
Navigating Career Choices and the Move to Industry

Propelling Careers Podcast Spotify and Apple Podcast

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Making Connections that Fuel Innovation!

Remember

Many people feel uncertain about their future



The Industry is in Flux



Fierce Biotech Layoff Tracker



in BIOTECH

**Fierce Biotech Layoff Tracker
2025: Apellis cuts 40 workers;
Barinthus Bio lays off 65% of
staff**

By Gabrielle Masson, Darren Incorvaia · Jan 13, 2025 12:00pm

The image shows a social media share card with a dark blue background. On the left side, there are four social media icons: LinkedIn (in), X (X), Facebook (f), and a plus sign (+). The main text is in white and bold, starting with 'BIOTECH' in a smaller font. The title 'Fierce Biotech Layoff Tracker' is followed by the subtitle '2025: Apellis cuts 40 workers; Barinthus Bio lays off 65% of staff'. At the bottom, it says 'By Gabrielle Masson, Darren Incorvaia · Jan 13, 2025 12:00pm'.

<https://www.fiercebiotech.com/biotech/fierce-biotech-layoff-tracker-2025>



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Fierce Biotech Funding Tracker

X **Fierce Biotech Fundraising**
f **Tracker '25: Be Bio's \$92M**
+ **series C; Umoja adds \$100M**

By Gabrielle Masson, Darren Incorvaia · Jan 15, 2025 10:00am

<https://www.fiercebiotech.com/biotech/fierce-biotech-fundraising-tracker-25>



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Innovation is still active



Digital Health

DMPK /
Toxicology

Process
Development

Lipid
Nanoparticles
/ Drug Delivery

Translational
Research

Cell and Gene
Therapy

Computational
Biology / ML

Functional
Genomics



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Various Types of Places Exist To Work

Universities /
Academic
Institutions

Private Research
Foundations

Non-Profits

Hospitals

Companies
Developing
Technologies

Think Tanks

Venture Capital /
Finance

IT Companies / Big
Data Firms

Consulting Firms

Fashion /
Converging
Technology Firms

STEM Education
Firms

Research Tools
Companies

Journals

Communications /
Marketing Firms

Public Health

Government



Many Titles Exist

Bench Research /
Clinical Research

Academic PI

Data Science / Data
Analysis

Advocacy /
Outreach

Marketing / Sales

Consultant

Writing /
Communications

Finance /
Investment
Banking / VC

Business
Development

Regulatory /
Quality

Patent Agent /
Technical Specialist

Bioinformatics

Operations

Product / Project
Manager

Teaching / Training

etc



Job Searching: The Funnel



Self Reflection For Your Search



Finding the Right Path

What do you Like

What are you good at

What kind of environment is a match for you

nothing is as important
as passion. no matter
what you want to do with
your life, be passionate.

jon bon jovi

SUCCESS.com



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Develop your Career Search Checklist

What do you want in your career?

- Location
- Requirements
- Responsibilities
- Size of company
- Salary
- Culture
- Management style
- Etc...

Item	Must Have	Nice to Have	Definitely No



Rank Your Criteria To Compare Offers (1-5)

Item	Org 1	Org 2	Org 3	Org 4
Hybrid Role	5	5	2	1
Collaborative Environment	4	5	3	4
Leading a small team	3	3	1	3
Present often	5	1	1	1
Score	17	14	7	9



How to Identify Organizations



Develop / Track Your Target List

Organizations Interested in	Organizations that are a fit	Organizations applied to	Status
X	X	X	
X	X	X	
X	X		
X	X		
X			
X			
X			



Many Job Boards Exist

 glassdoor

 indeed



 ZipRecruiter®

 idealist

 flexjobs

 VentureLoop

MassBio's Career Center

 naturejobs.com

careers.massbio.org

 *BioSpace*®

~ 50% of Jobs are Never Posted...



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Use Anchors In Your Search

Otherwise You May Feel Like You Are In a Maze



Using Anchors in your Job Search

Anchor 1: Disease Area

Anchor 2: Focus of organization

Anchor 3: Location: i.e. Boston, NYC, San Francisco

Anchor 4: Stage of company: i.e. clinical stage

Anchor 5: Type of Role: Non-Bench Research

Anchor 6: Lifestyle Options i.e. work from home

Etc



Conferences Provide a Wealth of Information

Thank You for Attending #SfN24!



