Introduction

Thanks for picking up a copy of the 2020 Career Handbook. Our goal, with this booklet as well as all the career resources from Science, is to bring you useful, relevant information to help you navigate the job search process and manage your development in a way that leads you to a truly rewarding career.

To that end, we have teamed up with some great organizations to bring you information about their latest career opportunities. The profiles shown here give you a sense of the kinds of positions they offer. We’ve also included some articles with some general tips and advice on job searching.

In addition to the companies featured in this booklet, you can search thousands of additional job postings on our website ScienceCareers.org — all for free.

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“I’m pleased to offer you the position.”

It’s exciting to hear those words. But your work doesn’t stop there. Before accepting a job offer—whether in academia, industry, or elsewhere—you need to negotiate with your prospective employer to make sure you get the best deal possible for yourself.

That may sound foreign or uncomfortable for early-career researchers, particularly those who are going into postdoc positions and may not feel that they have much leverage. But it can—and should—be done. Last week, at the National Postdoctoral Association’s annual meeting in Orlando, Florida, negotiation expert Joshua Weiss gave a plenary address entitled “Negotiation with an Imbalance of Power” about how to get what you want and need.

Science Careers spoke with Weiss—a senior fellow of the Program on Negotiation at Harvard Law School who, among other roles, also offers negotiation trainings through his consulting company—about his suggestions for approaching negotiation. This interview has been edited for clarity and brevity.

What holds early-career researchers back from negotiating, in your experience?

As I understand it, a lot of postdocs are really worried that it’s bad practice to negotiate. They tend to view power in an absolute sense. In other words, “The PI [principal investigator] has all the power; I have none of it because they’re the ones hiring me.” People tend to not understand the value they’re bringing to the table.

People also tend to focus on worst-case scenarios—to think that they’ll lose the postdoc, or harm the relationship, if they negotiate. But when you’re in that situation, it’s important to remember that they made an offer to you. They’re sitting with you for a reason. They’re not sitting with the other 50 candidates; they’re sitting with you. We tend not to remind ourselves of those things, to remind ourselves of our own worth.

What are your key tips for negotiating?

Most people have not thought strategically about negotiation. It’s one of those realms where people seem to imagine they can just intuit their way through it—they’ll just sort of figure it out. That approach doesn’t work well because negotiation—like most things in life—requires preparation.

The first step is trying to figure out what is it that you’re trying to achieve in a negotiation. I find that a lot of people are very unclear about that. When coaching I’ll say, “How would you measure success? How would you know success if you saw it?”

Beyond dollars and cents, it’s important to think about what else you might ask for that would have value for you. Sometimes a PI’s hands might be tied on how much salary they can offer you. You’ll want to probe that in your discussions. If that’s the case, you’ll want to be prepared with other things that are of value to you that you can negotiate for.

For instance, can you ask for flexible hours or an ability to telecommute? Can you ask for more money for research? I would counsel people to think broadly about all their interests, needs, and objectives and bring those into the conversation during the salary negotiation.
It’s a little bit like preparing to play chess. You’re clear on what it is you want to try to achieve, but you’re flexible on how to get there.

**Q** How can you convince the other person to see your point of view?

**A** Most people tend to think, very logically, that I’m going to lay out a case from A to B to C. But there are a number of different ways of trying to persuade people and different things that appeal to folks. I often encourage people to think about how they can create not only a logical case, but also an emotional one. Can you use stories? Can you figure out a concern that the PI has and speak to that? Can you play to the PI’s ego—to, you know, massage that in a useful manner?

The art of negotiation is letting the other person have your way—to make them think that this is what they’ve always wanted to do all along, when in fact it really meets your needs as best as possible. That’s why it’s important to think strategically about how to be persuasive.

To practice this, I advocate to folks that they should have a negotiating buddy, somebody that they can bounce ideas off of and say, “If I were to say this, what do you think would happen?” Sometimes your buddy will say, “You’re not going to say it that way, are you?” It forces you to refine the way you’re approaching the situation and the way you’re trying to persuade the other person.

**Q** You mentioned that postdocs often feel like they don’t have enough power to negotiate. What can they do to feel more confident?

**A** There’s a concept in negotiation called your BATNA, which is your “best alternative to a negotiated agreement.” Basically, what it means is: What will you do if you don’t reach a negotiated agreement? It’s helpful to cultivate alternatives, if you can—another postdoc offer, for instance—so that you’re not negotiating with all of your eggs in one basket. The less you need a negotiated deal, the more power you have.

You should also analyze the timing elements of a position before negotiating. If you know, for example, that a PI needs to get somebody in the door soon, then that gives you some power.

Another thing you can do is take charge and set the agenda yourself. You could say: “I want to talk about salary. I want to talk about resources available. I want to talk about lab time.” It’s helpful to put everything on the table at the outset because if they set the agenda, they might say, “Let’s talk about salary and we’ll worry about all those other things later.”

The problem with leaving those things for later is that some of those things may not come to pass. The best time to negotiate all of those things is upfront before there’s a deal. Because once they’ve got you in the fold, then they can tell you their expectations for lab time—and that might not work well for you. But what are you going to do at that point? You’re already committed.

