How an IDP Jump Started My Career

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San Diego

My Individual Development Plan

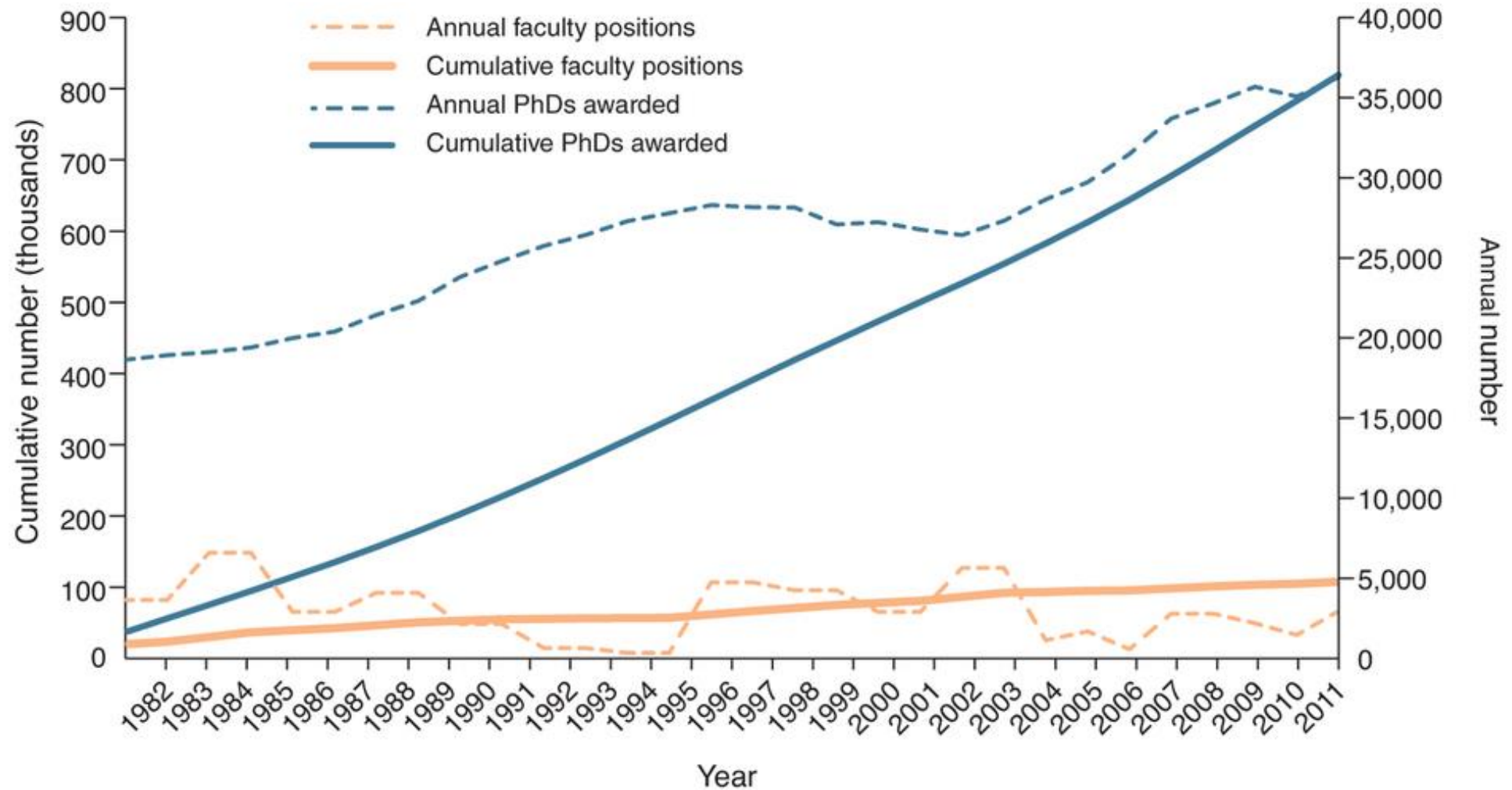Bachelor   Master   PhD   Postdoc   PI   Emeritus Prof

Academic Employment for Biomedical Scientists is not Keeping Pace with Demand

Schillebeeckx et al. *Nature Biotechnology* 31, 938–941 (2013). Data from nsf.gov

