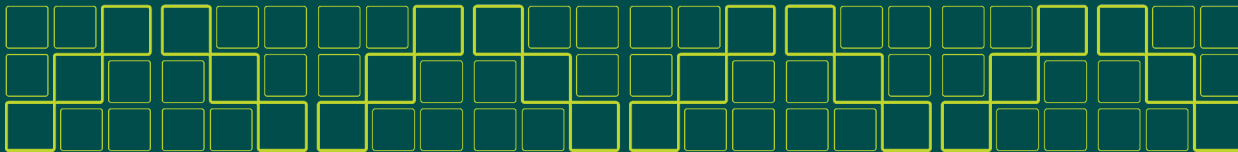
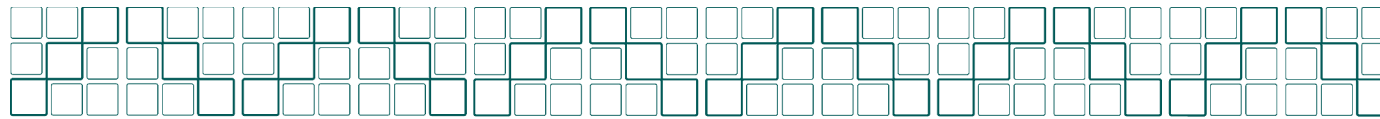

What Should I Do?

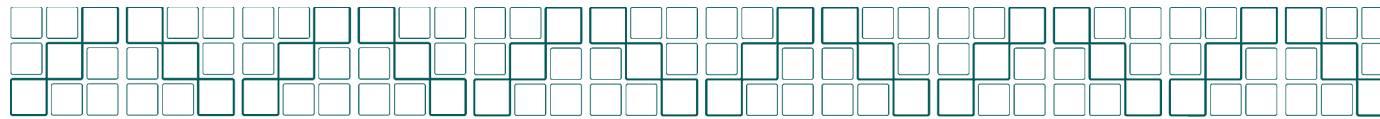
Laura Marler, PhD
Director, Office of Postdoc Services
laura.marler@nih.gov





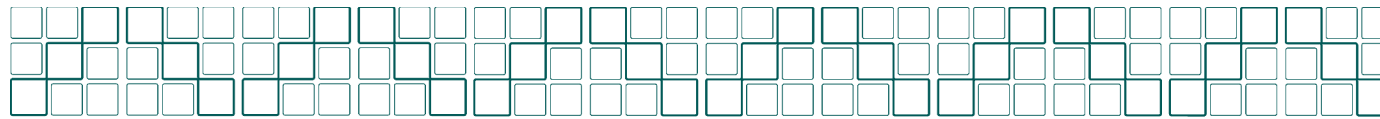
What Is a Job to you?

- Your job can be
 - A source of monetary benefits
 - Something that allows you to pursue other passions
 - Somewhere that you find fulfilment (but not all of it!)
 - Work and tasks that give you personal satisfaction
 - Something that fits into whatever phase of life you are currently navigating
 - Something that can change over time. Release idea of “ultimate goal”

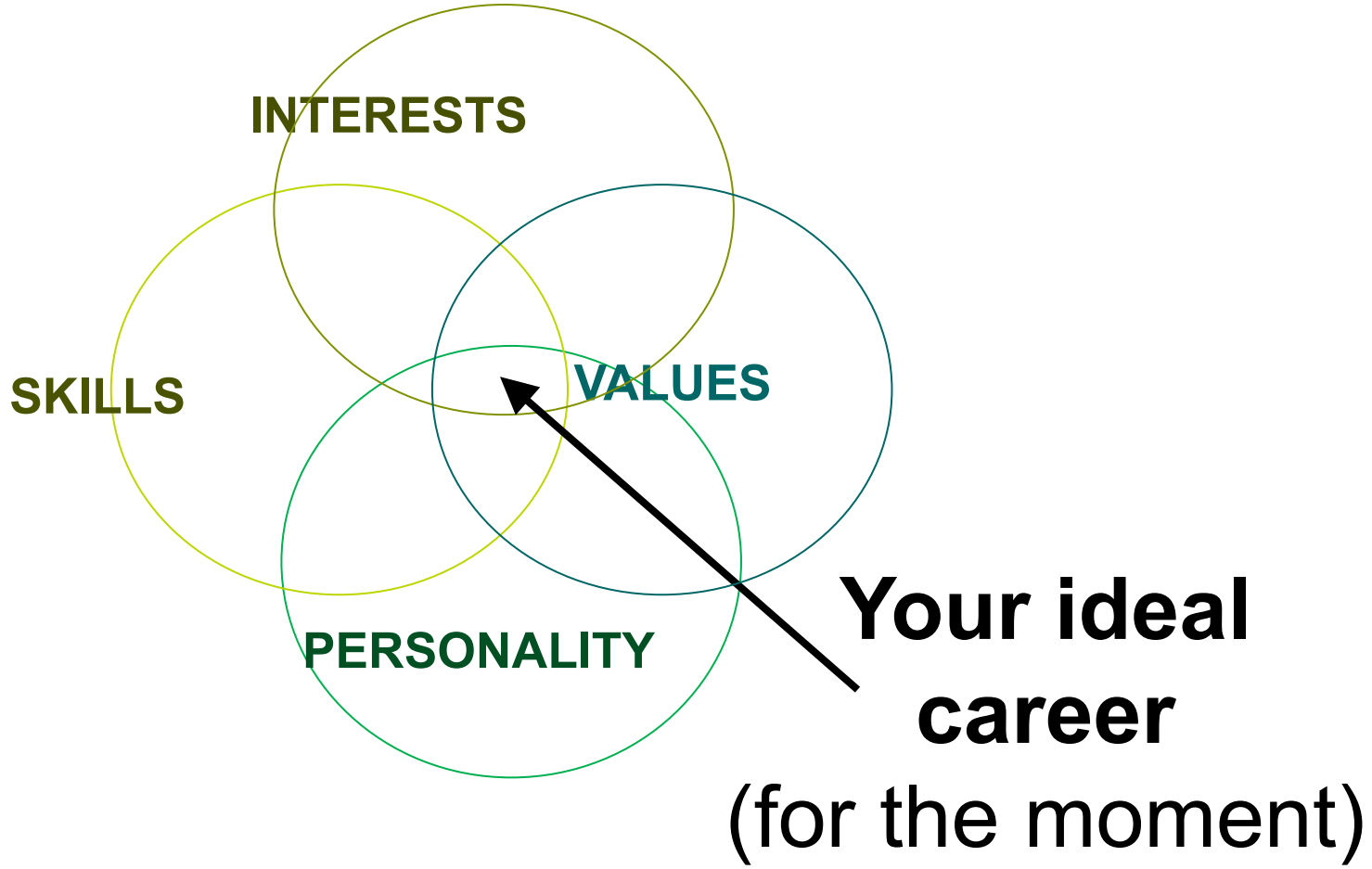
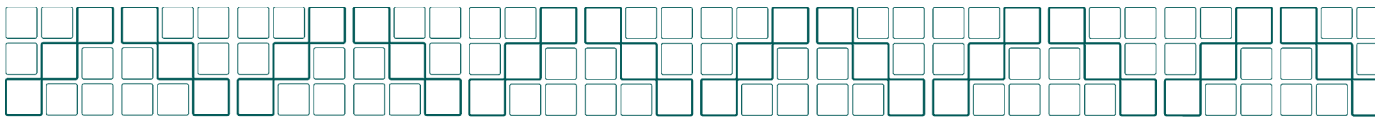