**Q** Are there any other big pitfalls to avoid when negotiating?

**A** One of the biggest mistakes is that people try to go in with a concrete plan. When things go awry and the other person takes the conversation down another road that they weren’t even considering, they get flustered and start to give away things because they don’t know what to do.

Your mindset matters a lot in negotiation. People sometimes engage in self-defeating behavior—in thinking that they have to confront the other person, to forcefully push in a certain direction—because they want to take a stand. But it’s not very effective because you have to remember that you want to keep the other side open and willing to hear what it is you’re saying—to hear your concerns. And most people don’t do that well if they perceive themselves being boxed into a corner—or blamed or pushed.

The reality is that the other person is somebody that you need to work with and that you want a positive relationship with. So, someone doesn’t have to win and someone doesn’t have to lose in these conversations.

In my mind, the best negotiations are focused around creativity and problem solving—in seeing what’s in front of you as a problem to be solved and also seeing that the other person isn’t your enemy. You’re basically problem-solving partners in the endeavor. You have issues that need to be addressed. But the reality is you need them to say yes, just like they need you to say yes.
Top employers: Breakthroughs, impact, and purpose

The 17th annual Top Employers Survey features a surprise: Alnylam Pharmaceuticals, an RNA-interference therapeutics company headquartered in Cambridge, Massachusetts, earned the No. 1 spot in its first appearance in the survey rankings. Some responses from the biotechnology and pharmaceutical industry are similar to those in previous surveys, however. Respondents valued innovation above all, while noting industry changes around drug pricing, regulations, and policies as well as an increasing emphasis on artificial intelligence and machine learning.

By Chris Tachibana

Followers of the annual Top Employers Survey from Science Careers will notice something new this year. The highest ratings in 2019 went to newcomer Alnylam Pharmaceuticals. The U.S.-based company of more than 1,200 employees develops RNA-interference (RNAi) therapies. In the three previous years, the top employer was Regeneron Pharmaceuticals in New York, which is No. 2 this year, followed by the Delaware-based pharmaceutical company Incyte. “We’re very excited,” says Alnylam CEO John Maraganore regarding the company’s Top Employer status. “We’ve grown a lot lately and our success depends on having a highly engaged team.”

Many other features of the survey remain unchanged, however. As happened in recent years, more than 7,500 people responded. About 95% reported working in the biotech and pharma industry, and 80% were age 30 years or older. This year, the proportion of survey respondents from North America increased to 72% from 63% in 2018. The proportion from Europe dropped from 24% to 19%, and the fraction from the Asia/Pacific Rim fell from 9% to 7%.

Innovation has been a leading driver of top employer status since the survey began in 2002, and this year was no exception. Other reasons for recognition as a top employer were treating employees with respect and having company values that align with theirs. Being socially responsible and having leadership that can make needed changes were also important characteristics of top companies.

The most noteworthy current and expected changes in the industry, based on open-ended comments from survey respondents, focused on cost-cutting, pressures around drug pricing, and the political environment, including drug regulation policies and changes at the U.S. Food and Drug Administration (FDA). Mergers and acquisitions, outsourcing, and the impact of artificial intelligence (AI) were noted, along with the rising pace of industry research.

Representatives of some top companies gave their perspectives on these and other issues. They discussed how their organization maintains an innovative edge and excels as a workplace, and how the increasing use of AI affects work and work culture.

THE TOP FIVE INNOVATORS: BREAKTHROUGHS IN PRODUCTS AND PRICING

Alnylam joined the Top Employers list with a splash, reaching the top spot in its first year of inclusion in the survey. It’s been a year of breakthroughs for the company. In August 2018, Alnylam received the FDA’s first-ever approval for an RNAi therapy. Alnylam’s Onpattro treats neurological symptoms, such as numbness in patients with hereditary transthyretin-mediated amyloidosis. This rare, potentially fatal disease affects about 50,000 people worldwide.
Maraganore says that having the first RNAi therapy on the market is a clear sign that Alnylam is an innovative leader, which is what survey respondents valued most in a biotech or pharma company. “We are pioneers in bringing a whole new class of medicines to market,” he says. “And before that, we pioneered this technology to clinical trials.”

Alnylam regularly conducts internal work culture surveys and develops improvement plans based on the results, Maraganore says: “We view feedback from employees as a big gift, and we harness that to continuously make our company better.” Employees notice innovations in benefits, Maraganore says, for example, an in-house diversity and inclusion team that works on issues such as equity in race, gender identity, and sexual orientation. This initiative aligns with the employee value of social responsibility, consistently rated in the survey as a characteristic of the best companies. Diversity is also a trending issue in the industry. Maraganore just stepped down after two years chairing the Biotechnology Innovation Organization (BIO) Board of Directors. At the last BIO International meeting, BIO launched the Right Mix Matters campaign to provide companies with resources to increase diversity in leadership positions. Maraganore also notes employee work–life benefits, such as programs for working at home and for spending time on an exploratory project not directly related to Alnylam R&D. This opportunity can pay off for the company in a big way. “We recently figured out how to deliver our drugs to the central nervous system, which opens up our pipeline to a range of neurodegenerative diseases,” he says. “That opportunity happened because we gave a small group of employees the freedom to take 20% of their time to explore a new idea.”

