

Imperial College
London



Pathways for postdocs

POSTDOC AND FELLOWS DEVELOPMENT CENTRE

Tailored support and development for postdocs, fellows and clinicians

As a postdoc you are a highly skilled individual.

But what do postdocs do if they don't become academics?

What are your other career options and how do you get that next job?

As a postdoc you have a unique and highly valued set of skills, which means that you have a huge amount to offer an employer and a wide range of opportunities to consider. Postdocs move on to all sorts of roles within and outside the higher education sector. Outside of higher education you can have roles such as a Research Scientist, Data Analyst, Grant Manager within a funding body, Consultant, Medical / Scientific Writer or Project Manager in any sector!

If you choose not to pursue an academic career, the most common career destination for postdocs is other professional roles within higher education. Such roles include research policy and administration, knowledge transfer and commercialisation, public engagement and science communication, training and careers advice. Deciding not to be an academic might not mean leaving university at all.

The [Pathways for Postdocs](#) project aims to help you understand and highlight your transferable skills, learning how to evidence these outside the academic career path to make you competitive in your next career move.

This is achieved through skills development workshops, hearing from guest speakers who have made that transition from postdoc into another career, as well as a host of online resources.

The [Postdoc and Fellows Development Centre \(PFDC\)](#) is here to support your career planning and help you make positive well-informed steps towards the career path you want to pursue, irrespective of your final decisions, or your reasons for making them.

We are here to help you consider what the right career path is for you, support you to make yourself as competitive as possible for your chosen career path, to be proactive in your job search and to apply for and secure roles that you're interested in.

This booklet provides you with suggestions, resources and tips for effective career planning. It covers the following themes:

- 1 Translating your skills**
- 2 Reflection: what do you want and what can you offer?**
- 3 Researching what's out there**
- 4 Understanding the world outside academia**
- 5 CVs, applications and interviews**

Translating your skills

Skills analysis

Due to the specific nature of your experience and qualifications, you will have your own unique set of skills to offer. From our experience, postdocs struggle to see how their skillset can be of value to an employer outside the academic career path.

A useful exercise is to create a '[skills portfolio](#)' of your skills to map what you offer and build a library of evidence that you can present to potential employers in applications, CVs or interviews.

The PFDC can support you to identify and articulate your skills, as well as discuss how you can develop new skills.

PFDC RESOURCES FOR SKILLS DEVELOPMENT:

- Skills analysis tip sheet – see our [tip sheet webpage](#).
- Skills analysis pop-up – check the [PFDC newsletter](#) for upcoming dates or [email PFDC-support](#).
- Skills analysis video – coming soon
- [Book a one-to-one appointment](#) to discuss your skills further and how you can map your skills to a specific job description – i.e. through your CV or a cover letter.

Getting experience to become more employable

If you are making a career change, you may not have all the skills or experience required for the new role. Thus, you may find it difficult to gather and present certain evidence when putting an application together.

If you can find ways to gain these experiences and skills, it will help your CV and application be more competitive and it will provide you with an opportunity before you leave your current post to work out which jobs will best suit you.

Think about how you could introduce new tasks or responsibilities to your current role, so that you are developing new skills and evidence for your CV – e.g. become the social media 'reporter' for your research group to get to grips with social media technologies or gain experience of web design. If you need financial expertise in a new role, volunteer to do the costing for a funding application or manage a budget in the research group.

[Undertake some skills training](#) that will develop transferable skills and enable you to better articulate what you do (e.g. science communication, project management or public engagement).

You may also want to consider undertaking job shadowing. [Outside Insight](#) is a job shadowing scheme across universities in London.



Reflection: what do you want and what can you offer?

When you are thinking of a career change, it can be tempting to start with the experience you have had so far and look around for employers or roles that match or require this experience. This is a sensible start, but could lead you to limit your options unnecessarily, with the result that you may not find the job that best fits your career motivations and that will give you satisfaction in the long term.

KNOW YOURSELF:

- What do you offer and what do you actually want?
- What are your priorities and values?
- What would make you feel fulfilled in a future career?
- What are the things you most enjoy doing?

What do you value?

Try going back to first principles, start with what you want to be doing by articulating and prioritising what you most value or what motivates you in your career. Then you can start to look at types of jobs and organisations that would fulfil those values or motivations.

Watch the [PFDC Career Goals Video](#) and complete the Career Review exercise to help you reflect on your career to date and consider how you've made decisions and what you value.

What's your motivation?

After a significant investment of your time in a research career, it can be hard to make the decision to leave.

