformatics)

- Group Leader / Research Scientist
- Beamline Scientist
- Head of Technology Platform

1.3 University of Applied Sciences

- Lecturer
- Professor

Just some ideas



2. Industry Expert

2.1 Research and Development

- Research Scientist
- Development Scientist
- Bioinformatics / Biocomputational Scientist
- Group Leader, Department Leader
- Chief Scientific Officer
- Technology Expert

2.2 Other Expert Functions

- Medical Advisor
- Clinical Research Ass. / Clinical Trial Coord.
- Pharma Registration / Regulatory Affairs
- Quality Control / Quality Management Officer
- Patent Expert / Patent Lawyer
- Technology Expert / Manager
- Production Manager
- Application / Product Specialist



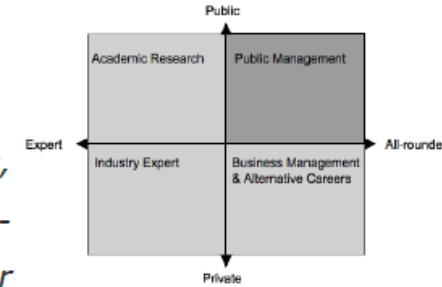
3. Public Management (Public Sector and Non-Profit Organizations)

3.1. University Administration

- Scientific Coordinator / Project Manager
(e.g. Project Manager EU Projects, EURSEARCH, Manager of a Center of Competence, Department Manager, Coordinator of a Technology Platform)
- Teaching Coordinator
- Coordinator of Continued Education
- Technology Transfer Officer
- Other Staff Positions
(e.g. Fund Raising, Communication, Strategy, Staff of Vice President or Rector)

3.2 Government Administration / Governm. Agencies
(e.g. Swiss National Science Foundation, State Secretariat for Education and Research (SER), State Secretariat for Economic Affairs (SECO), The innovation promotion agency (CTI), Federal Institute of Intellectual Properties (IGE))

3.3 Academies, Organisations, Foundations, Societies and Associations
(e.g. Swiss Academy of National Sciences, Swiss Academy of Technical Sciences, ETH Rat)





4. Business Management & Alternative Careers

4.1 Entrepreneur / Company Founder

4.2 General Manager

4.3 Business Development Manager

4.4 Patent Lawyer

4.5 Marketing: Product Manager, Marketing Manager

4.6 Sales

4.7 Corporate Communication, Public Relations

4.8 (Biomedical and Scientific) Consulting

4.9 Executive Search

4.10 Writing and Publishing

- Technical Writing (<http://stc.org>)
- Science Writing (<http://www.nasw.org>)
(e.g. Newspapers, Magazines, Public Information, Freelancers)
- Editing/Publishing
- Business Information Services (Information Business, Strategic Information)
- Library, Documentation and Information

4.11 Finance and Insurances

- Investment Banking
- Research Analyst
- Venture Capitalist
- Risk Management
- Underwriter (Re-Insurance)

4.12 Others

- Environmental Management
- School Teaching, Science Education
- Self-Employment

Bachelor Biomedizin & Master Biomedizin, div. BIO_concentrations, Biostatistik: Masterabschluss Jan20-Sept22

		Anteil Berufstätigk. / PhD	Verteilung Tätigkeiten und PhD	
Fach-Tätigkeiten (konkret (ohne PhD)				
communication / consulting	3		4%	
data manager	6		9%	
Laboranalytik	6		9%	
manufacturing	2		3%	
medical affaires	2		3%	
regulatory affaires manager	3		4%	
quality control	4		6%	
research assistant / associate	27		40%	research total: 51%
research coordinator	2		3%	
research engineer	3		4%	
research technician	3		4%	
teacher	3		4%	
Diverse	3		4%	
Fach-Tätigkeiten (konkret (ohne PhD)	67	58%		
Fach-fremd	2	2%		
PhD alle				
PhD MNF UZH	34		74%	
PhD CH und Ausland	12		26%	
PhD alle	46	40%		
Bachelor BME & Master BME, BIO, Biostatistik: Masterabschluss Jan20-Sept22	115	100%		
Keine Infos	21 (15%)			
Bachelor BME & Master BME, BIO, Biostatistik: Masterabschluss Jan20-Sept22	136			