Drug pricing is at the nexus of a number of topics—including access to medicines, cost-cutting, and politics—that survey takers raised when asked to name notable industry changes. Many companies with groundbreaking but high-cost drugs are developing novel pricing schemes. Maraganore mentions Onpattro pricing related to both innovation and social responsibility, saying that company representatives proactively met with health care payers (insurance companies and other health plan sponsors) to negotiate value-based reimbursement. In these plans, payments made by payers to the company are linked to patient response to drug therapy. “With other drugs,” he says, “you pay even if they don’t work. We believe in our product so we’re willing to put skin in the game with value-based reimbursement.”

At No. 4, Merck KGaA is a contrast to the newer companies in the top five: Merck KGaA celebrated its 350-year anniversary in 2018. (The company is legally independent from U.S.-based Merck & Company and has headquarters in Darmstadt, Germany.) Nonetheless, in common with other top employers, Merck KGaA prioritizes thinking ahead, adapting, and communicating. This strategy is how the company takes advantage of opportunities and innovations, said member of the Executive Board and CEO of Healthcare Belén Garijo. In an email, she said Merck KGaA’s long-term success centers around maintaining connections to all stakeholders, including employees, business leaders, and customers.

Spark Therapeutics, like Alnylam, celebrates its first year of survey inclusion by entering the survey at No. 5. Like Alnylam, Spark brought a groundbreaking therapy to
market in 2018 with the first U.S. commercial sales for a gene therapy product. Luxturna treats vision loss from a rare, inherited retinal dystrophy disease.

Founded in 2013, Spark is headquartered in Philadelphia, Pennsylvania, and has more than 400 employees. Katherine High, president and head of R&D, says the company’s innovation is demonstrated by Luxturna and four other gene therapies in clinical trials, with more in the pipeline. High recently talked to an employee with a background in more traditional pharmaceutical work who noted the transformative effect of gene therapy. “A lot of drug programs are just trying to have a narrow margin of superiority over others,” High says. “With gene therapy, as long as the program is well thought out, we see very clear therapeutic effects.”

Spark was highly rated by survey participants for having a work culture that aligns with employee values. To describe the company’s culture, High uses the adjective “dynamic.” One employee, she says, noted that “there’s high speed, there’s warp speed, and there’s ‘Spark speed.’” Employees see their programs progressing, High explains, and watch their hard work move products from preclinical to clinical stages—and in Luxturna’s case, to commercial success. “All that is exciting,” she says.

On the topic of drug pricing, High lists factors that her company considers when setting prices. The diseases for which Spark is developing gene therapies, such as retinal dystrophy, have no available treatments or have high unmet needs. An example of the latter is hemophilia, which requires frequent infusions of clotting factor. A one-time gene therapy intervention could save money over treatments that must be administered over a lifetime and may treat only symptoms, not causes. Pricing also needs to reflect the investments of developing a one-time therapy and should allow a company to be sustainable, High notes.

To provide patients access to needed therapies, Spark is pursuing several strategies in the United States focused on health care payers, High says. The strategies include installment plans for payments as well as outcome-based rebates derived from the same principles as Alnylam’s value-based reimbursements. For example, if patients don’t achieve expected outcomes based on Phase III clinical trial results, payers are eligible for a rebate from Spark. Because gene therapy is administered at only a few medical centers in the country that have specially trained personnel, agreements with payers ensure that no matter where patients are treated, they pay in-network rates, as though they received care in their home area.

In another novel approach called “buy and bill,” payers rather than medical centers purchase the therapy. This plan reduces the financial risks to medical centers—for example, from buying therapies that patients don’t end up using—and eliminates markup costs that payers might otherwise incur. Spark is also looking into installment plans for payments tied to therapy effectiveness, but because of U.S. health care complexities, this requires state-by-state arrangements.

With regard to survey participants’ comments about mergers and acquisitions, High has direct experience with employee concerns about this situation. Roche is in the process of buying Spark after the boards of both companies unanimously agreed to the acquisition. Employees are positive about the merger, High says. “We’ll have to see how it unfolds over time, but we see this as an opportunity to access additional financial resources to push our work forward. I personally think it’s exciting,” she adds. “Roche is a world-class drug developer.”

**EMPHASIZING PERSISTENCE AND PURPOSE**

The acquisition would add Spark to the Roche group, which includes Genentech, this year at No. 8 in the survey. Founded in 1976, with headquarters in South San Francisco, the well-established Genentech is a contrast to Spark. While this is Spark’s first year in the survey, Genentech is the only company to have been one of the top employers since the survey started in 2002, setting the standard for the entire field.

While the term “speed” (along with “well thought out”) comes up in High’s description of the Spark culture, Mike Varney, Genentech’s executive vice president of research and early development, uses the word “patience” to
describe his company’s scientific approach. The Roche group has room for both Spark and Genentech, however, because of a common overall culture. “We all value rigorous science,” Varney says, “but Genentech and others in the Roche group maintain their own subculture. We build the organization the way we want and create the kind of work culture that will facilitate our innovation.”

Genentech maintains its status as an innovative leader by harnessing technology to deeply understand the biology of disease, Varney says. Initially, the company’s founders used this principle to translate the technology of gene cloning into medicines such as hormones. Later, company researchers focused on converting the specificity and binding affinity of antibodies into immuno-oncology therapies.