Search all Neuroscience 2024 abstracts and presentations via the [Neuroscience Meeting Planner](#), or [download PDFs of abstracts](#) for all annual meeting presentations.

Neuroscience 2025 took place Saturday, November 15–Wednesday, November 19 in San Diego. Learn more about [Neuroscience 2025](#).

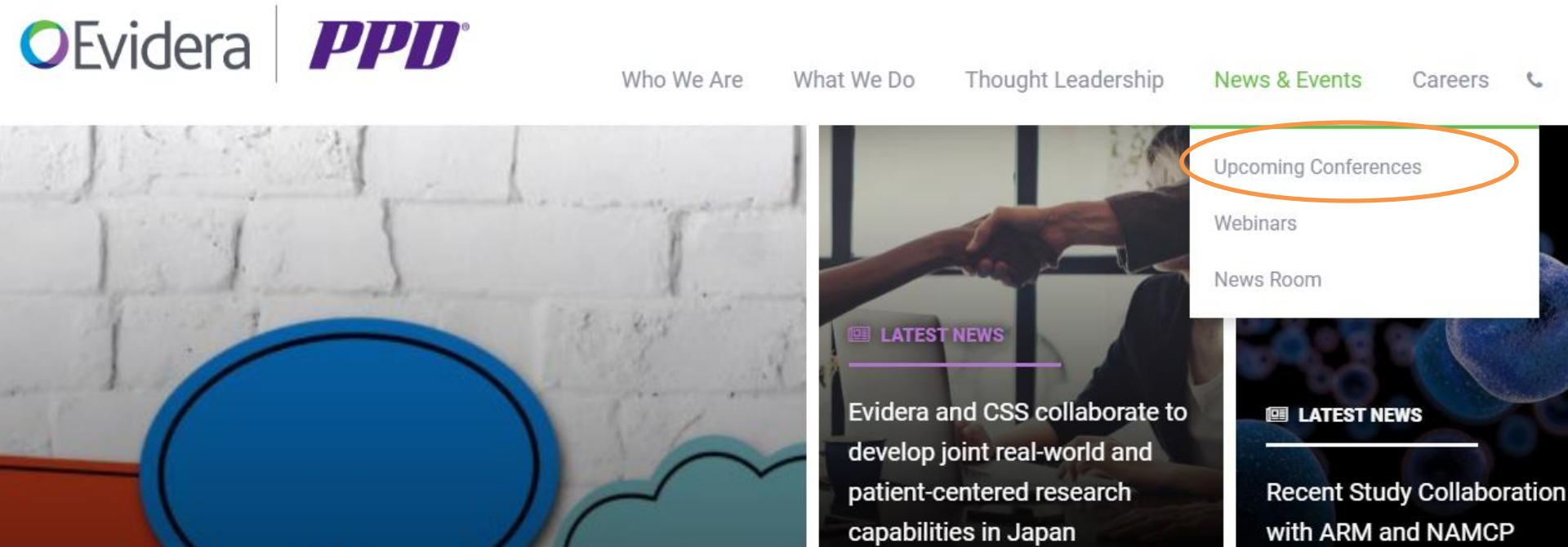
Quick Links



NEUROSCIENCE
2024

- ▶ [Neuroscience Meeting Planner](#)
- ▶ [Neuroscience 2024 Abstract PDFs](#)
- ▶ [Program and Exhibit Guide](#)
- ▶ [Download a Certificate of Attendance](#)
- ▶ [Join or Renew Membership](#)

Use Organization Websites to Identify Conferences



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Venture Capital Organizations Profile Orgs