What is needed for a job in the life sciences industry

- University degree from a university in medical, pharmaceutical or biological science
- People skills but also analytical skills
- Team player and able to work in a matrix organization
- Highly flexible (working hours, location, project re-distribution)
- Ability to work in a scientific but also economic context
- Communicate in a very clear and simple way – global companies!
- Knowledge of the disease area and therapies
- Fluency in German, English and French (written and oral), Italian is a plus
- IT skills

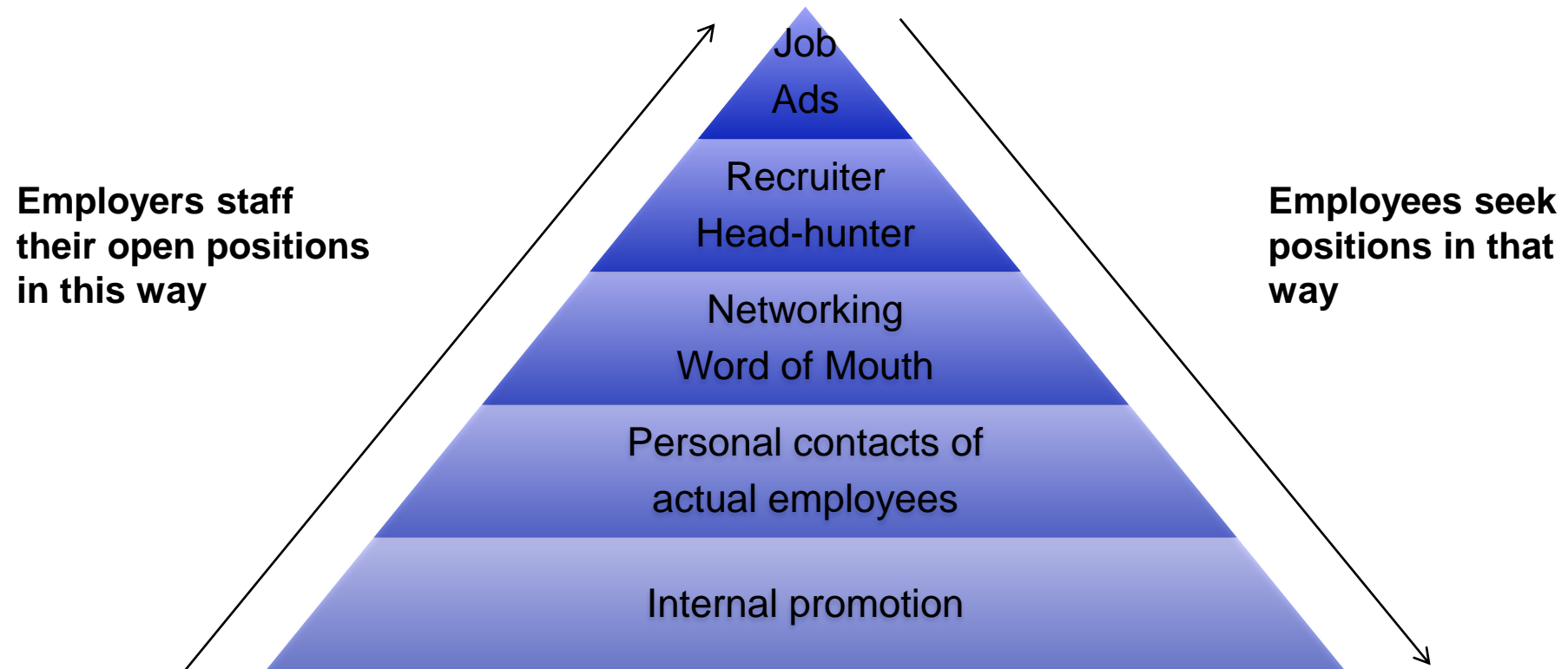


Know the research methods for job roles/companies

- **Internet:** Job platforms, corporate websites, social media
- **University:** Professors, faculty, notice boards, alumni, student bodies, career services
- **Newspapers,** magazines, journals: Job ads or articles about a company, professionally or industry-related, regional, international
- **Recruiting agencies;** Headhunters may be interested in your profile at a certain seniority level or in fields with a lack of experts
- **Career events:** In-house at the companies, fairs on campus – check out all the universities, not only yours – or external
- **Associations:** Professionals with your background, newsletters, scientific events, networking events
- **Professional events:** professionals, speakers, companies