First things first: moving to a different career does not mean you have failed. It means that you have made a positive decision to take control of your career and have found a different way to use your skills and experience, where they can have a big impact on the world.

The most common reasons researchers state for making a career change are:

- It's a better use of their skills
- Wanting to move to a different organisation or employment sector
- Salary
- Wanting a new / different challenge
- Change of circumstance e.g. location, caring responsibility, marriage
- A personal dream or aspiration
- It was never the plan to stay in research
- Wanting a better work-life balance



Proactive versus reactive motivation for change

Make your own list of reasons for a career change.

How many are **reactive**? Reactive reasons are things that you want to move away from or avoid in your current research career: the things you don't like (e.g. fixed-term contracts, uncertainty, lack of flexible working, lack of progression).

How many are **proactive**? Proactive reasons are things that you want to have, that 'pull' you towards a new career; things that would tempt or excite you (e.g. clear career progression and feedback, flexible working, living in a specific location, having an impact on a particular industry or problem, making a difference to society or the environment).

The more proactive reasons you have, the more motivated you will be to:

- make a positive choice;
- overcome or dismiss the myths and barriers;
- look for evidence or ways to counteract or remove the barriers;
- take positive steps and have an action plan to make a change.

What do you like and dislike in your current role? Use this [template](#) to map out or to log what aspects of your role you like, don't like and don't mind. You can then use this information to help you consider what's important to you in future roles.

Review your lists – can you turn the reactive reasons into proactive ones? If you want to get away from a negative aspect, what is the positive thing you actually want? For example, if you are unhappy that you get little recognition for your work, then what you want to have is a career or employer that has a transparent progression or promotion process or has a rewards / awards programme for its staff.





Misconceptions about leaving academia and myth-busting!

There are many varied reasons why postdocs might avoid making a career change. We have collated some of the common ones below and are providing advice to help you overcome these barriers.

MISCONCEPTION

I have already invested a lot of time in specialising, it would feel like a waste to leave now. Or I am too specialist now to make a transition.

ANSWER

Yes, you are an expert in your field. But this doesn't have to define who you are and what you do. Your research has equipped you with a very desirable and transferable set of skills that you have developed along the way. These are skills that can have a huge impact in other contexts.

You need to recognise and be able to articulate how your specialised skills can be applied in alternative situations.

Consider how your unique set of skills, experiences and behaviours are valuable to employers.

This is completely normal when you have spent years focusing on one (your academic) career.

I don't have any ideas for what else I can do.

Take some time to reflect on what you want out of your career; what do you enjoy doing, what aspects of your role don't you like, what type of company or industry do you want to work in? Then put your research skills to work and start looking for jobs and companies which match up with your values and motivations.

Make use of your own network, use LinkedIn, speak with colleagues, friends and family – you never know 'who knows who'. This is just one way to make connections and find out about different opportunities.

2 / REFLECTION: WHAT DO YOU WANT AND WHAT CAN YOU OFFER?

MISCONCEPTION

I can't be flexible about location or moving somewhere new.

I wouldn't have a good salary if I started somewhere new and I don't want to have to re-train or re-qualify.

I don't have the time to spend on researching careers

ANSWER

Don't make too many assumptions – find out the facts.

If you can't or don't want to change location, this is fine. Limit your job search to an area that you're willing to commute within.

But double check the facts before you limit your search too much. Do companies allow home working or have offices you don't know about?

Don't make too many assumptions – find out the facts.

Do your research. Find what the typical salary is by using websites like Glassdoor. Be prepared to negotiate a salary. You may be able to negotiate a higher salary if you have a PhD and relevant (or equivalent) experience, and many employers will see that your skills and experience are equivalent to other qualifications, so retraining may not be necessary.

It will be important to be able to articulate how your skillset enables you to excel at the role.

It's important to manage your time effectively and make time for you and your career. No one else can do this task but you. Schedule in an hour or two a week for job searching or updating your CV and LinkedIn. Set yourself goals and then plan in the that you need to meet if there are roles you want to apply for.

See it as a 'little and often' job: 20 minutes at lunchtime a few times a week will go a long way.

Don't get job search fatigue by searching every second of the day; this can lead to you being frustrated and feeling overwhelmed.



MISCONCEPTION

My peers or PI will think I'm a failure for leaving or I don't want to have to confront my supervisor or PI about leaving

ANSWER

Firstly, you are not a failure for leaving. It is not successful to stay in a job that is not suitable or that is making you unhappy – some may consider that as the failure!