 ATLAS VENTURE

 **THIRD ROCK**
VENTURES

 POLARIS
VENTURE PARTNERS

 EXCEL VENTURE MANAGEMENT

 **SV** HEALTH INVESTORS

 **HAM**
VENTURES

 **NEA** ANDREESSEN HOROWITZ *Software Is Eating the World*

 **FLAGSHIP PIONEERING**
SCIENTIFIC VENTURES FOR LIFE

 NATIONAL
VENTURE CAPITAL
ASSOCIATION

<https://nvca.org>

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Portfolio

Status



Focus



Location



Thrive.
Earlier Detection



AVIA

All

Autoimmunity

Cancer

Cardiovascular Disease

Device/Therapeutic Technology

Diagnostic

Digital/AI/ML

IS

insitro

Cedilla
THERAPEUTICS

Industry Associations

Council of State Bioscience Associations



The Council of State Bioscience Associations (CSBA) is a confederation of state-based, non-profit trade organizations each governed by its own board of directors. The common mission of the members of the CSBA is to promote public understanding, and to advocate for public policies that support the responsible development of the bioscience industry. These groups are recognized by BIO as affiliate organizations in their respective states. The contents of this

listing may not be reproduced or used in any form without prior written permission from BIO.

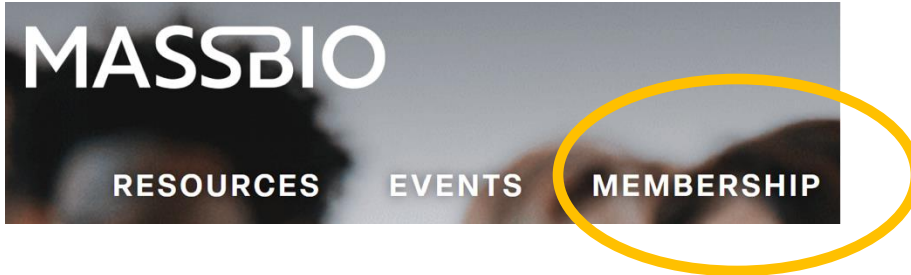
BioAlabama	+
Arizona BioIndustry Association	+
Biocom	+
California Life Sciences Association	+
Southern California Biomedical Council	+

<https://www.bio.org/council-state-bioscience-associations>

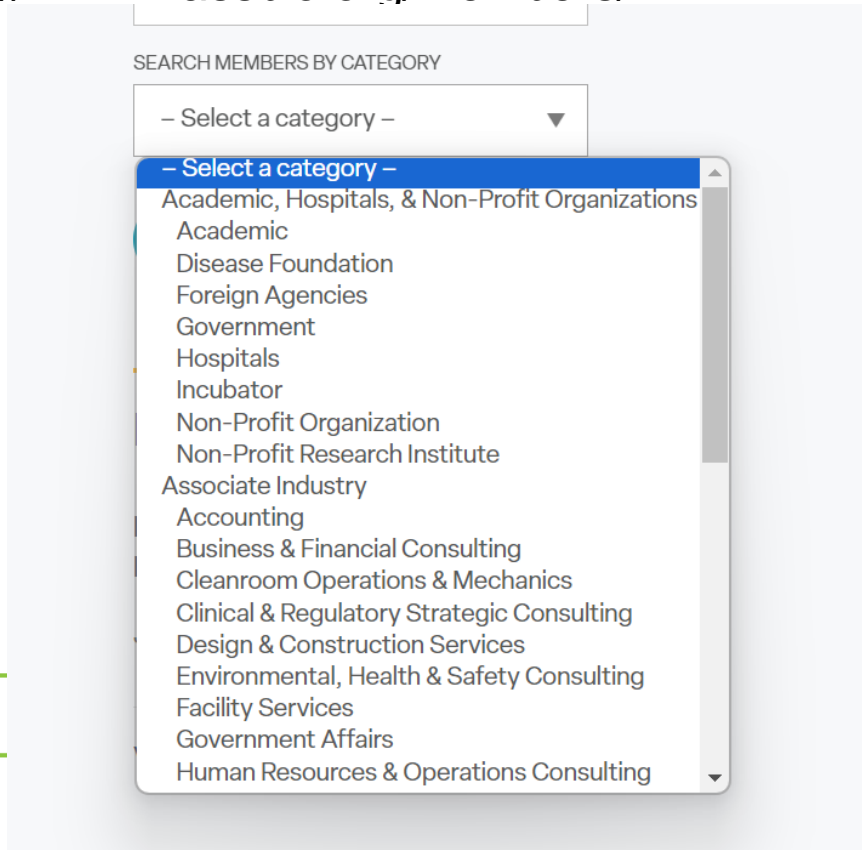


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MassBio's Membership List and Jobs Page



<https://www.massbio.org/members/>



MassBio's Career Center

careers.massbio.org



What Title is Relevant to You



Which Title is Relevant to you?