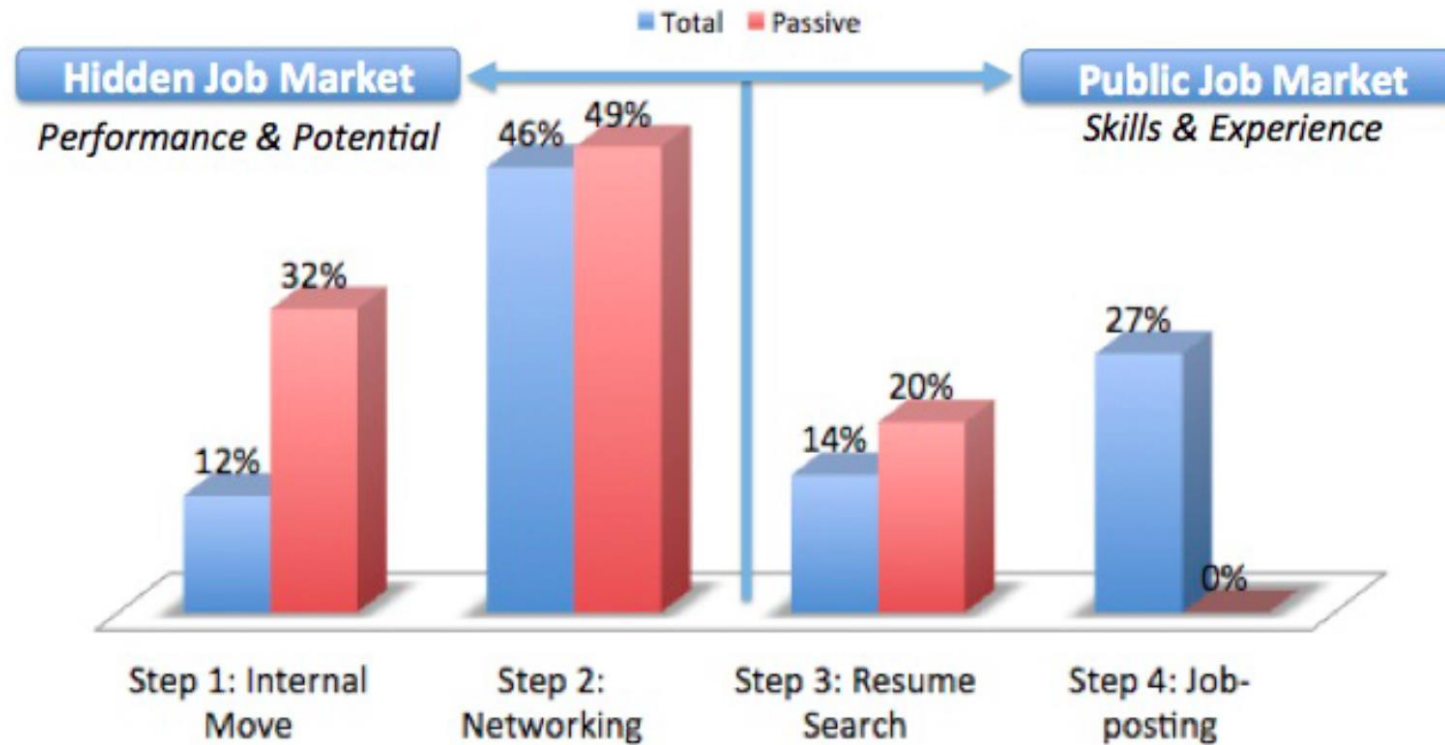


The Hidden Job Market



The Hidden Job Market

Wie stellen Unternehmen heute ein?





The Hidden Job Market

- To access the hidden job market, develop your network.
- Get connected to people from employers, schools etc.
- Look for people you can be introduced to at your dream company or doing your dream job.
- Use groups to expand your network and learn about events
- Find people who hold (or held) your dream job. Question them about:
 - Previous jobs
 - Current job
 - Needed skills
- Connect to them for career advice, learn about who to talk to.
- Find people with your skills and experience. What are their current positions?