It's important you make a decision that is constructive, and a positive move forward based on:

- a reasoned exploration of your options;
- a good understanding of what you want;
- weighing up all the options that are right for you and your life.

Don't allow the opinions of others to dictate the decisions you make. This is where reflecting on what you want and value on your job role and life will help you make effective decisions.

Your PI may be very supportive and helpful with guidance and advice about how to move into a new role away from the academic career path. They may be knowledgeable about or have connections in industry, which could be helpful for your move into a new sector. Your PI may not be happy about losing a valued member of staff, but in the long term they would rather have someone who wants to be there and invest their time and enthusiasm in the role.

Either way it can be helpful if you can explain the reasons for your decisions. Being able to articulate your decision can help them understand your move and be in a better place to support you. It is your PI's job to manage a team and plan for potential staff turnover, so you will be replaceable (even if it is hard to accept this!).



Researching what's out there

'I don't know what jobs are out there' – this is a really common statement made by postdocs who are looking to move into a new career.

How do you find out about and explore jobs and employers that you don't know exist? There may be many great opportunities for you outside research that you have never heard of or thought about. It is a common pitfall in career planning that postdocs don't explore very widely beyond the familiar, and so there is a danger of feeling like being stuck in a particular career path or 'rut'.

As researchers, when you look around to what is just beyond the familiar academic research career, you may see the immediately obvious ones which may include: research administration, teaching, professional service roles in the university, industry-based research roles or consultancy opportunities.

If these more familiar roles don't appeal to you, it can be tempting to think that there aren't many more options available. Here are a few ideas to help you think more widely about what is possible:

Where have other postdocs gone?

It's time to do some research and reflection. [What's your skillset?](#) [What type of role do you want?](#) What jobs are out there? What company do you want to work for and why? What's your career ambition?

Some of these can be challenging questions. To help you get started, the PFDC has collated a list of job titles and companies which previous postdocs from Imperial have moved on to. This information has been taken from the PFDC one-to-one appointments, mock interviews and the PFDC Exit Survey. The [PFDC Contacts Database](#) is updated and added to regularly.

Job titles

When beginning your search for new roles, knowing what job title to look for can be difficult and frustrating. At the back of this booklet is a list of job titles which postdocs and fellows from Imperial have applied for. Use this list to get a better understanding of the range of job titles out there and look them up online to find their job descriptions. This will help you understand what different roles require and how your skillset compares to the person specification.

Companies

Who will hire postdocs? What company do you want to work for? What industry do you want to work in? There is a variety of companies looking for highly skilled individuals, but knowing which ones to look for can be challenging. Use the list of companies to get an understanding of the range of companies and industries which postdocs have applied to previously.

Please note that this is by no means an exhaustive list; this is just a starting point and a sample of some of the job roles and companies that Imperial postdocs have moved to.

Make connections – use and build your network

Use your network to find out more information about roles you might be interested in. Connect with old colleagues who have moved into other roles; ask them what their day-to-day job is like. What is it like working away from the lab? From our experience, postdocs have a lot of questions about working outside academia. The best people to help you answer those questions are the people who have moved into new roles.

Make new connections (e.g. via LinkedIn) to find out what the role you want to apply for is like. Find someone who has the job you are interested in, ask to buy them coffee or if you can have a phone call; the aim is for you to find out what their role entails, what it's like working in their sector. Gain information to help you determine if it's the type of role you would be interested in pursuing.

By using your network and making new connections, you're making yourself better informed about the new career path you're taking. This can help you understand if you want that type of role, if you want to work for that type of company.



PFDC Contacts Database

PFDC have collated a [list of postdocs and fellows](#) who have left Imperial to pursue their next career move. They have kindly agreed for their name, contact details and job role / company to be shared with Imperial postdocs and fellows so that you can contact them if you have questions about their role or industry.

Ground rules when making connections:

- Don't just send a CV and ask for a job.
- Contact the person with a purpose – what do you want to find out and why?
- Be respectful; they are allowed to say 'no, I can't help with that'.

LinkedIn

A good start is to use LinkedIn for job searches and to find out more about careers beyond academia.

Search the huge variety of job titles of people registered on LinkedIn. For example, you might be a computer scientist who enjoys writing algorithms or coding. Try putting the word 'algorithm' into a LinkedIn search and just see the range of jobs and organisations that are revealed in the search. Many people will have included terms like this in their skills and job descriptions. This may lead you onto a useful contact or employer, or a job title that you never knew existed.