- When reading through a job descriptions, make a list of job titles relevant to your background
- i.e. Research Roles
 - Scientist
 - Sr. Scientist
 - Scientist I
 - Scientist II
 - Research Scientist



Search LinkedIn



clinical research



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Filter only People ▾ by

Current company

- | | |
|---|---|
| <input type="checkbox"/> Harvard Medical School | <input checked="" type="checkbox"/> AstraZeneca |
| <input checked="" type="checkbox"/> Takeda | <input type="checkbox"/> Massachusetts General Hospital |
| <input checked="" type="checkbox"/> Pfizer | + Add a company |

Past company

- | | |
|---------------------------------|-----------------------------------|
| <input type="checkbox"/> Pfizer | <input type="checkbox"/> Novartis |
| <input type="checkbox"/> ... | <input type="checkbox"/> ... |

Reset

Show results



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Look at Job Descriptions



Developing Your Application Materials



Tidal Wave of Applicants



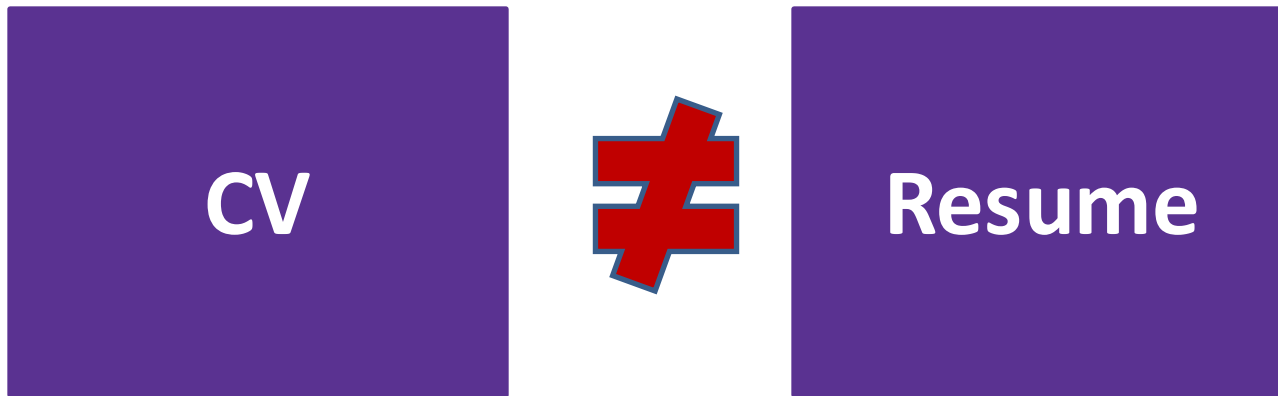
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The Goal of the Resume

- **The goal:** to trigger a discussion about your background
- It should be tailored for each role - highlight relevant skills and experiences for the position
- It is essentially a marketing and branding document
- Don't assume people know what you do based upon your title, lab, research area

A Resume is not a CV



And a Resume is not an NIH Biosketch!!!

Example of an academic CV

John Smith

Institution Address
Email; Phone

EDUCATION

- 2007-2013 **Ph.D. Molecular and Biochemical Nutrition**
University of California, Berkeley, CA
Advisor: Hei Sook Sul
Thesis Title: "Embryonic Development and Adult Expansion of Adipose Tissue"
- 2002-2006 **B.S. Nutrition, Chemistry minor**
Case Western Reserve University, Cleveland, OH
Advisor: Pamela B. Davis