➡ **THE INFORMATIONAL INTERVIEW**

The Informational Interview

- What is the purpose?
- Who can you interview?
- How should you arrange the interview?
- How can you prepare?
- Possible course of the interview
- Possible questions
- How should you continue?

The informational interview is a key strategy for building a network and recognizing career opportunities. It is not about a specific job but about getting information. It goes without saying that you can present yourself as well. With each informal interview you lead, you will expand your network and become more confident

(I)nformations-Interviews



Erklären des Kontextes/Anlasses



Wie sind Sie zu dieser Position gekommen?



Was gefällt Ihnen am meisten?



Was gefällt Ihnen am wenigsten?



Welches sind die üblichen Aufgaben?



Welche Fähigkeit braucht es, um diese Aufgabe erfolgreich zu erfüllen?



Welche Veränderungen stehen in der Branche an? (In der Regel kommen hier eher pessimistische Antworten)



Namen von 3 Personen / Adressen, die den gleichen Job / Position haben. Referenz. (Kann man Namen nennen?)



Dankeskarte.

The Informational Interview

- The informational interview provided by the Career Services of UZH
(in Swiss German)

<http://www.careerservices.uzh.ch/de/ratgeber/stellensuche/Interview.html>

- Examples in English:

<https://www.youtube.com/watch?v=m6Pa4ZB4mvQ>

<https://www.youtube.com/watch?v=XfQStoL8MS0>

<https://www.youtube.com/watch?v=T3TbJvCa7BU>



Informational Interview

Video-Tutorial zur Technik des
Informational Interviews.



Use LinkedIn for your informational interviews

- A professional networking site (more than 700 Mio User WW)
- Shows individual and company profiles
- Connect only with people you know and trust, or people in the networks of those you know and trust.
- Ask to get introduced, instead of contacting people directly.
- Make sure you personalize invitations and introduction
- Add a professional picture. You are more likely to get contacted.

PREPARE FOR THE FAIR

UZH
Career Services

UZH JobHub ²⁰²⁴

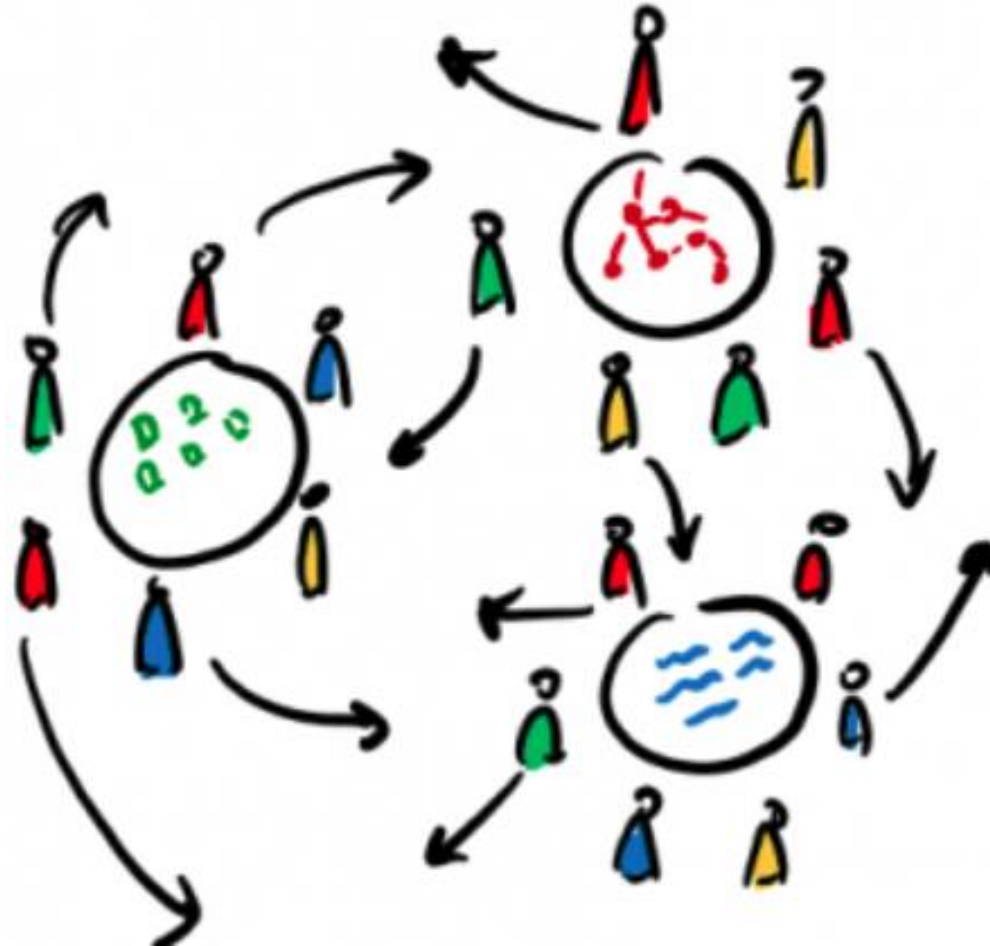
📅 04. März 2024 12:15 | 📍 UZH Zentrum |
JobHub 2024 - Prepare for the Fair

