

Preparing For An Industry Recruitment Event



Patrick Kennedy, who leads scientific recruitment for the Abigail Wexner Research Institute at Nationwide Children's Hospital, offers tips to prepare for the annual Graduate Student & Postdoc Industry Recruitment Event. He acknowledges that this advice is geared toward life sciences talent interested in research roles. That said, many of his tips will have relevance for all!

To do before the event:

- Research the values and mission of the organization that you are interested in. This is important because when you believe in the mission, those employees will last long term with the company.
- Practice your elevator pitch so that it is concise and focused.
- Be prepared to discuss how your advanced degree is transferable to the operations of the research center or company.
- Be sure to highlight all publications on your CV. (Depending on your industry of interest, a resume may be preferred. Be sure to do your research in advance to find out which to have on hand for the career fair. When in doubt, bring both!)

To do during the event:

- Articulate to the employer your career goals and research interests in life sciences or their industry.
- Ask the employer about career development opportunities for incoming talent.
 - This shows that the person is interested in a long-term investment and commitment to the employer. In most instances, the employer will also be looking to invest long term in new talent. Note: Nationwide Children's has a track record of promoting postdocs into faculty roles or staff scientist positions.
- Ask the employer about the next steps to pursue the open job.

To do after the event:

- Narrow down which employer is the best fit for your career goals and research interests.
- Follow up with the recruiter and/or faculty investigator to show your interest in that job by sending an email and/or following them on LinkedIn and sending a note, ideally within 1-2 days. Be specific about when and how you met.
- Have your research presentation ready for the interview process.