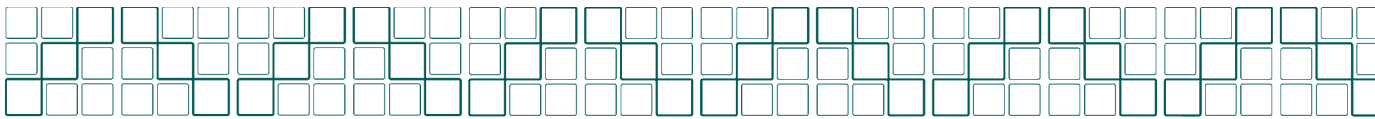
Career Questions to Ask Yourself

- What have I prioritized in my career so far?
- What do I want to prioritize in my career going forward?
- What are the three most important things in my life?
- How does my career fit my life and vice versa?
- What are my skills and interests?
- What is my “dream job” right now and why?



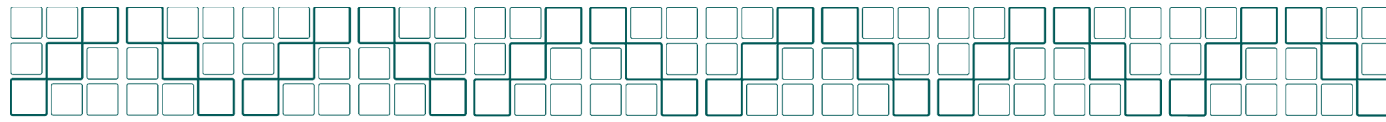
**How do you define career
satisfaction & success?**





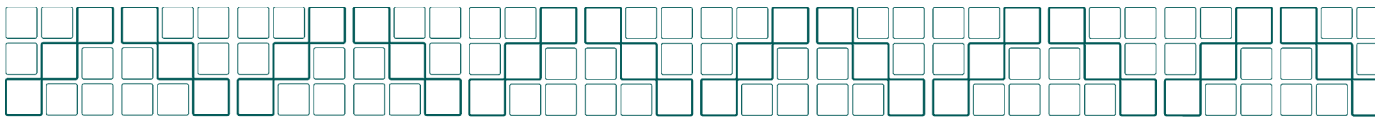
This is hard!

- Uncertainty
- Transitions are uncomfortable
- Sunk cost fallacy
- Street light effect – what's out there?



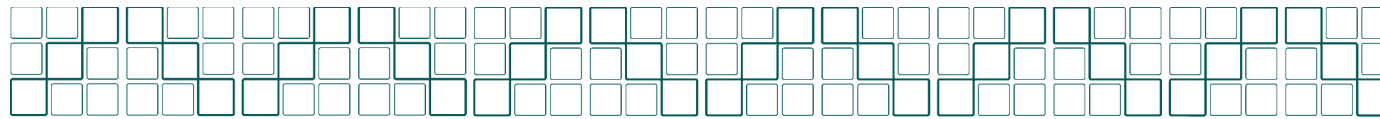
Streetlight Effect





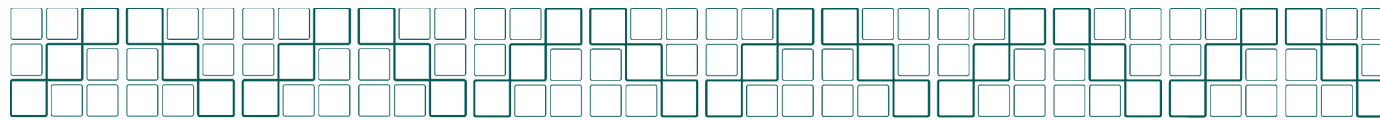
This is hard!