UZH Career Services

LinkedIn advanced - network, engage, leave a lasting impression

mehr erfahren

“Real-life” always beats “online” - mingle with people





Mingle with people to learn about jobs and opportunities

Life Science Zurich Young Scientist Network



Zurich Life Science Day 2024

READY FOR CAREER TAKEOFF

06 FEBRUARY 2024

DESTINATION INDUSTRY

BOARDING PASS: UZH - IRCHEL CAMPUS - LICHTHOF STARTING AT 08:30

BOOKINGS: QR code

EXHIBITION

1 ON 1 MEETINGS

CV-PICTURES

CV-CHECKS

MENARINI group



Wie geht es nach dem Studium weiter?

16.10.2015 / in Events

Soll ich nach dem Studium doktorieren? Gibt es außer der Pharmaindustrie, der akademischen Forschung und dem höheren Lehramt noch weitere Berufsmöglichkeiten für mich? Diese und weitere Fragen gehen den Biologiestudierenden der ETHZ während ihrer Ausbildung durch den Kopf. Um ein wenig Klarheit zu schaffen, bieten die Bio Alumni den Studierenden jedes Jahr, zuletzt am 22. April, die Möglichkeit, im Rahmen des Biologie Career Events vielfältige Informationen zur Berufswelt zu sammeln.



UZH JobHub: 11-15.03.2024

Program and registration

Register now!

UZH Job





Check out CareerFairy Live Streams to get to know companies

← → ↻ 🔍 https://www.careerfairy.io/next-livestreams 🔍 ☆ 🔴 🟢 🟠 🟡 🟣 🟤 🟦 🟧 🟨 🟩 🟪 🟫 🟬 🟭 🟮 🟯 🟰 🟱 🟲 🟳 🟴 🟵 🟶 🟷 🟸 🟹 🟺 🟻 🟼 🟽 🟾 🟿 🟿 🔴

careerfairy

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Live streams

Home page
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Sparks
Companies

BSR **Hiring now** **27 FEB**
Berlin auf dem Weg zur Zero-Waste-Stadt - bist du dabei?
Die BSR ist auf Kurs in Richtung "Null Verschwendung" und dabei brauchen wir tatkräftige Unterstützung. Ab 1. Mai 2024 besetzen...

info e **28 FEB**
Discover Entry-Level Opportunities in International Cooperation
Working for a better, fairer world: is this a goal you want to pursue in your professional life? Join us for this exciting live stream! Fro...

Rock your CV! **29 FEB**
Ever wondered about how best to layout your achievements and experiences on your CV? Are you curious to know more about...

Aus 20 Fachrichtungen das passende Trainee Programm bei Helvetia wählen! **29 FEB**
"Bei einer Versicherung arbeiten nur BWLer?" Von wegen! Bei Helvetia Versicherungen triffst du Menschen aus über 100...

We make what matters work. **29 FEB**
Explore International Finance Career Opportunities at Eaton
Are you a recent graduate or graduating from a university this year? Are you interested in kick-starting your international...