RESEARCH EXPERIENCE

- 2008-2013 **Graduate Research**, University of California, Berkeley, CA
Advisor – Hei Sook Sul
- 2006-2007 **Research Assistant**, Metabolic Mouse Phenotyping Center (MMPC), Department of Nutrition, Case Western Reserve University
Advisor – Henri Brunengraber
- 2005-2007 **Undergraduate Research**, Case Western Reserve University, Cleveland, OH
Advisor – Prof. Pamela B. Davis, Willard A. Bembaum Cystic Fibrosis Research Center

TEACHING EXPERIENCE

- 2007-2013 **Research Mentor**, University of California at Berkeley, CA
- Mentored one graduate student and twelve part-time undergraduate students
- 2012 **Guest Lecturer for NST 103: Nutrient Function and Metabolism**, University of California at Berkeley, CA
- 2011 **Guest Lecturer for "The Chemistry of Cooking"**, University of California at Berkeley, CA
- 2010 **Guest Lecturer for NST 148: Food Science**, University of California at Berkeley, CA
- 2008-2010 **Graduate Student Instructor**, University of California at Berkeley, CA
- Food Science Lab, Spring 2009, Spring 2010
- Introduction to Human Nutrition, Fall 2008

HONORS

- 2012 **Stokstad Memorial Award**, Department of Nutritional Science and Toxicology, UC Berkeley
- 2009 **National Science Foundation, Honorable Mention**
- 2008 **Outstanding Grad Student Instructor Award**, GSI Teaching & Resource Center, UC Berkeley
- 2004-2006 **Alumni Scholarship**, Case Western Reserve University



Making Connections

Resume Example

SUMMARY OF QUALIFICATIONS

- Experienced research scientist with a background in *in-vivo* modeling and adult neural stem cells
- Proficient in techniques in molecular and cellular biology, microscopy, histology and virology
- Excellent verbal and written skills, strong interpersonal and team work skills.

PROFESSIONAL EXPERIENCE

University of SCHOOL, Boston MA

Sept 2007-2013

Lab focused on molecular neuro-oncology with and emphasis in gliomas and neurofibromas

Doctoral researcher

- Research focused on developing mouse models of gliomas. Used gene expression to study glial development and the process of tumorigenesis.
- Demonstrated that the interaction between specific combinations of genetic alterations and susceptible cell types, rather than the site of origin are important determinates of gliomagenesis.
- Adapted sorting and dissecting techniques to purify culture and implant murine neural stem cells.
- Used molecular biology, cell biology, tissue culture, histology, flow cytometry and imaging techniques extensively. Also used viral production/delivery and mouse models (somatic and germline genetic models) extensively.
- Participated in preparing and writing of operating grant applications (NIH and DOD)
- Trained graduate student, post docs and technicians in mouse dissection and surgical procedures.
- Trained and supervised technicians in the management of the mouse colony.

SCHOOL University, BOSTON MA

Lab focused on the molecular mechanisms underlying the association of obe:

Undergraduate research thesis

- Investigated the effects of leptin in cardiac remodeling in human and i
- Pharmacologically inhibited the Janus-activated kinase and mitogen-i
- Utilized RT-q PCR to study the effects of leptin on matrix metalloprot

EDUCATION

SCHOOL UNIVERSITY, Boston, MA

PhD. in Cancer Biology

- Study of the mTOR Pathway with respect to cancer formation

SCHOOL University, Boston, MA

BS, Department of Biology, cum laude

SKILLS AND TECHNIQUES

- **Molecular biology:** recombinant DNA techniques, western blotting, RT-qPCR, viral transduction, liposome mediated transfection, electroporation
- **Cellular biology:** Isolation and culture of neural stem cells, astrocytes, neurons and cardiomyocytes, apoptotic, cell cycle and differentiation assays, immunofluorescence, flow cytometry, protein extraction purification
- **Microscopy:** light microscopy, fluorescent/laser confocal microscopy
- **Virology:** Amplification and purification of adenovirus and lentivirus for *in-vivo* and *in-vitro* work
- **Tumor biology:** Stereotactic intracranial injection of cells and virus, micro-dissection of mouse brain at embryonic and adult stages, transcardial perfusion.
- **Histology:** Immunocytochemistry, HE staining, cryosection and vibratome sectioning
- **Computer skills:** Microsoft word, Excel, PowerPoint, Photoshop, Illustrator, Flowjo, Prism
- **Language:** French, Italian, Spanish