My Individual Development Plan

Bachelor   Master   PhD   Postdoc   PI   Emeritus Prof

Toby Freedman *Career Opportunities in Biotechnology and Drug Development*

myIDP
INDIVIDUAL DEVELOPMENT PLAN
Science Careers

Overview

Overview Summary

Personal Information

Assessment

Skills Assessment

Interests Assessment

Values Assessment

Career Exploration

Consider Career Fit

Read About Careers

Attend Events

Talk to People

Choose a Career Path

Set Goals

Career Advancement Goals

Skill Goals

Project Goals

Implement Plan

Mentoring Team

myIDP Summary

Completion Certificate

Career Path	Skills Match	Interests Match	Values
Research staff in a research-intensive institution: Staff scientist or researcher in academia or government, lab manager, director of a multi-user research facility in an academic institution	87%	89%	
Research in industry: Discovery or preclinical researcher; manager of a research team or facility	81%	87%	
Scientific/medical testing: Testing specialist in an environmental, public health, genetics, or forensic science setting (intelligence agencies, federal/state departments of justice); clinical diagnostician	93%	74%	*Consider Your Values!*
Support of science-related products: Technical support specialist; field application specialist; product development scientist or engineer	95%	69%	
Sales and marketing of science-related products: Medical science liaison; technical sales representative; marketing specialist	92%	67%	
Clinical research management: Clinical research project/trials manager or coordinator	89%	69%	
Public health related careers: Public health program analyst or evaluator; epidemiologist; biostatistician; medical informaticist	89%	69%	
Drug/device approval and production: Regulatory affairs professional; quality control specialist	91%	67%	
Science writing: Science, medical, or technical writer or journalist; science editor; science publisher	87%	67%	
Science policy: Public affairs/government affairs staff at scientific societies, foundations, government entities, or think tanks	85%	68%	
Combined research and teaching careers: Faculty at a liberal arts college or university whose job includes both research and major teaching responsibilities	74%	76%	
Clinical practice: Clinician such as genetics counselor, therapist, physician	88%	60%	
Intellectual property: Patent agent; patent attorney; technology transfer specialist	88%	60%	
Principal investigator in a research-intensive institution: Independent researcher at a medical school, private research institute, government lab or university with minimal teaching responsibilities	70%	75%	
Research administration: Research administrator in private or public research institutions, government or academia, including compliance officers, grants and contracts officers; dean or director of research programs	77%	65%	

You need to stop and think for a second about what is important for you.

How did I go about it?