Reimagining medicine, together **4 MAR**
Postgraduate career opportunities in Clinical Development and Regulatory Affairs with Novartis
Are you a scientist who is interested in making a difference for patients through drug development whilst not working on the lab...

lib **5 MAR**
IT Karriere in der Finanzbranche - wir zeigen wie!
Willkommen in unserer Arbeitswelt! Als Universalbank stehen wir für grosse Jobvielfalt und breite Themenfelder. Als Arbeitgeberin...

Trainee-Programm @ Gebr. Heinemann - Gemeinsam dein Wissen einbringen! **5 MAR**
In diesem Livestream geben wir dir einen Einblick in die Welt von Gebr. Heinemann als Unternehmen und Arbeitgeber. Du suchst...

VOITH **Hiring now** **6 MAR**
Service Management at Voith Hydro - It's not an

Werken bij Heineken: Supply Chain Management **6 MAR**

VOITH **7 MAR**
ERP Unleashed: Transforming Business Dynamics

Innovate, Transform, Succeed: Discover Consulting and **8 MAR**

Support

Happenstance



Zufall oder eine zufällige Situation, insbesondere eine, die ein gutes Ergebnis hervorbringt

„Glückliche Fügung“

Career Fitness through Career Engagement





KNOW THE TOOLS

1 Cover Letter

4 Pitch & Self
Branding

2 CV

5 (Re)search methods

3 Selection tools

6 Contact & Feedback

“Become confident and
successful!”



Where can you find the information you need

https://www.careerservices.uzh.ch/en/ratgeber/bewerbung.html



Career Services at the University of Zurich

Job Portal | Counseling | Career Planning Guide | About us | Long Nights of Careers | UZH JobHub | For Employers

Home / Career Planning Guide / Applications

Applications

After all your efforts, you have found the job you want. Now it's time to apply. And thanks to your initial analysis, you know where your competencies lie so now it's a matter of putting together an application that communicates them effectively.

Remember that your application is like a business card: it's the key to making the first impression. Most HR officers spend only 30-60 seconds looking through an application portfolio. Your application must be faultless and all relevant information must be visible at first glance.

Every application is individual and should reflect you as a person as well as the job. However diverse they may be, it is still worth observing a few basic rules on documents we have summarized for you on the following pages:

<https://www.careerservices.uzh.ch/en/ratgeber.html>

KNOW THE TOOLS

UZH Career Services

21. March 2024 17:15 | UZH Zentrum

UZH Career Services
Job applications in English

more

PREPARE FOR THE FAIR

UZH Career Services

UZH JobHub²⁰²⁴

29. February 2024 16:15 | UZH Zentrum

JobHub 2024 - Prepare for the Fair

UZH Career Services
Selbstbewusst auftreten

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KENNE DIE TOOLS

UZH Career Services

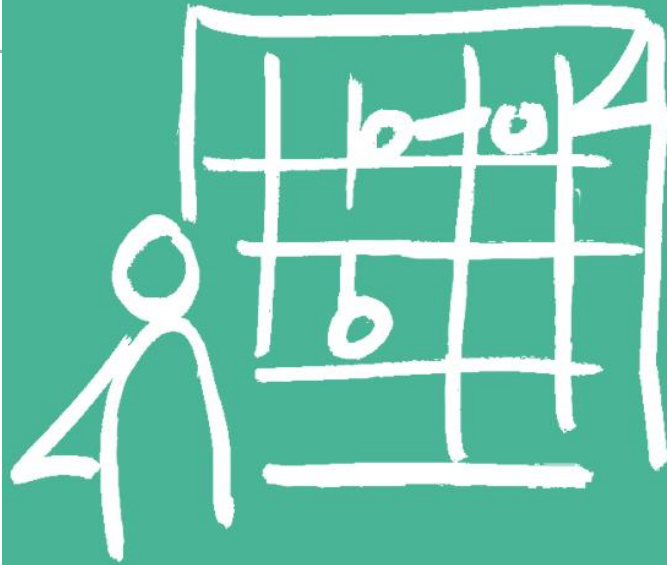
Online Event

26. March 2024 12:15

UZH Career Services
Besser verhandeln - schneller Vermögen aufbauen - mit diesen 5 Tipps startest du durch

more

<https://uzhcareer.ch/en/events/>



HAVE A PLAN

- 1 Planning of the Application
- 2 Transition Planning
- 3 Career/Life Planning
- 4 Skills Development
- 5 Personality Development
- 6 Network Development

“Be concerned about your future and plan!”