“This business requires understanding complex biology,” Varney says, “so patience is a virtue and persistence is a huge component of success. We’re willing to put the time and resources into solving problems.” He notes that distinguishing features of the company are its high ratio of discovery biologists to other employees and the commitment of its researchers to use data to guide their projects.

Varney agrees with survey participants about the increasing pace required to move products through pipelines. “There’s no question that time matters,” he says, but emphasizes that the company’s approach is efficient and strategic in the end. Researchers don’t waste time pursuing medicines that their data do not support, but when their findings show promise, they continue. This is one reason so many of Genentech’s products are first-in-class therapies, Varney observes. “We believe in our biology so strongly that we stay in the game when others drop out.” An example, he says, is that company persistence resulted in their AKT (protein kinase B) inhibitor, now in clinical trials for cancer therapy.

One of Genentech’s strengths in the survey was quality research with talented employees. An experiment-focused company attracts action-oriented people interested in exploring the unknown, Varney says. “There’s no innovation without experimentation. In an innovative environment, you take action,” he says. “In a noninnovative environment, you analyze.” Genentech has long had programs that encourage researchers to explore avenues not always directly related to their company work. Currently, research leaders can apply for internal innovation funds or for a postdoc to work on an industry or academic project.

In the midst of a general emphasis on multidisciplinary teams and flat structures, Genentech also holds to a single decision-maker model for its research teams. “You can have a freewheeling team with freedom to explore,” Varney says, “but someone has to make the decisions and point the team members in the same direction.” The decision-maker’s goal is to choose based on data and input from the team. This model, Varney says, “provides organizational clarity.”

At No. 9 this year was Eli Lilly, moving up from No. 16 in 2018. The company is headquartered in Indianapolis, Indiana, but has a presence around the world. In an email, Terri Grant, vice president for human resources at Lilly Research Laboratories and Lilly Oncology, noted several factors that are attractive to employees. Like Alnylam, Lilly is also responding to employee feedback by working to increase diversity, including in management and leadership positions.

A strength of Lilly compared to companies with similar rankings in the survey is social responsibility. Grant points to two programs that make the company stand out in this area. On Lilly’s annual Global Day of Service, employees volunteer...
in their communities. Also, the company’s Connecting Hearts Abroad program sends about 100 employees a year on a two-week volunteer service assignment, for example to South Africa or Mexico. Participants help with health-related issues ranging from diabetes care to mobile community health screenings, gaining inspiration and experience that enhance their sense of purpose as employees.

Syngenta, an agriculture company headquartered in Basel, Switzerland, was No. 10 this year, moving up from No. 14 in 2018. Gusui Wu, head of seeds research, has been with the company for only a year, but says a reason for the rise in employer standing might be that after a period of change (including acquisition by ChemChina in 2017), Syngenta now has a clearer vision for the future. Both leadership and employees see a more definable role for Syngenta in the industry and in how it contributes to society. “Our industry is historically not seen as sustainable, but we have a vital role in food security,” Wu says, “so there’s now more emphasis on agricultural sustainability and meeting the challenge of climate change.”

In fact, a strength of Syngenta relative to companies with similar rankings is corporate responsibility. Wu observes that company goals of helping feed the world while protecting the planet through sustainable agriculture align with employees’ personal values. By working on products that help farmers address issues such as drought, changes in crop pests, and diseases that arise from the climate crisis, he says, “our scientists feel they’re doing good by coming to work every day.”

According to Wu, Syngenta is in a unique position to help developing economies by lifting their agricultural productivity—for example, with products for insect and disease control. Syngenta research sites, corporate offices, and production plants are held to sustainability and environmental health standards with periodic audits, which may be another responsible action noticed by employees.

Syngenta has made recent outreach efforts to the public and especially customers. “We believe people have misperceptions about what we do,” Wu says. To be clearer about the benefits of agricultural technology, this year Syngenta conducted a 90-day initiative consisting of listening sessions with, for example, consumers and farmer groups. One result was a long-term partnership with The Nature Conservancy, which got positive feedback from employees. Another initiative, focusing on soil health, aims to develop technologies that reduce nutrient loss in soil.

Earlier this year, Syngenta began a project to facilitate R&D collaborations with farms, which has connected more than 100 Syngenta scientists with large agricultural operations, Wu says. The project’s goals are sharing data, demonstrating technology, and collecting information on product performance. “Farmers get to see the technology we’re working on,” he explains, “and scientists get direct input and feedback from farmers who will be using our products.” Also, like Alnylam, Genentech, and other companies, Syngenta has a competitive internal funding program for researchers to explore high-risk, high-return, creative projects separate from their product-development work.

Since agribusiness is going through a period of consolidation, Wu has insights about employee management during mergers and acquisitions. The 2017 acquisition of Syngenta by ChemChina was for the purpose of expansion and growth, and to help China increase agricultural productivity, he says, not for cost-cutting and reductions. Still, when two companies come together, regardless of the reason, processes, procedures, and cultures will change. Recognizing the inevitable disruption that Syngenta faced, the company instituted change management programs so employees understood the business rationale for the acquisition and what it meant to them. “The worst situation is leaving employees and the organization in uncertainty,” Wu says. “The ambiguity can be unsettling.”