- Realization that I need help and advice

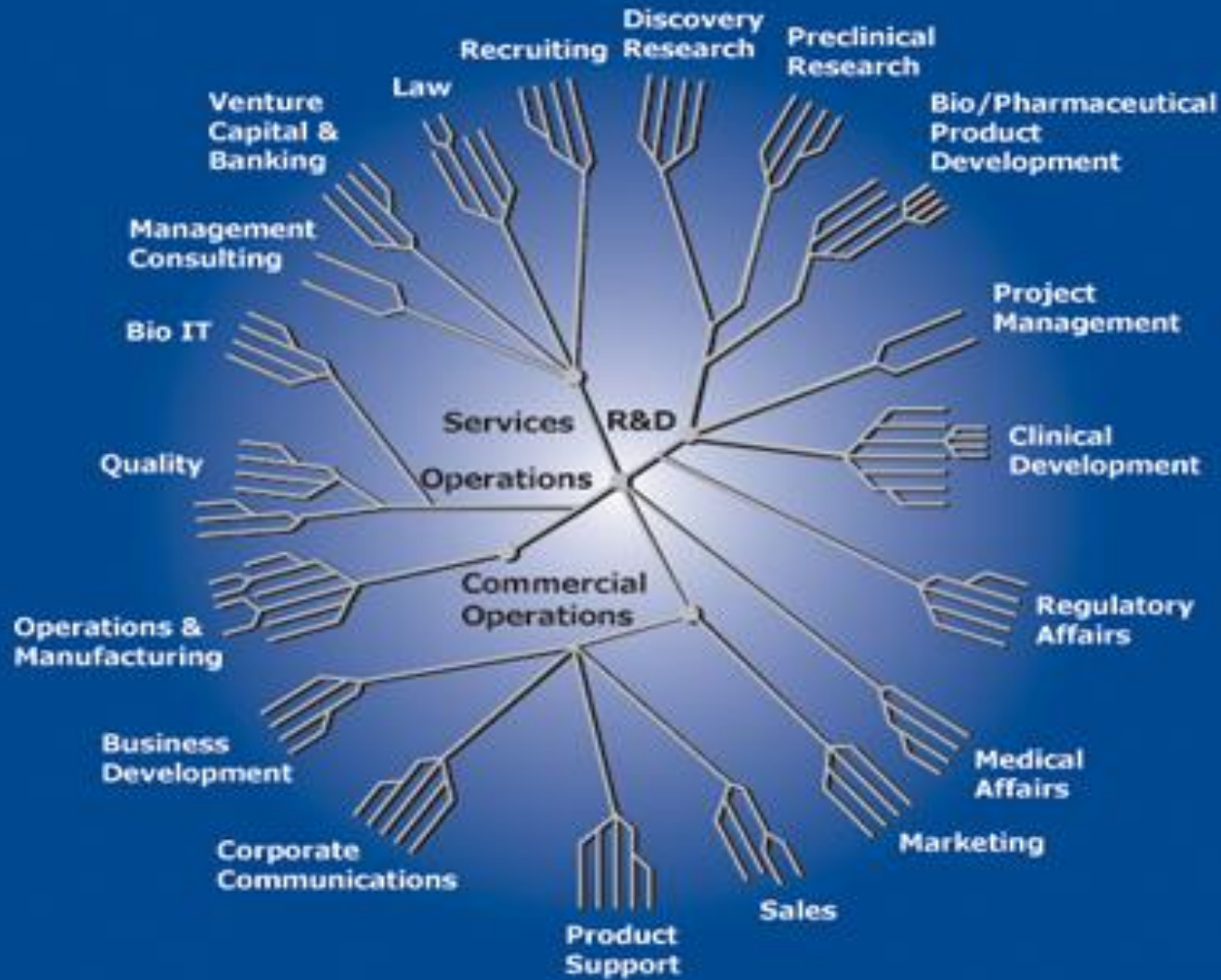- Changing my working identity

- Changing my networking focus

Motivating **IN**formed Decisions

Comprehensive career development intervention for early-stage PhD students and postdocs and their mentors.

How was it helpful to build my IDP?