[See the PFDC videos on 'LinkedIn profile – top tips' and 'Using LinkedIn for networking and job searching'](#)

Do your research – there is a lot of information out there

Job clippings – review what's out there

Get to know what excites you. Research the kinds of roles that are out there and what aspects of careers appeal to you.

- Each week spend a small amount of time looking at job adverts. Don't restrict yourself to any particular type of website, newspaper or magazine. Be open-minded and look in as broad a range of titles as possible.
- Skim through the job titles and descriptions without looking at the salaries, locations, skills required etc. Bear in mind that the purpose of this exercise is not to actually apply for these jobs.
- When an advert catches your attention, *for whatever reason*, simply cut out or print that advert. Don't overthink this, just collect the jobs that you are naturally attracted to. Do not dwell on the salary, location, required skills or experience. You are simply figuring out the types of jobs and organisations that appeal to you.
- Place your 'clippings' in a folder and when you've gathered a large amount, at least 20, take them out and see if you can start to see any common themes. These might be the sector, the types of skills used, the environment, or culture of an organisation.
- Use these themes to help you to refine your career search around a particular skill, activity or sector.
- If you need help, ask a friend to look through and tell you what they see as the common themes. Or [make a one-to-one appointment](#) to discuss your ideas with the PFDC.

Job searching and career development websites

As you will be looking beyond academic employers to find jobs to apply for, there are an overwhelming number of starting places. A few useful ones are:

- PFDC list of [Job Searching and Career development websites](#)
- Advice from Imperial's Careers Service on:
 - [The hidden job market](#) – increasing your chances
 - [Speculative applications](#)
 - [Networking](#) to find vacancies

Employer fairs and events

You might not necessarily apply for any of the jobs advertised or work with any of the organisations represented. But by looking around at the huge range of opportunities, you may become aware of jobs or sectors that you had never previously thought about.

Attend an event organised by the Careers Service which is attended by a variety of different employers.



Understanding the world outside academia

Often when discussing career moves with postdocs, we hear a lot of assumptions and myths about what employers think about researchers. We also hear a lot of concerns from the postdocs regarding their suitability for a role outside the academic career path.

Getting to grips with and understanding the world outside academia is extremely important. The following links are a good place to start.

1. The Careers Group (University of London) has produced a detailed guide to [Research Careers Outside Academia](#) with information on various sectors, which includes links and vacancy sources.
2. [Prospects Job profiles](#) offer a range of detailed information on hundreds of roles, including: responsibilities, salary, qualifications, skills, work experience, career prospects, related jobs and courses.
3. [Glassdoor](#): a website where employers can leave ratings, salary details and comments about their employer.
4. If looking for jobs outside the UK, there might be country-specific differences you should be aware of. Imperial's Careers Service has information on [working and job hunting abroad](#), including a link to the [GoinGlobal website](#), which has country-specific guides.

The statements listed on the next pages have come from various sources. For more details on what employers think of researchers, see some of the reports highlighted on this page. These will help you understand non-academic employers.



Useful reports for researchers to understand non-academic employers and what they are looking for:

- [Employers' Perceptions of Recruiting Research Staff and Students \(EMPRESS\)](#)
- [Employers' views of researchers' skills – A comprehensive review of the existing literature into employers' views of the skills of early career researchers](#)
- [Recruiting researchers: survey of employer practice](#)
- [Talent Fishing: what businesses want from Postgraduates, CIHE, 2010](#)

The following statements show how researchers are valued outside of academic research.

Researchers are likely to have highly developed project management skills

Any research project you have worked on or led lends itself to examples of project management experience. You could provide evidence of:

- Defining the scope by determining the research questions and reviewing the literature.
- Managing time and resources: you have a set amount of time to deliver a research project, including milestones and deadlines for reporting, submission etc. There will also be restricted access to resources such as budget, equipment, technical support etc.
- Risk management: by definition, in research you are doing something that has not been done before; there is inherent risk in this. Explain what you have done to appraise the risks, minimise the chances of them happening or having contingencies in place to deal effectively with problems and failures.
- Monitoring and quality assurance in research takes place via supervision, project meetings, peer review, scrutiny at conferences and in funding applications.

Researchers are likely to have a high capacity to learn and progress quickly, with complex problem-solving skills

You will have had to learn new techniques, approaches and quickly adopt new ideas to react effectively to emerging findings in your data collections and experiments, and when responding to reviews and criticisms from colleagues and peers.