Communication is critical; it’s especially important to ensure that employees hear frequently from corporate leaders and their own supervisors, Wu says. “Even if we don’t have answers, we explain that we’re trying to get clarity on questions. We report progress and keep employees as informed as possible.”
BRINGING IN AI AND ML

In addition to pressures related to drug pricing and mergers and acquisitions, survey participants consistently note industry changes, including the rising use of automation, AI, and machine learning (ML) in research. At Alnylam, for example, Maraganore says AI and ML are enhancing effectiveness in multiple ways, from identifying sequences for designing RNAi drugs to locating patients who might benefit from Onpattro.

At Merck KGaA, Garijo says AI tools are expected to increase efficiency and effectiveness. The company has several AI-related agreements, including with AI drug-design company Iktos and proteome-screening company Cyclica. Merck KGaA also received a U.S. patent for a system that uses AI to protect supply-chain integrity. The system links physical objects, such as equipment parts or pills, with digital signatures that are securely stored with blockchain technology. This process ensures the authenticity of medicines but could also be used for products such as food and electronic devices, Garijo explains.

AI tools fit the Genentech commitment to understanding the biology behind diseases, says Varney. He sees drug discovery as a sorting exercise, narrowing targets and candidates from a large pool down to the most promising. The company integrates data scientists within research teams to apply AI where it can make sorting more efficient. One example is an application that rejects small-molecule drug candidates when data indicate they are likely to be quickly metabolized. Another applies data to identify tumor-associated proteins that will be antigenic and easily displayed to the immune system for personalized cancer vaccines. By making sorting more efficient, “AI frees up scientists’ time so they can think and be creative and do other work that machines can’t do,” Varney says.

GSK (GlaxoSmithKline), headquartered in Brentford, United Kingdom and at No. 16 this year, has long been a leader in AI and ML. GSK has used AI for traditional R&D, such as small-molecule drug discovery. Recently, the global pharmaceutical company stepped up its AI–ML game.

In 2018, Hal Barron became GSK’s chief scientific officer and president of R&D. He is directing new investments in R&D, particularly in immunology, human genetics, and advanced technologies. GSK is focusing its technology development on the intersection of human genetics data, functional genomics, and AI and ML to help understand human disease on a cellular level. Barron explains two points driving GSK R&D: (1) Less than 10% of drugs that enter clinical testing go to market, and (2) genetic validation increases the likelihood a medicine will succeed. This is why GSK developed partnerships with human genetics organizations such as 23andMe and Open Targets to use data to help identify new drug targets.

To validate targets, GSK plans to incorporate CRISPR gene-editing technology for functional genomics through a partnership with the University of California. Researchers will use CRISPR to test how altering candidate genes or their expression affects human cells in vitro. Functional genomics generates “trillions of datapoints,” Barron says, so ML is essential for the next step—integrating the data and helping to understand relationships between genes and how mutations relate to disease. To support this work, GSK is building infrastructure, including an in-house data science group, a platform for integrating large datasets, and automated tools for data analysis. Barron expects these innovations to increase R&D speed from discovery to clinical trials to market.

THE BOTTOM LINE: HAVING AN IMPACT

The addition of AI and ML to drug development and marketing is speeding breakthroughs across the industry. More mergers, acquisitions, and consolidations are expected by survey participants, who also noted Brexit and upcoming U.S. elections as changes expected to affect the industry.

The bottom line for pharma and biotech companies, however, is that employees need to feel that their company supports them in doing high-quality, rigorous, impactful work, Maraganore notes. “I believe our employees are invigorated to work for a company that is bringing innovative medicine to patients,” he says. “They’re generating something brand-new and transformative, which creates a sense of pride and a sense of purpose.”
Questions to Ask Yourself

- What do you like to do? What energizes you?
- Do you want to do lab work/research?
- Where do you want to work?
- What do you want to wear to work?
- How often do you want to change projects?
- What sorts of hours do you want to work?
- Are you willing to travel?
- What sort of funding situation do you want to be in?
- What nonscience interests or skills do you want to use?
- How important is your income level? Job security?
- What sort of stress levels do you want to deal with?
- Would you like to work independently or as part of a team?

Questions to Ask in an Informational Interview

- What attracted you to this field?
- What do you like most or least about this position or field?
- Describe a typical day or week.
- What steps did you take to break into this field?
- What skills are most helpful in your job? How can I develop them?
- To what professional associations do you belong?
- What advice would you give somebody interested in your line of work?

Questions You Might Be Asked at an Interview

- Tell me about yourself.
- What are your strengths?
- What are your weaknesses?
- Why this organization? Why this job?
- What can you do for us?
- Why are you leaving research? (if applicable)

Questions to Ask at an Interview

- What does the job entail?
- What are the opportunities for advancement?
- How will you help with my professional development?
- What are the future goals for the organization?
- What are the roles of different team members?
- Tell me about the culture of the organization.
The AAAS Mass Media Science & Engineering Fellowship seeks to increase communication skills in students and scientists. From grant writing to interacting with their community, these skills will benefit a fellow's career and increase public understanding of science and technology.

The Fellowship places advanced undergraduate, graduate, and postgraduate scientists, engineers, and mathematicians at media sites nationwide to work as science reporters for 10 weeks. Past sites have included the Los Angeles Times, WIRED, National Geographic, and NPR. Fellows use their academic training in the sciences as they research, write, and report today's headlines, sharpening their abilities to communicate complex scientific and technical issues to the public.