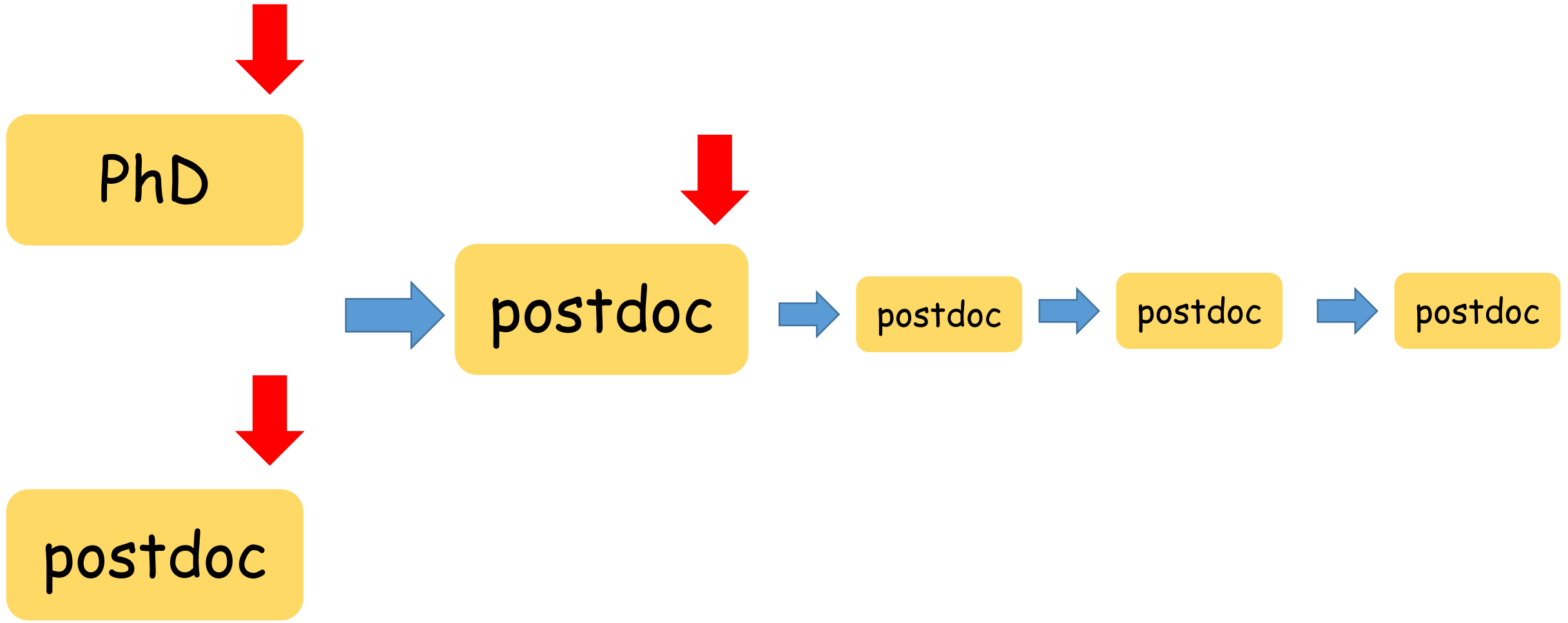- Toolkit

- Mentors and Peers

- Network

Careers Overview in the Life Sciences

Discovery Research
Recruiting
Preclinical Research
Law
Venture Capital & Banking
Bio/Pharmaceutical Product Development
Management Consulting
Project Management
Bio IT
Services
R&D
Operations
Clinical Development
Quality
Commercial Operations
Regulatory Affairs
Operations & Manufacturing
Business Development
Medical Affairs
Corporate Communications
Marketing
Product Support
Sales

Toby Freedman *Career Opportunities in Biotechnology and Drug Development*
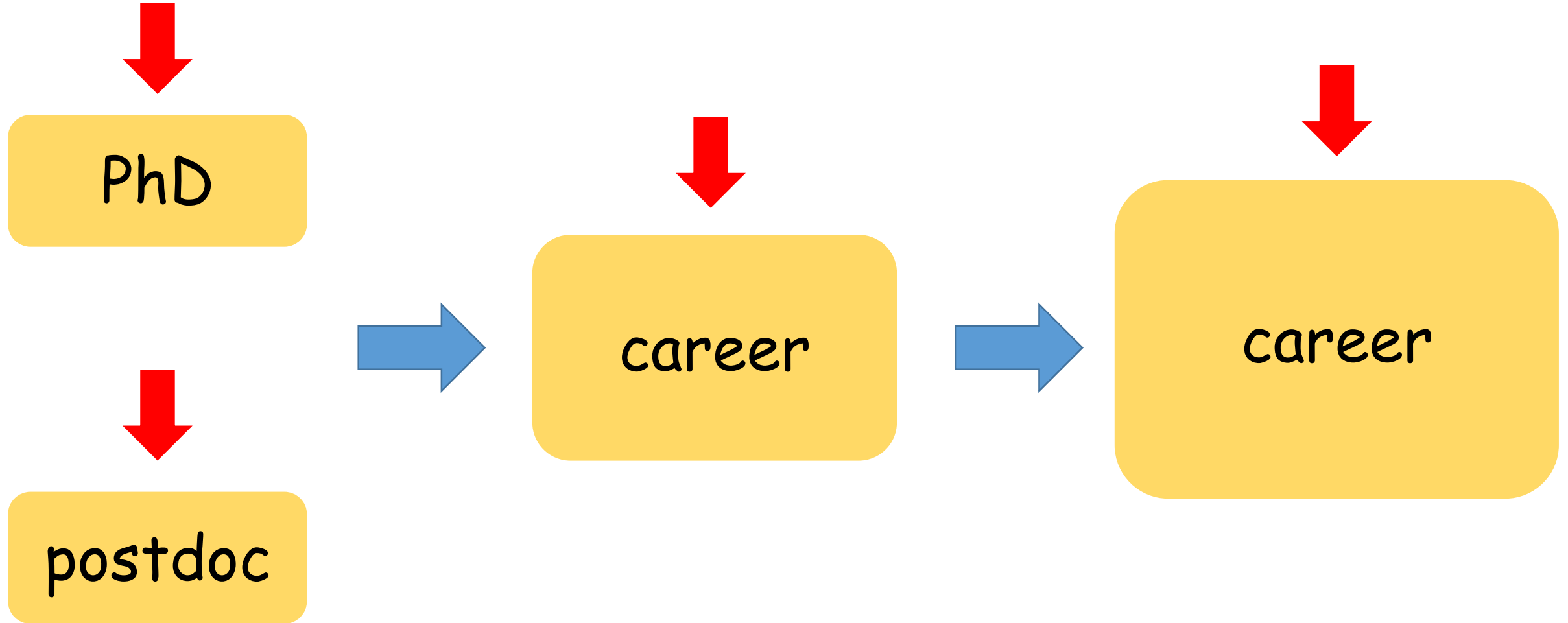
☐ **Plan A**

☐ Plan B

☐ Plan C

How to go about it?

1. Identify your next career step

2. Research

3. Network with people who already took this step

4. Take that step

career

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MIND folks