MEMBERSHIP IN PROFESSIONAL SOCIETIES

- Society of neuro-oncology 2011
- American association for cancer research 2010

PRESENTATIONS

- Presentation 1 Date
- Presentation 2 Date
- Presentation 3 Date

PUBLICATIONS

- List publication 1
- List publication 2
- List publication 3
- List publication 4, etc



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When to Submit a Resume or CV

	CV	Resume
Academic PI Role	X	
Academic Research Role	X	
Academic Administrative Role		X
Industry Research Role		X (some papers & presentations)
Industry non-research role i.e. project management, clinical, regulatory, etc		X (papers & presentations optional)
All other Non-Academic Roles i.e. consulting, investment banking, venture capital, marketing, etc		X (papers & presentations optional)



10 Seconds ...

**The average time an HR person
looks at your resume or CV**



Your Resume should be forward looking



Use the job description to
guide you

Hard Skills – Orange. Soft Skills – Purple.

Company is looking for a Scientist, dedicated to the Molecular group to utilize high-throughput techniques to generate genetically modified mouse models for pharmaceutical development.

Experience and Required Skills:

- This position requires a Ph.D. or equivalent degree in the area of biology or life sciences.
- The candidate must have experience related to Molecular Genetics with a comprehensive understanding of genetically modified mouse model generation.
- The individual should have extensive knowledge and technical proficiency in advanced molecular biology techniques to work independently in the design and generation of complex targeting constructs
- Demonstrated ability to quickly learn and accurately perform new procedures involving a range of technologies
- Ability to motivate and/or supervise junior staff with a good understanding of project scheduling and timeline
- Excellent written and oral communication skills in addition to a strong desire to excel in a multi-disciplinary environment and dedication to team work are essential



Skills / Experiences to Focus on Building

Hard Skills

- **High-throughput techniques to generate genetically modified mouse models**
- **Experience with state-of-the-art molecular technologies**
- **Ability to design and generation of complex targeting constructs**
- **Publications**

Soft Skills

- **Ability to troubleshoot under minimal supervision**
- **Scientific and technical supervision to junior staff**
- **Ability to maintain scientific curiosity**
- **Communication and documentation skills**
- **Ability to quickly learn**
- **Experience with project scheduling and meeting timelines**
- **Experience working in a multi-disciplinary environment and team oriented**



Developing Responses for Your Interview Questions

Hard Skills

- **High-throughput techniques to generate genetically modified mouse models**
 - Led a team of 4 people to develop 3 different genetically modified mouse models to study drug targets for diabetes
- **Experience with state-of-the-art molecular technologies**
 - Used tools such as CRISPR and NGS to develop and characterize models. Prepared NGS library coordinated analysis with core facility. Interpreted data in order to design follow up studies.

Soft Skills

- **Scientific and technical supervision to junior staff**
 - Managed 2 research technicians, an undergraduate researcher and a graduate student to complete projects
- **Communication and documentation skills**
 - Presented work at 3 international and 4 national meetings and to the local diabetes disease foundation
- **Experience with project scheduling and meeting timelines**
 - Managed 3 collaborations (Emory, Stanford, UCLA). Developed and managed timelines and prepared monthly research summaries and the annual progress report
- **Experience working in a multi-disciplinary environment and team oriented**
 - Worked in a team with a computational biologist, chemist, and pharmacologist



Level of Details Matter in a Resume

RESEARCH EXPERIENCE

University X, City, State

2017 – Present

Graduate Researcher, Department of XX

- The role of myocardin related transcription factor A (MRTFA) in controlling the commitment of progenitors to adipose lineage *versus* osteoblastic lineage.

University X, City, State

2015 – 2017

Undergraduate Researcher, Department of XX

- The mechanisms of plant lectin-induced cancer cell apoptosis.