Applications are open each fall (Oct. 1 through Jan. 1) for the following summer.

Spanish Language Fellowship

AAAS initiated the Spanish Language Fellowship in 2014 to focus on serving the growing Spanish-speaking populations of the U.S. Once again, we are recruiting fluent Spanish-speakers who will expand the work with mainstream Spanish language news outlets to bring science news to Spanish-speaking communities.
EMPLOYER PROFILE: AAAS Mass Media Fellowships

ABOUT US

This highly competitive program strengthens the connections between scientists and journalists by placing advanced undergraduate, graduate, and postgraduate level scientists, engineers and mathematicians at media organizations nationwide for 10 weeks during the summer. Fellows have worked as reporters, editors, researchers, and production assistants at such media outlets as the Los Angeles Times, WIRED, National Public Radio, National Geographic and Scientific American. The AAAS Mass Media Fellows use their academic training in the sciences as they research, write and report today’s headlines, sharpening their abilities to communicate complex scientific issues to nonspecialists. Participants come in knowing the importance of translating their work for the public, but they leave with the tools and the know-how to accomplish this important goal. Over its 45 year history, the program has supported over 700 Fellows.

Criteria:

1. Applicants must a) be enrolled as students (upper level undergraduate or graduate), b) be a postdoctoral trainee, or c) apply within one year of the completion of a) or b). Applicants must be in the life, physical, health, engineering, computer, or social sciences or mathematics and related fields. If you have questions about your eligibility, email mmfellowship@aaas.org.

2. Students enrolled in English, journalism, science journalism, or other non-technical fields are not eligible for the AAAS Mass Media Fellowship BUT these students may be eligible for the Diverse Voices in Science Journalism Internship.

3. Applicants must be US citizens or already hold visas that allow them to receive payment for work during the summer. AAAS cannot assist in obtaining/retaining visas.

4. Successful applicants are required to attend an orientation at AAAS headquarters at the beginning of the summer (early June) and a wrap-up session at the end of the summer (mid-August). They will prepare reports on the progress of their fellowships throughout their placement.

LOCATION

Various cities across the United States

PRIMARY CONTACT DETAILS

AAAS Mass Media Science & Engineering Fellows Program
1200 New York Ave, NW | Washington, DC 20005
Email: MMFellowship@aaas.org

KEY RECRUITING AREAS

- Agriculture
- Animal Studies
- Anthropology
- Applied Mathematics
- Astronomy and Planetary Sciences
- Atmospheric Science
- Biochemistry
- Biology (Cell, Molecular, Developmental)
- Chemistry
- Climate Science
- Computer Sciences
- Ecology
- Engineering
- Environmental Sciences
- Genetics
- Geosciences/Earth Sciences/
- Material Sciences
- Mathematics
- Medical Studies
- Microbiology/Immunology/ Virology
- Nanoscience
- Neuroscience
- Oceanography/Marine Sciences
- Pharmacology/Toxicology
- Physical Chemistry
- Physics
- Physiology
- Plant Biology/Physiology Statistics
- Any Scientific Field
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go.stpf-aaas.org/SC20
EMPLOYER PROFILE: AAAS Science & Technology Policy Fellowships

LOCATION
Washington, DC

PRIMARY CONTACT DETAILS
AAAS Science & Technology Policy Fellowships
1200 New York Ave, NW | Washington, DC 20005
Email: fellowships@aaas.org | Phone: +1 202 326 6700

ABOUT US
AAAS seeks candidates with strong STEM credentials, an interest in career transformation, and a desire to enhance federal policy. Fellows serve yearlong assignments in all three branches of the federal government in Washington D.C. and represent a broad range of backgrounds, disciplines and career stages. Candidates come from a broad array of backgrounds and diverse geographic, disciplinary, gender and ethnicities as well as disability status. Fellows represent a spectrum of career stages and a range of sectors.

Benefits include:
- Pay stipend: $80,000-$105,000
- Health insurance
- Relocation allowance: Up to $4,000
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- Two-week orientation and monthly training programs in policy, communication and leadership
- Opportunities to engage with renowned policy experts

Gain hands-on policy experience and join an influential corps of over 3,000 policy-savvy alumni working across sectors to serve the nation and citizens around the world.

KEY RECRUITING AREAS
Doctoral-level degree (Ph.D., Sc.D., M.D., D.V.M., PharmD, etc.) in any of the following:
- Biological, physical or earth sciences
- Computational sciences or mathematics
- Engineering disciplines (applicants with an M.S. in engineering and three years of professional experience also qualify)
- Medical or health sciences
- Social or behavioral sciences

Learn More: go.stpf-aaas.org/SC20
We are AbbVie, a highly focused, research-driven biopharmaceutical company. We are dedicated to developing and delivering a consistent stream of innovative new medicines.

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**Our Focus**

At AbbVie, we strive to make a remarkable impact on the lives of patients. We do this by focusing on these therapeutic areas:

- Immunology
- Oncology
- Neuroscience
- Virology
- Women’s health

We value the diverse backgrounds and perspectives of our employees, and we have an inclusive culture. AbbVie is also committed to recruit, engage and support U.S. troops and veterans as they re-enter civilian life.

