NFC Marketing & Social Media Committee Presents:

Navigating the Job Hunt in the Final Months of Fellowship

As you approach the final stretch of your fellowship, you might find yourself uncertain about how to kickstart your job search. Perhaps you've already begun the hunt but haven't seen the results you hoped for. In either case, consider the following suggestions to ignite your efforts or reassess your approach. It's natural to get caught up in the day-to-day demands of your fellowship, but remember, it's only temporary. Your ultimate goal is to secure that full-time position! So make sure to dedicate some time to get your job hunt started!

1. **List out the types of roles you are interested in:** For example, if you're a medical affairs fellow, you may consider roles adjacent to medical affairs such as medical strategy, MSL, scientific communications, etc. It's typical for fellows to apply for manager, senior manager, or sometimes even associate director roles. Don't sell yourself short if you know what you're capable of and willing to take on the responsibility. If you are pursuing a role in a different functional area or team, consider connecting with colleagues in that area to learn more about the team culture and project work.

2. **Update your Resume/CV and LinkedIn:** Highlight your fellowship experience, skills, and accomplishments relevant to the positions you're applying for. Tailor your resume and LinkedIn profile to each job application to better match the job requirements.

3. **Have a discussion with your preceptor or senior leadership on your team:** Ask what opportunities they foresee becoming available in the next few months. Communicate your value to the team and in what capacity you plan to contribute. Continue to remind them of your intent and prove your willingness to be a part of this team/unit.

4. **Utilize your network:** Leverage the connections you've built during your fellowship with your colleagues, other fellows at your partner company, and outside of your fellowship program. Let them know you are interested in a certain role or becoming part of their team if a position becomes available. The vast majority of jobs are filled through networking!

5. **Apply strategically:** Don't just apply to every job you come across. Instead, focus on positions that closely match your skills, interests, and career goals. Customize your application materials for each job to demonstrate your fit for the role.

6. **Consider your options:** If you feel strongly about staying at your partner company, don't be afraid to take on a short-term contract role that may become a full-time position. It's also okay to look outside your partner company; there are many options in pharma or biotech! Some may or may not be in your chosen functional area, so consider where else you can apply your skills.

7. **Prepare for interviews:** Speak confidently and prepare thoughtful responses that showcase your relevant experience, problem-solving abilities, and passion for the industry, team, or disease state. Emphasize transferable skills gained during your fellowship, such as project management, data analysis, communication, teamwork, and problem-solving. Show how these skills are applicable to the roles you're pursuing. Be able to answer questions utilizing the STAR/BAR method.

8. **Be patient and persistent:** Landing a full-time position may take time and multiple applications. Stay positive, resilient, and persistent in your job search efforts. Seek feedback from interviews to identify areas for improvement.

9. **Negotiate:** Once you receive a job offer, don't forget to negotiate! Carefully evaluate the offer based on factors such as salary, benefits, career advancement opportunities, and work-life balance. Don't hesitate to negotiate terms that are favorable to you, but remain professional and respectful throughout the negotiation process.

Remember that the job-hunting process can be challenging, but with perseverance, preparation, and strategic planning, you can successfully transition from a pharmaceutical industry fellowship to a fulfilling full-time position in the industry. Good luck!