- Uncertainty
- Transitions are uncomfortable
- Sunk cost fallacy
- Street light effect – what’s out there?
- High stakes – financial stability, immigration outcomes
- We often equate career outcomes to our identity and self-worth

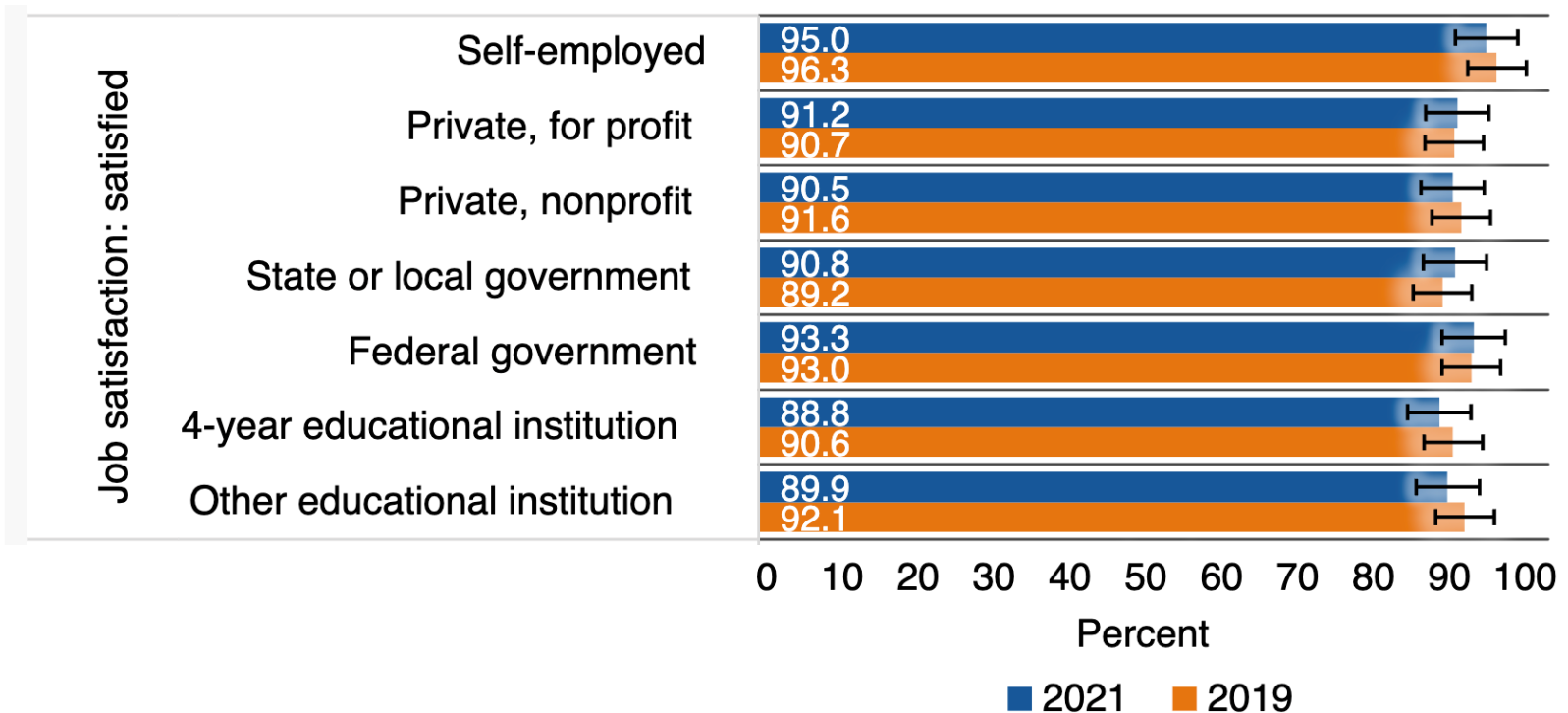


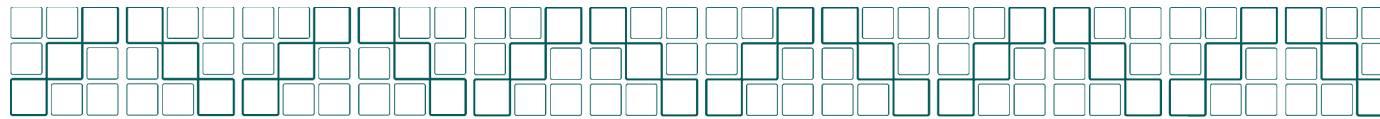
Will I get a job?

Unemployment among:	2019	2021
Doctoral Scientists and Engineers	1.4%	1.6%
College Graduates	2.5%	4.5%
Overall U.S. Population	3.8%	6.2%



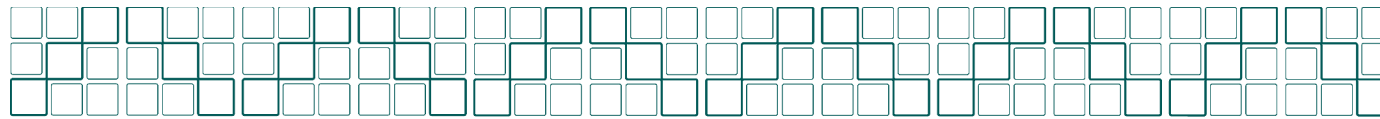
Job Satisfaction is High for PhD Scientists