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AbbVie is an economic multiplier. With approximately 30,000 employees globally, our total impact on employment is more than five times that amount through direct and indirect business activity.¹

**Each job at AbbVie creates opportunity for others**

The jobs we create pay well and attract a workforce with diverse skills and education—including Ph.D. research scientists, laboratory technicians, support staff and more—who live, work and spend money in their local communities. We also spend millions of dollars each year with suppliers purchasing goods and services. This all provides benefits for third-party suppliers and local economies in the form of higher sales, tax revenue and economic development.

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**Our skilled workforce**

More than 1/8 of AbbVie employees globally have a doctoral degree.

- ~9,000 working in science globally
- 5,300+ working in science in the U.S.

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- ~15k employees in the U.S.

**AbbVie has a presence in all 50 states**

Largest states:

- ~1.7k employees in California
- ~9.3k employees in Massachusetts
- ~1.2k employees in Puerto Rico

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**EMPLOYER PROFILE:** AbbVie

**LOCATIONS**
US Locations include:
North Chicago, IL; Worcester, MA; Cambridge, MA;
Redwood City, CA; South San Francisco, CA

**PRIMARY CONTACT DETAILS**
AbbVie
1 Waukegan Rd, North Chicago, IL 60064
Phone: +1 800 255 5162

**KEY RECRUITING AREAS**
- Business Technology Solutions
- Commercial
- Corporate Functions
- Operations
- Research & Development
- US Professional Programs
- US Student Opportunities

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**ABOUT US**
AbbVie is a global, research-driven biopharmaceutical company committed to developing innovative advanced therapies for some of the world’s most complex and critical conditions. The company’s mission is to use its expertise, dedicated people and unique approach to innovation to markedly improve treatments across four primary therapeutic areas: immunology, oncology, virology and neuroscience. In more than 75 countries, AbbVie employees are working every day to advance health solutions for people around the world.
Enhancing Affordable Access, Touching Patient Lives

1 Bn
Aspiring to develop affordable blockbuster drugs with the potential to benefit a billion patients.

120+ Countries
We enable affordable access to patients in over 120 countries.

6
Ranked No. 6 on Science Careers’s Top 10 Global Pharma & Biotech Employers List 2019.

Biocon Biologics

2+ Bn
Doses of biosimilar insulins provided to patients till date.

~2 Mn
Patients served through our biosimilars in FY19.

15+
Years of expertise in providing biosimilar insulins globally.
ABOUT US

Biocon is an innovation-led global biopharmaceuticals company committed to enhance affordable access to complex therapies for chronic conditions like diabetes, cancer and autoimmune diseases. We are driven by the belief that the pharmaceuticals industry has a humanitarian responsibility to enable access to essential drugs for patients who are in need and to do so with the power of innovation. We have focused on building a new model of innovation that adds the condition of affordability to ensure accessibility. We have developed and commercialized novel biologics, biosimilars, and complex small molecule APIs in India and several key global markets as well as generic formulations in the U.S. and Europe. We are a leading global player for APIs including statins, immunosuppressants and specialty molecules. We also have a pipeline of promising novel assets in immunotherapy under development. Biocon is committed to pursue the path of innovation to develop products that have the potential to benefit a billion lives.

Biocon Biologics is a subsidiary of Biocon Ltd. It is uniquely positioned as a fully integrated ‘pure play’ biosimilars organization in the world and aspires to transform patient lives through innovative and inclusive healthcare solutions. The company has a large portfolio of biosimilars under global clinical development with three of these commercialized in developed markets like EU, U.S., Australia and Japan. Biocon Biologics has a product pipeline of 28 molecules, including 11 with Mylan, several with Sandoz and is developing many independently.

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KEY RECRUITING AREAS

- API & Generic Formulations. Quality Functions
- Biosimilars
- Clinical Affairs for both Biologics & Small Molecules business
- Intellectual Property Rights
- Manufacturing Insulin
- Portfolio Management Regulatory Affairs
- Program Management
- Research & Development for Biologics & Small Molecules
SERIOUS ABOUT RESEARCH? SO ARE WE.

We’re growing our invention teams to discover new therapeutics across a range of modalities. Join Us.

LOCATIONS
Titusville, NJ; Raritan, NJ; Horsham, PA; Malvern, PA; Spring House, PA; La Jolla, CA; South San Francisco, CA; Beerse, Belgium; Cork, Ireland; Leiden, Netherlands; Schaffhausen, Switzerland; Toledo, Spain; Val de Reuil, France; Shanghai, China

PRIMARY CONTACT DETAILS
Janssen.com

ABOUT US
We focus on areas of medicine where we can make the biggest difference:
- Cardiovascular & Metabolism
- Immunology
- Infectious Diseases & Vaccines
- Neuroscience
- Oncology
- Pulmonary Hypertension

The complex, global healthcare landscape presents new challenges, new diseases and new dynamics. That’s why we focus our efforts and resources where the need is high, the science is compelling and where we have the greatest opportunity to save and improve lives. We must work together – across business, academia, governments and society – to lead healthcare’s ongoing reinvention. At Janssen, we collaborate with the world for the health of everyone in it.