Research Focused Role

Research Experience:

UMass Medical School, Dept. of Medicine Worcester, MA

July 2014 - present

Post-Doctoral Research Associate; Advisor: Dr. Gyongyi Szabo (Prof. and Associate Dean for Clinical & Translational Sciences)

- The research project studies the role of diet induced obesity and non-alcoholic steatohepatitis (NASH) in altering macrophage polarization and cancer progression. (Two 1st author papers. Presented at The Liver Meeting 2015.)
 - Discovered that the altered macrophages played role in immuno-tolerance and worsening the disease.
 - Also found that the altered macrophages accelerated cancer progression.
- ▪ In a team of 4, developed the first animal model proving the role of alcoholic hepatitis in accelerating HCC.
 - Model shows that (1) chronic tissue inflammation promotes tumor development in alcoholic hepatitis, (2) recruitment of macrophages and neutrophils to the liver results in high levels of pro-inflammatory cytokines both in the liver and systemic circulation, (3) alcohol results in pro-inflammatory micro-environment, cellular regeneration and cirrhosis that accelerate development of HCC.
- ▪ Led cross-sectional teams with a pharmacologist, neurobiologist, veterinarian, biostatistician and finance person.
- Used techniques such as Real time PCR, ELISA, MRI, IHC, histology, western blotting, and microRNA analysis.
- Wrote 3 grants (DoD, industry sponsored research). Independently reviewed 12 scientific research articles.
- Wrote SOPs / IACUC / IRB / IBC protocols. Trained 2 MD/PhD fellows, 3 rotation students and a junior postdoc.
- Worked with clinicians to acquire human biopsies and reviewed IRB proposals for research on human samples.



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Medical Writing Resume

Research Experience:

UMass Medical School, Dept. of Medicine Worcester, MA

July 2014 - present

Post-Doctoral Research Associate; Advisor: Dr. Gyongyi Szabo (Prof. and Associate Dean for Clinical & Translational Sciences)

- Study the role of diet induced obesity and non-alcoholic steatohepatitis (NASH) in altering macrophage polarization related to immuno tolerance and cancer progression.
- In a team of 4, developed the first animal model proving the role of alcoholic hepatitis in accelerating HCC.
- Research resulted in 2 first authored papers; Presented at "The Liver Meeting" in San Francisco, Nov 2015.
- Wrote 3 grants (one for the DoD and two for industry sponsored research projects).
- Independently reviewed 12 scientific research articles, wrote SOPs / IACUC protocols for routine labwork.
- Worked with clinicians to acquire human biopsies and reviewed IRB proposals for studies on human samples.
- Led cross-sectional teams with a pharmacologist, neurobiologist, veterinarian, biostatistician and finance person.
- Trained 2 MD/PhD fellows, 3 rotation students and 1 junior postdoc.

UMass Medical School, Department of Medicine, Worcester, MA

October 2009 – June 2014

Post-Doctoral Research fellow; Advisor: Dr. Pranoti Mandrekar

- Research focused on developing a potential therapeutic drug (17-DMAG) for alcoholic liver cirrhosis.
- Led a team of 4 comprising a research associate, technician and undergraduate student.
- Responsible for literature search for grant / manuscript writing, project designing and peer review.
- Performed statistical data analysis (GraphPad Prism).
- ▲ ▪ Published 4 papers, 2 review articles and one book chapter. Wrote 2 grants (NIH and DoD).
- ▲ ▪ Trained 2 PhD candidates, 3 summer interns, and 2 research associates.



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Two Experience Sections

Business Experience

XX Pharmaceuticals, City, State

February – May 2010

Advisor, Business Development

- Provided recommendation on strategic decision to pursue in-house clinical development program v/s out-license prostate cancer asset for optimizing value. Assisted in preparation of business proposal. Successfully secured non-dilutive grants.
- Recommended market positioning for asset in Regenerative Medicine & Transplantation immunology space

Venture Capital Firm, City State

January – August 2009

Consultant

- Conducted due-diligence, identified investment risks & performed valuation analysis on 4 deals in Oncology space
- Participated in diligence of 2 successful transactions valued at \$40M

Boutique Consulting Firm, City, State

July – December 2008

Consultant

- Advised client of boutique consulting firm. Evaluated cardiovascular market entry strategy for med-tech company in clinical imaging space. Created map of competitive landscape & scenarios for disruption created by client's technology application

University XX, Office of Technology Licensing

February – December 2008

Associate

- Evaluated commercialization potential of 2 life-science technologies: intellectual property landscape, market analysis, start-up capital requirement
- Co-wrote business plan for start-up. Received capital commitments from angels.