Have a plan

Beispiel eines Wochenplans

Montag

- Sich auf die zwei geeigneten Stelleninserate der Wochenendpresse bewerben
- Beim nur teilweise passenden Inserat telefonisch nachfragen
- Drei Freunde oder Bekannte anrufen, die über Kontakte in der gewünschten Branche verfügen
- Im Internet geeignete Stellenbörsen recherchieren und ein eigenes Suchprofil erstellen
- Morgen findet das informelle Interview statt, das letzte Woche vereinbart wurde: Vorbereiten!

Dienstag

- E-Mails an die drei in den gestrigen Gesprächen genannten Kontaktpersonen schreiben
- Durchführen des informellen Interviews, das in der vergangenen Woche vereinbart wurde
- Die Informationsveranstaltung der Career Services der Universität Zürich besuchen
- Sich per E-Mail für das informelle Interview von heute bedanken
- Am heutigen Xing-Treffen teilnehmen

Mittwoch

- Die zwei beim Xing-Treffen kennengelernten Personen kontaktieren
- Online-Stelleninserate überprüfen



Have a strategy

- Schedule
 - Set ambitious but realistic weekly and monthly goals
 - Create high commitment to the goals (make an agreement with friends (“coach”))
- Choice of methods
 - Use different methods
 - Use convenient (e.g. email-subscription) and inconvenient (e.g. informational interview) methods
- Improve your strategy:
 - Reflect your process and activities
 - Diversify your methods
 - Seek assistance (friends & family, Career Services, external coach)



UZH JobHub: 11-15.03.2024

Program and registration

Register now!

JobHub

uzhcareer.ch



Tinder für die Jobsuche

Beim diesjährigen JobHub erwartet dich eine Neuheit im Programm: Neu haben wir die webbasierte App «talentefinder» dabei. Mit «talentefinder» kannst du dir ein Profil erstellen und Matches sammeln – dies aber mit am JobHub teilnehmenden Unternehmen, die dir gefallen. Cool, oder? Falls du einen Match zurückerhältst, kannst du dich mit Vertretern des Unternehmens über die Chatfunktion austauschen und/oder sogleich einem virtuellen oder physischen Gespräch zustimmen. **Eine Revolution für die Jobsuche!**


- So einfach wie Tinder
- So spassig wie Tinder
- Aber so professionell wie LinkedIn

Unter dem nachfolgenden Link kannst du dich anmelden und loslegen: **Talentefinder**

No Match? No Problem! Nimm direkt an den Workshops, Webinare und an der Jobmesse teil. Die Unternehmen sind für dich da.



As non EU/EFTA student – Be aware of the regulations in CH



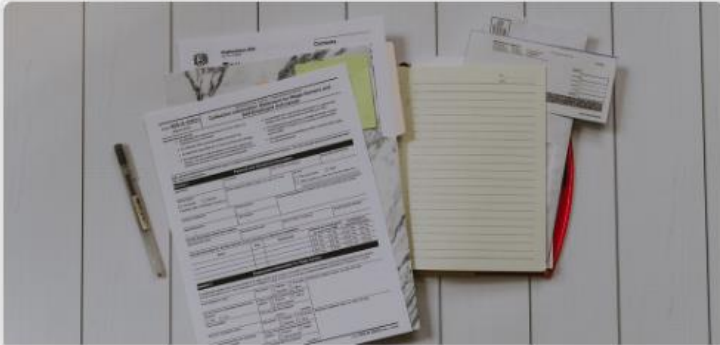
UZH
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26. March 2024 17:15 | ETH main building

ETH & UZH Career Services

**Working in CH: Panel Discussion with
alumni (for non EU/EFTA citizens)**

more



Dossier Check

We are happy to provide feedback for your documents.

[Registration Dossier Check](#)



Career Counseling

Work out your options in a consultation and reflect on your resources together.

[Registration Career Counseling](#)



Mock Interview

We help you prepare for your upcoming job interview.

[Registration Mock Interview](#)

Contact us – we are happy to help.....and follow us on Social Media