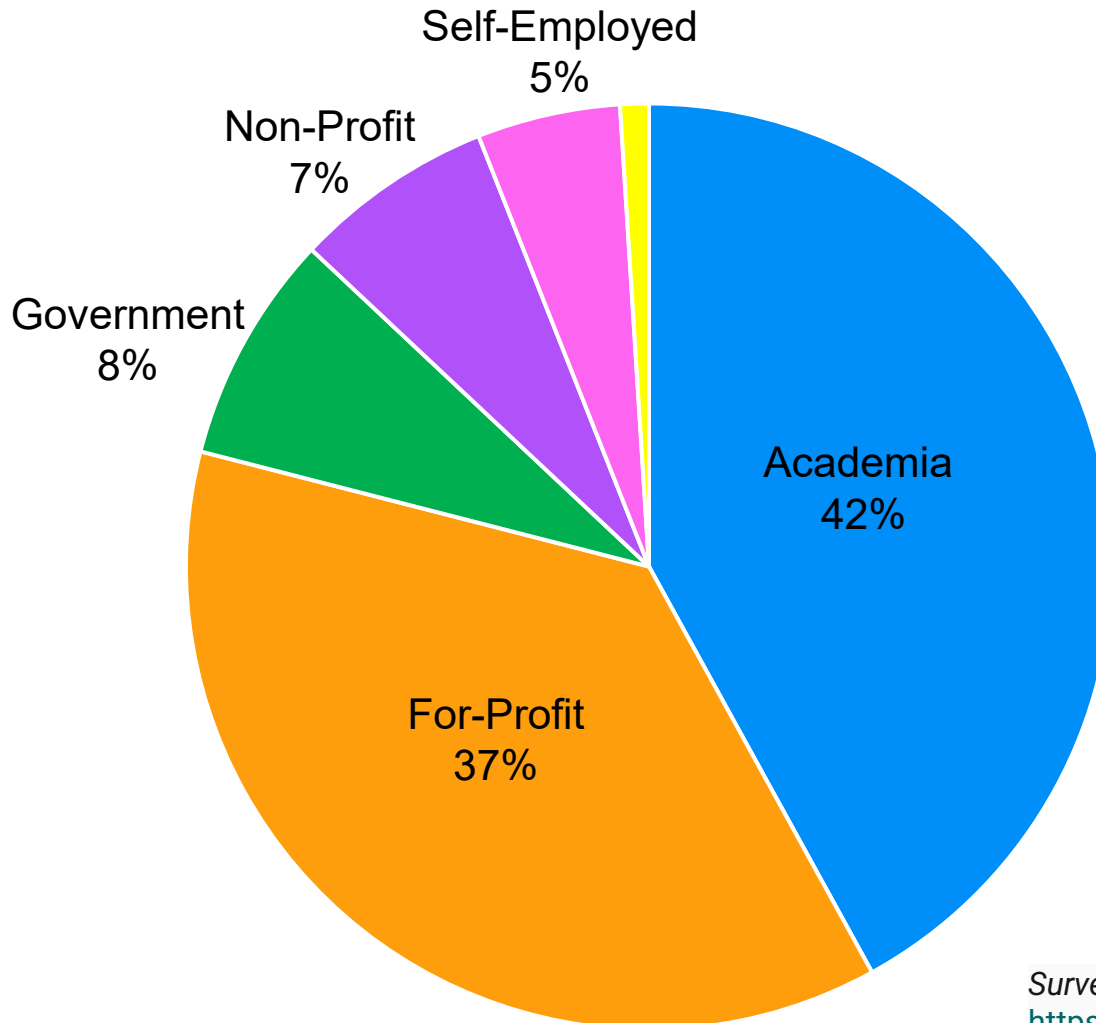


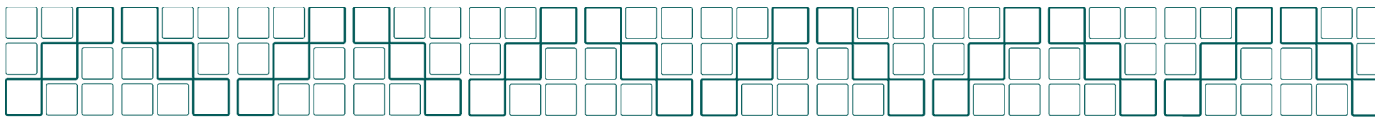
Career Decision Process



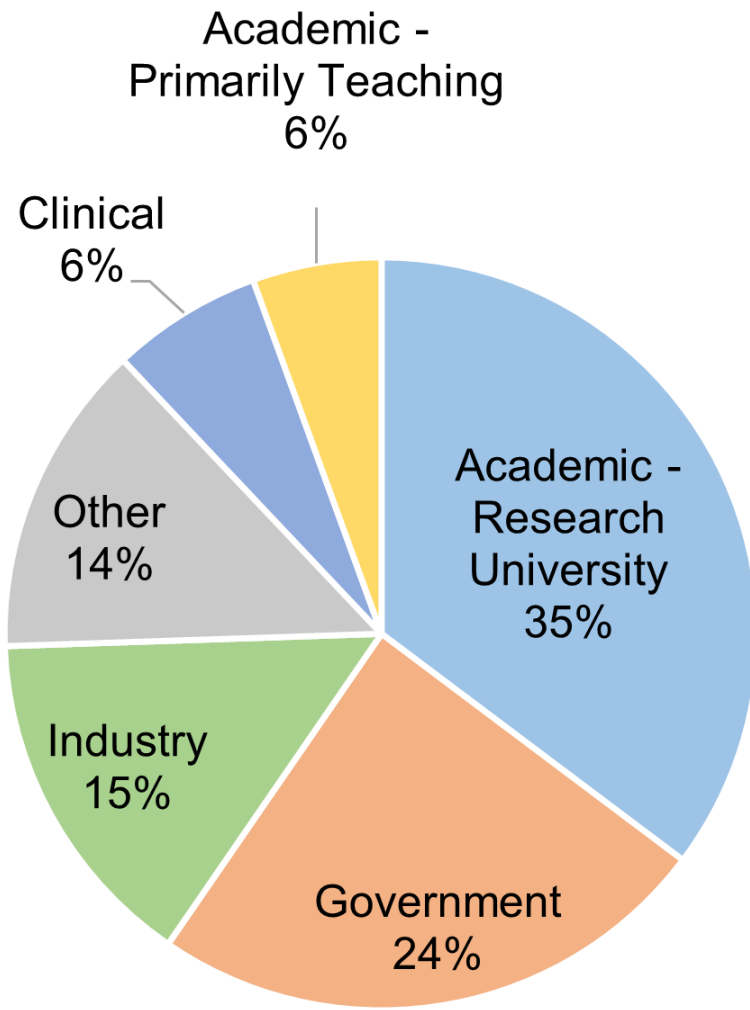


Where do Biomedical PhDs Work?

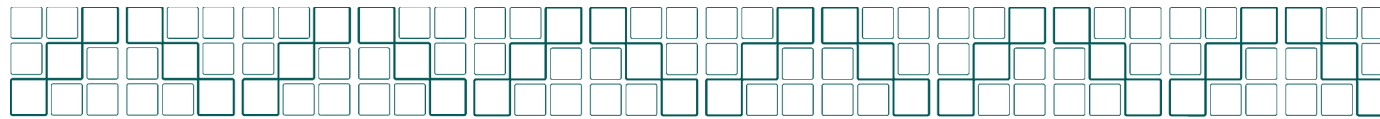




Where do Postdocs Go?