Research Experience

University, City, State

2005-2010

PhD, Researcher, Department of Molecular Biology



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Summary of Qualifications vs Objective

- What top 3 things do you want people to know about your qualifications...
 - Scientific skills
 - Business skills/interest
 - Leadership ability, analytical skills, teamwork
- ... and your fit with the company and position



Genomics / Bioinformatics or Clinical Role

Summary 1: Genomicist with expertise utilizing NGS techniques and molecular biology assays to study disease pathways involved in epilepsy, neurodegeneration, traumatic brain and spinal cord injury, and neuromuscular disorders. Established bioinformatic pipelines for RNA-Sequencing analysis for four different scientific teams at three different institutions and generated, sequenced and analyzed > 10 RNA-Seq libraries from HiSeq and MiSeq Illumina technologies. Successfully worked on multiple preclinical and clinical stage projects simultaneously with multiple industry and academic collaborators. 13 papers and numerous presentations.

Summary 2: Neuroscientist with experience performing clinical research (phase I/II) studies and contributing to FDA submissions such as IND's to develop therapeutics for neurological diseases including ALS, SMA and Batten. Experience developing clinical protocols and SOP's and working closely with clinicians to conduct trials. Successfully collaborated with 2 Pharma companies and more than 10 academic labs working in cross-functional teams.



Engaging Others in Your Search



Be specific with what you are looking for

- Don't just say: I am looking for a role in industry...

- It would be better to say:

I am looking for a role in an early stage biotech focused on gene therapy in the Boston area. I would love to work on rare metabolic disorders, but am also open to neurological and muscle diseases



Informational Interviewing

Definition:

An informational interview is an interview conducted to collect information about a job, career field, industry or company.



It is **NOT** a job interview.

Informational Interviewing

What to Ask About

Particular Job

- Responsibilities
- Day to Day
- Like
- Dislike
- Growth potential
- Skills needed
- **What titles should I look for?**

Organization

- Culture
- Work Environment
- Management Style
- Growth Potential
- Personality Fit
- Skills needed
- Skills valued
- **What titles should I look for?**

Career Progression

- Growth Opportunities
- Career Path
- Skills to Develop

Career Entry

- How to get in a role
- Networking
- Experience required
- Skills needed
- Skills one can learn
- Best way to enter field
- **What titles should I look for?**



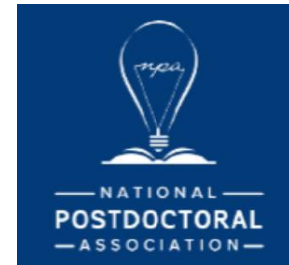
Informational Interviews

During Informational Interviews, ask:

- Is there an annual conference you attend? If so, what is the name?
- Is there a professional association for your area of interest? If so, what is the name?
- Do you know of any networking groups in XX city?



Engage with Groups



<http://www.cabaweb.org/>

<http://www.ecusa.es/>

<http://btbatw.org/>



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Engage with a Professional Associations



THE ASSOCIATION OF CLINICAL RESEARCH PROFESSIONALS



The Boston Chapter of the User Experience Professionals' Association



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Timelines / Logistics

- Early in your postdoc
 - Reflect on what you enjoy, where you want to work, what kind of culture you want
 - Start to develop a target list of organizations
 - Do a few informational interviews
- As you get closer to finishing
 - Do more informational interviews to focus on career paths most relevant
 - Prepare / Tailor resumes, CV's and other application materials
 - Generally it takes 3-6 months from start of applying to find a role



Your Career is a Journey



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Contact Details: Connect with Propel

**Full time
jobs and
Internships**

Coaching:
Resume,
LinkedIn, Job
Search, etc

Newsletter

**Networking
Events**

Lauren Celano

Founder and CEO

Propel Careers

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Facebook: [Propel Careers](https://www.facebook.com/Propel_Careers)

LinkedIn: [Propel Careers](https://www.linkedin.com/company/propel-careers)

Web: www.propelcareers.com



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