For Janssen, it is not just about leading innovation and driving medical breakthroughs. We go beyond the medicine by working with patients through the entire process to ensure the best possible experience and health outcomes. We are driven by our belief that “patients are waiting” and there is no time to waste.

For nearly a century, we have fearlessly confronted the world’s most devastating and complex diseases. We continue to wage this fight with more strength, determination and expertise than ever before. We are all in until society’s most daunting diseases are found only in the pages of history books and good health is in reach for all of humanity.

KEY RECRUITING AREAS
- Bioinformatics
- Biologic Pharmaceutical Development
- Biology
- Biostatistics
- CAR-T Development
- Clinical Development
- Clinical Pharmacology & Modeling
- Data Sciences
- Gene Therapy
- Immuno-oncology
- Machine Learning (AI)
- Medical Affairs
- Medicinal Chemistry
- Non-Clinical Toxicology
- Protein Engineering
- Regulatory Affairs
- Small Molecule Pharmaceutical Development
- Vaccines
One Team, One Mission
Deliver on the promise of mRNA science to create a new generation of transformative medicines for patients
Moderna is advancing messenger RNA (mRNA) science to create a new class of transformative medicines for patients. mRNA medicines are designed to direct the body’s cells to produce intracellular, membrane or secreted proteins that have a therapeutic or preventive benefit with the potential to address a broad spectrum of diseases. Moderna’s platform builds on continuous advances in basic and applied mRNA science, delivery technology and manufacturing, providing the Company the capability to pursue in parallel a robust pipeline of new development candidates. Moderna is developing therapeutics and vaccines for infectious diseases, immuno-oncology, rare diseases and cardiovascular diseases, independently and with strategic collaborators.

Headquartered in Cambridge, Mass., Moderna currently has strategic alliances for development programs with AstraZeneca Plc. and Merck, Inc., as well as the Defense Advanced Research Projects Agency (DARPA), an agency of the U.S. Department of Defense and the Biomedical Advanced Research and Development Authority (BARDA), a division of the Office of the Assistant Secretary for Preparedness and Response (ASPR) within the U.S. Department of Health and Human Services (HHS). Moderna has been named a top employer by Science for the fifth year in a row.

To learn more, visit www.modernatx.com.
Everything that makes us unique makes us uniquely good at the work we do together.

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ABOUT US

At Pfizer, we apply science and our global resources to bring treatments and therapies to people all over the globe. Every day, we work to advance wellness, prevention, treatments and cures that challenge the most feared diseases of our time.

For more than 150 years, we’ve worked to make a difference for all who rely on us. Consistent with our responsibility as one of the world’s premier innovative biopharmaceutical companies, we collaborate with health care providers, governments and local communities to support and expand access to reliable, affordable health care around the world.

A career with us is about bringing therapies to patients that have the power to improve their lives. Whatever your role, you’ll be part of that – driving the healthcare industry forward and making a positive difference to the world as a whole through both our work and our commitment to helping those in need.

At Pfizer, a brighter future isn’t just something you look forward to. It’s something you can influence. Something you can help to shape. Something you can actively define. Our colleagues are driven to discover breakthroughs that change patients’ lives. If you share that passion, you’ll find there’s no better place to be than here.

Our culture is one where you can discover career success and drive positive business results. We’ll encourage you to believe that amazing things are possible. We know you’ll feel that potential in the world-class people around you who deliver first-in-class science. You’ll be supported by our inclusive environment, quality resources and talent to turn that conviction into a reality.
Empower Cells to Change Lives
Developing cell therapies with the potential to impact patients across a wide range of diseases.

SQZ Proprietary Cell Therapy Platform
SQZ’s unique cell engineering platform facilitates robust, scalable delivery of materials to direct natural cell functions with minimal impact on cell health. The technology has demonstrated the potential to create cell therapies that are infeasible with other approaches.
EMployer Profile: SQZ

**About Us**

SQZ Biotech is a privately held, clinical-stage company creating innovative treatments by transforming cells into sophisticated therapeutics. Using its proprietary platform, SQZ has the unique ability to precision engineer virtually any cell type and deliver multiple materials, potentially resulting in powerful, multifunctional cell therapies for a range of diseases with an initial focus on cancer and autoimmune disease. The company’s initial applications leverage SQZ’s ability to generate target-specific immune responses, both in activation for the treatment of solid tumors, and immune suppression for the treatment of immune reactions and diseases.

At SQZ Biotechnologies we believe that our cell therapies will revolutionize the way we treat diseases. Our unique capabilities enable us to engineer almost any function into any cell type, breaking down the barriers in the field, and creating the possibility for cell therapies that could not have been previously envisioned.

SQZ Biotechnologies is proud to be an equal opportunity employer and to provide equal opportunities to all employees and applicants for employment without regard to race, color, religion, sex or gender identity, national origin, age, disability, sexual orientation or genetics. In addition to federal law requirements, SQZ complies with applicable state and local laws governing nondiscrimination in employment.

**Location**

Watertown, MA

**Primary Contact Details**

200 Arsenal Yards, Suite 210
Watertown, MA
Email: contact@sqzbiotech.com

**Key Recruiting Areas**

- Biological Sciences
- Clinical Development
- Clinical Operations
- Clinical Research
- Engineering
- Exploratory Research
- Immunology
- Immuno-oncology
- Process Development & Manufacturing
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