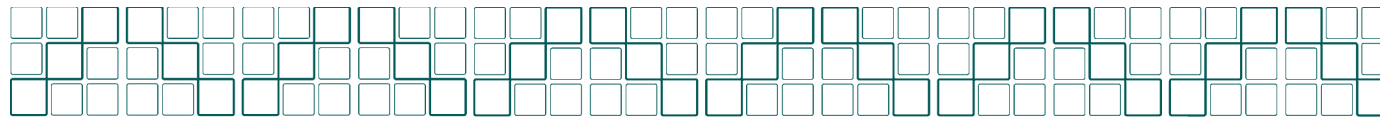


- Data consistent over 12 years
 - 1571 postdocs in analysis
 - ~16% of exiting postdocs
 - Note ~20% to faculty positions in the US and abroad



What Are They doing? (1 of 3)

- Respondents were asked to indicate their primary and secondary work activities
- “On which two activities do you work the most hours during a typical week?”
- They rank multiple responses
- Numbers DO NOT add to 100



What Are They Doing? (2 of 3)

Academia:

65% Research

- 33% Basic
- 33% Applied
- 4% Experimental Development

60% Teaching

33% Management,
Sales, Administration

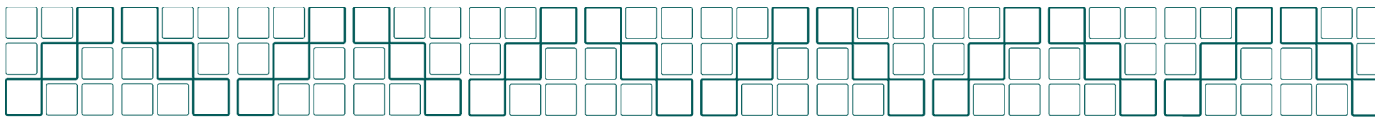
For-Profit:

59% Research

- 6% Basic
- 36% Applied
- 32% Experimental Development

49% Management,
Sales, Administration

19% Computer
Applications



What Are They Doing? (3 of 3)

Government:

59% Research

- 19% Basic
- 45% Applied
- 11% Experimental
Development

55% Management,
Sales, Administration

17% Professional
Services

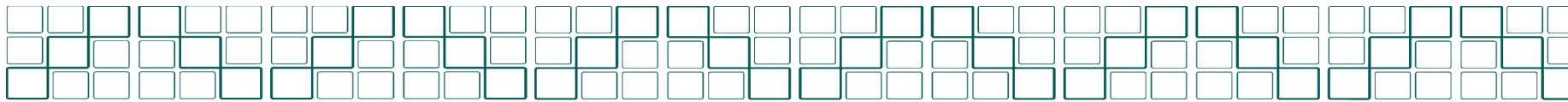
Non-Profit:

59% Research

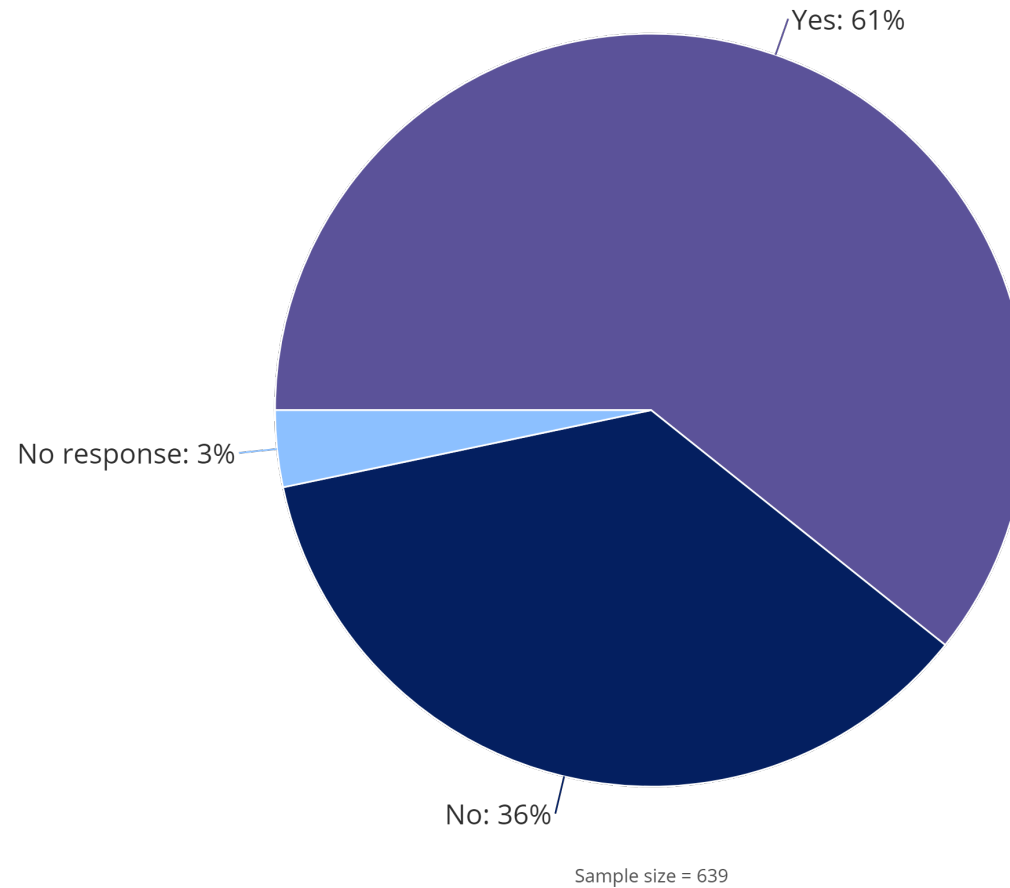
- 22% Basic
- 41% Applied
- 10% Experimental
Development

50% Management,
Sales, Administration

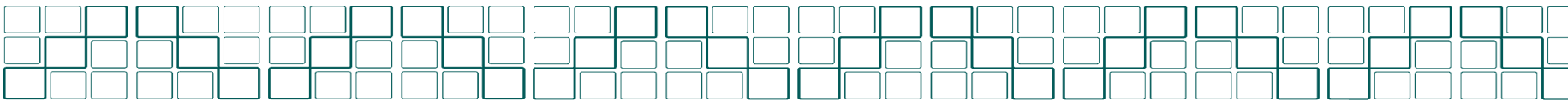
24% Professional
Services



Faculty Offers in Biomedical Science

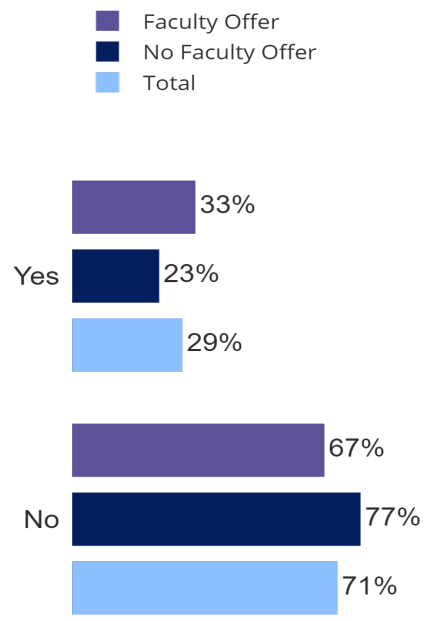


Did you receive a faculty offer?



Faculty Offer Myths

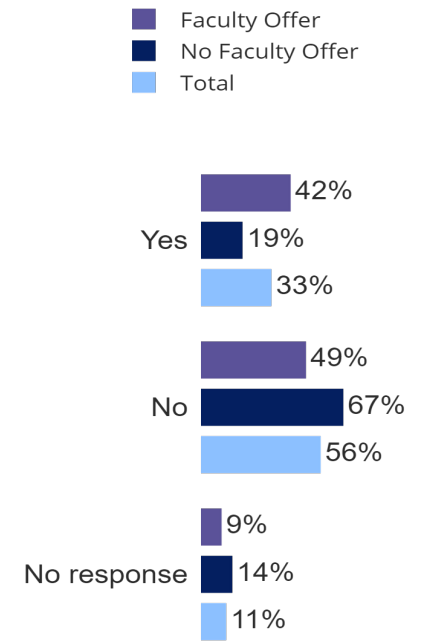
Has CNS Publications



Sample size = 639

Do you have any Cell, Nature, or Science (CNS) publications?

Transition to Independence Award

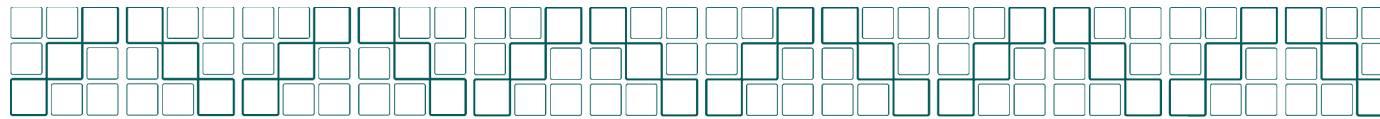


Sample size = 639

Have you ever been awarded a transition to independence award (e.g., K99)?

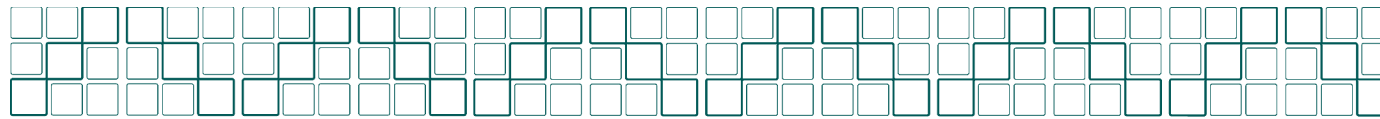
- Most applicants do not have CNS papers nor a K99
- Matches data from NINDS





Academic Roles

- Faculty – research intensive
- Faculty – teaching intensive
- Instructor
- Staff Scientist
- Core Facilities
- Tech Transfer
- Scientific Communication
- Science Administration
 - Deans
 - Training
 - Grants



Industry Roles

■ R&D

- Discovery/Pre-clinical/Clinical
- Product Development
- Project Management

■ Services

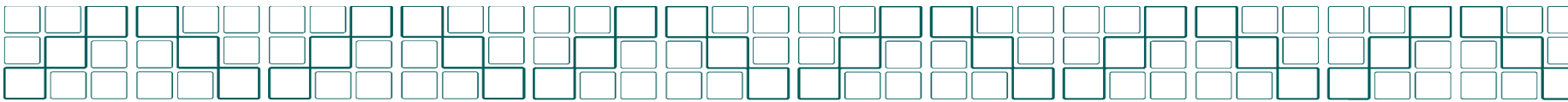
- Management Consulting
- Law
- Healthcare Finance

■ Commercial

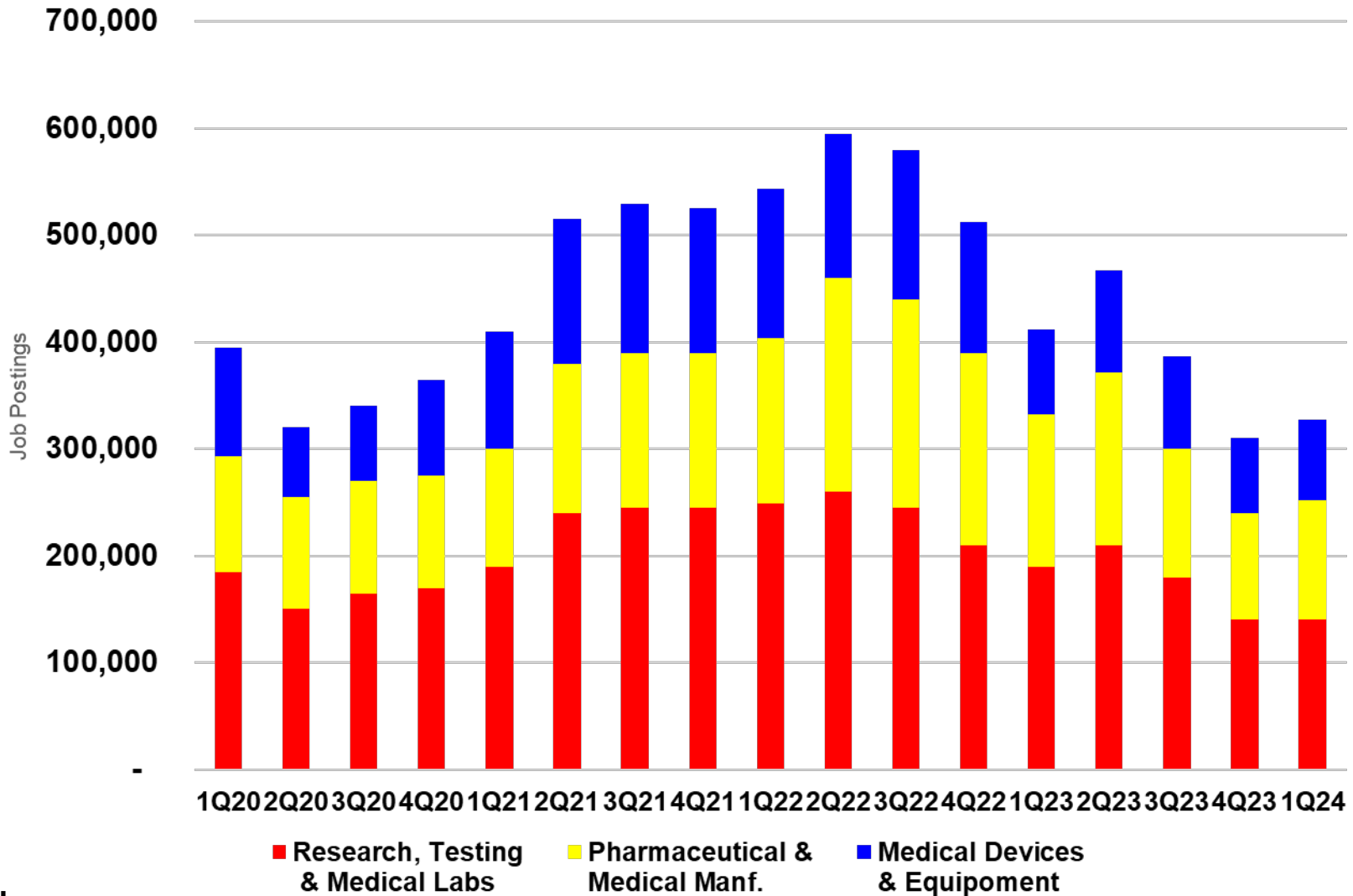
- Marketing/Sales
- Business Development
- Regulatory Affairs
- Medical Affairs

■ Operations

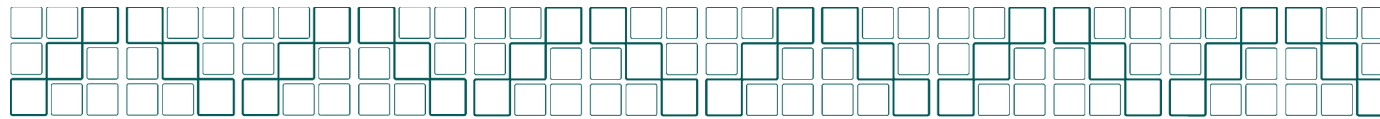
- BioIT
- Manufacturing



Bioscience Industry Hiring Trends



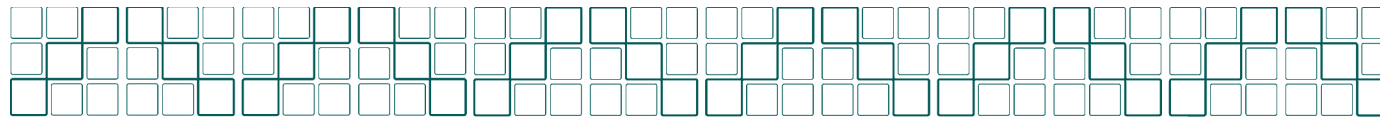
Source: Genecoda



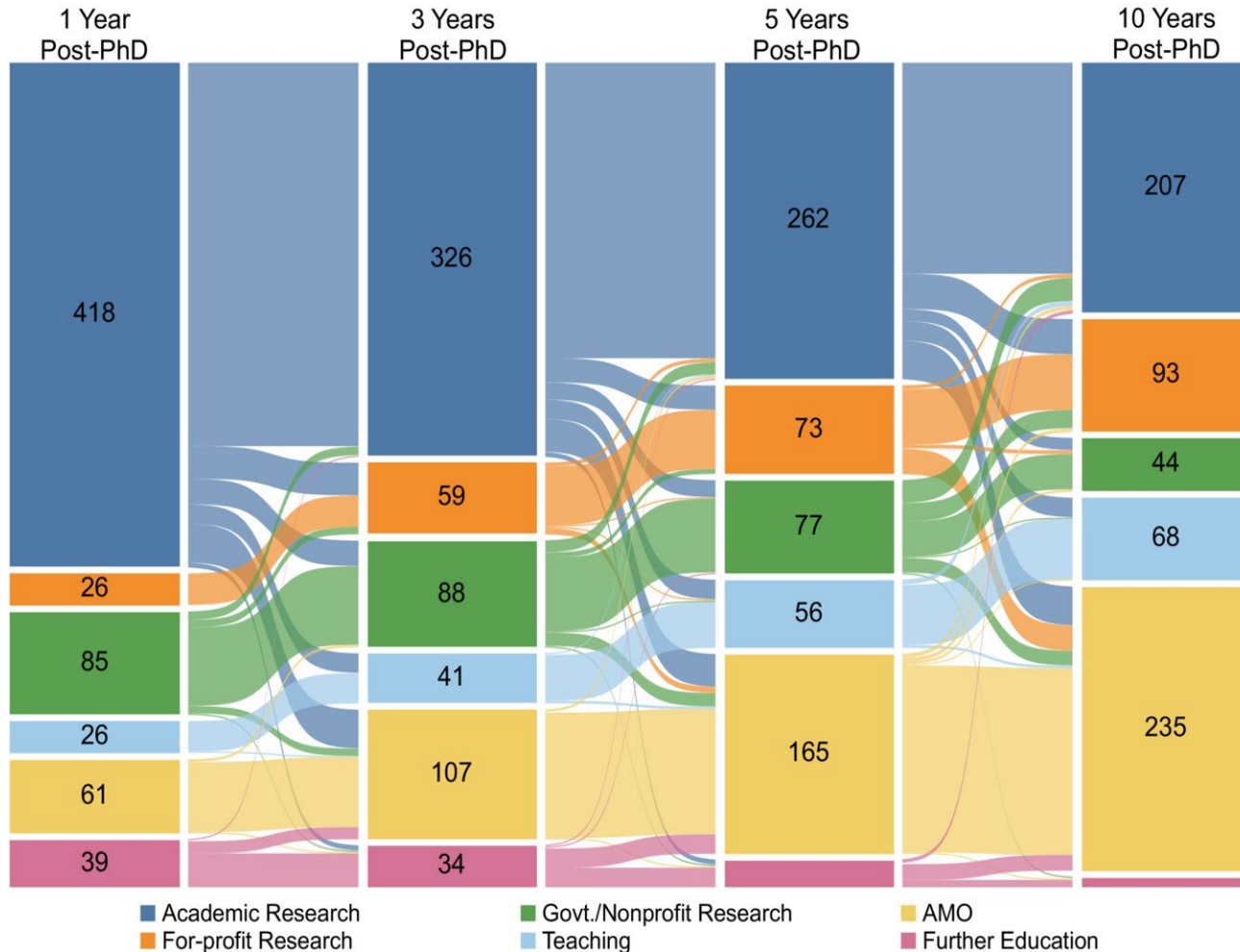
Government – Think Broadly!

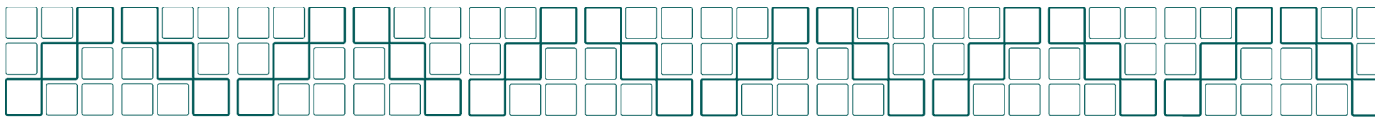
- NIH
- FDA
- USDA
- CDC
- NSF
- NASA
- EPA
- DOD
- DOE labs
- NOAA
- Public Health Service
- FBI
- Military

...and those are just
research positions



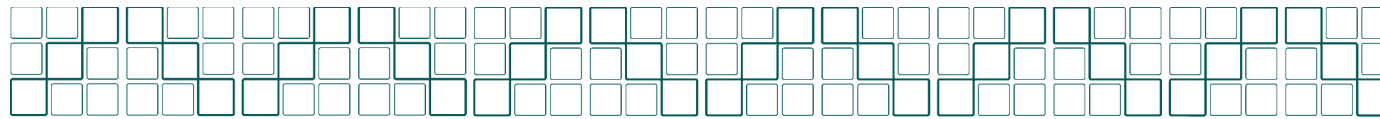
Career Outcomes Over Time





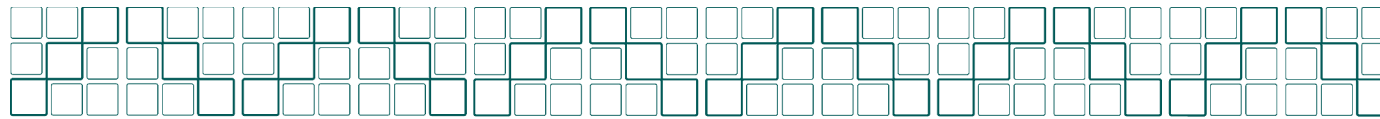
This is hard – but success is high

Unemployment among:	2019	2021
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College Graduates	2.5%	4.5%
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You aren't in it alone!

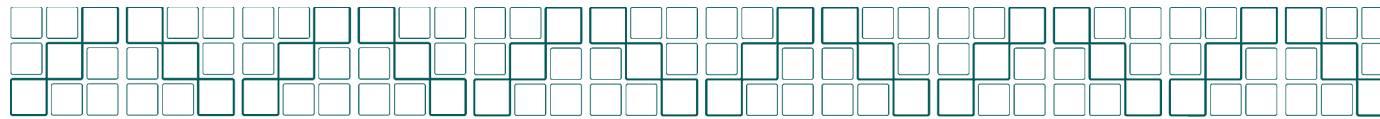
- Resources
- People
- You don't have to do it all at once!



Resources

- [The Psychology of Career Decision Making](#)
- [Why Career Choices are so Hard](#)
- [Career Advancement and Exploration](#)

- For Government Careers:
<https://www.youtube.com/watch?v=yA925nKV3QY>
- For Industry Careers:
<https://www.youtube.com/watch?v=8Wg8nwrQofg&t=3s>
- For Academic Careers:
<https://www.youtube.com/watch?v=QzMX5GvAczY>



More resources

- Join our Listserv to get info while you are not at the NIH
 - Go to www.training.nih.gov to sign up.
- Connect with me on Linked-In
- Watch previous OITE career workshops, including many on CVs, resumes and cover letters
 - [NIH OITE YouTube](#)
- Read the [OITE Careers blog](#)
- Email me at laura.marler@nih.gov