Researchers are likely to have initiative, drive, motivation and ability to work autonomously

The research process is full of examples of finding new ways to solve problems, dealing with failures, competing for scarce resources, dealing with criticism and rejection, and managing work by yourself; all of these show your commitment, resilience and self-motivation.

As a researcher, you will have plenty of examples of innovation, problem-solving, creativity, new applications, tools and processes.

Researchers are likely to have future leadership potential

Leaders are people who have a clear and compelling vision for where they are going and setting goals to get there. They are able to influence, inspire and motivate others, take risks. As a researcher, you will have influenced and inspired others (e.g. in defending your ideas at conferences or in peer reviewing, acquiring funding, inspiring others through teaching, supervision or outreach activities).

Researchers have subject-specific knowledge (deeper understanding) and technical competence

As a researcher, you will be an expert in your area and you will have used specialist skills and knowledge on a daily basis. Remember that as a doctoral graduate in the UK, you are in the most highly qualified 2% of the population.



CVs, applications and interviews

So you've decided what roles you want to apply for. How do you make your CV and application as strong as possible? And how can you prepare for an interview?

As a researcher you should consider:

- translating your specialist research skills and experience
- showing that you understand what the recruiter needs
- making what you offer easily understandable to a non-academic employer.

Applications

Building your collection of evidence for CVs and applications

1. Create a list of the employer's needs in terms of your skills, experience and attitude.
 - Do your own research: what do you think is really needed to do the job well and to be effective in the sector, environment or current challenges faced by the organisation?
 - Ask what other people (e.g. contacts in your network) think is required.
 - What is needed to address the commercial pressures they might face?
 - What evidence do you need to show to address their possible assumptions about you?
2. Based on the above, create a list of your own corresponding skills and experience. What evidence can you offer against each employer's need? Think of two or three examples for each need.
3. Prioritise your evidence – which do you think the employer will be most interested in? Which might they compromise on? Write your evidence for use in the CV, cover letter or application form using the **STAR technique**.



CVs: how to tailor your CV for non-academic posts

The PFDC has CV tip sheets to help you adapt your CV to the role you are applying for. You will likely have an academic CV, but you may need to adapt this to create a skills-based, chronological or some form of hybrid CV, depending on the role or industry you are moving into.

See the [PFDC Tip Sheets webpage](#) to see the three CV tip sheets: Academic CV, Skills-based CV and Chronological CV.

The PFDC hosts pop-ups on academic and skills-based CVs. Check our [newsletter](#) for upcoming dates or email [PFDC-support](#).

Note that different countries and different sectors will have preferences for different CV styles, so you need to make sure you tailor your CV to the sector or country to which you are applying. Find out what the norm is in the sector you want to go into. What type of CV do they expect to see? Find this out by asking colleagues and friends, looking at company webpages and by doing your research.

Personal statements

Personal statements on CVs are controversial. It's your choice whether to include one, but there is some useful advice for researchers on this in [‘How and when to write a personal profile statement on a CV’](#) – a blog from Sarah Blackford at BioScience Careers. The blog links to example CVs that have profile statements.

Cover letters

You may be asked to provide a cover letter with your application. A cover letter shouldn't be your life history; it should detail your motivation for applying for the role, what you bring to the role and how your skillset makes you the ideal candidate.

The PFDC has a tip sheet to help you structure an effective cover letter – see the [PFDC Tip Sheets webpage](#).

The PFDC hosts a pop-up on cover letters – check our [newsletter](#) for upcoming dates or email [PFDC-support](#).

Referees and References

Choosing a referee: As you are moving away to a less familiar environment, you will need to think carefully about who would be a great referee for you. If you have a choice, think of possible referees who know you well and will also understand the perspective of a non-academic employer and how your research skills and experience are transferable to a different role. The jobs.ac.uk website has some advice for researchers on [how to choose a referee](#).

Helping your referee: It is a big responsibility, and very time-consuming, to write a reference or letter of recommendation for someone. You may want to offer to help your referee. The Howard Hughes Medical Institute has useful [advice to academics on writing a recommendation letter](#).



Interviews

You've been shortlisted – congratulations! Now it's time to prepare for the interview.

- [Arrange a mock interview with the PFDC.](#)
- Imperial's Careers Service has a set of [example approaches to commonly asked or difficult interview questions](#) and [useful guides on interview techniques](#).
- The jobs.ac.uk website has an '[interview questions tool](#)' to help you answer the 100 most common questions asked in interviews.
- LinkedIn has an [interview training resource](#) with interview tips and questions.

The STAR technique

When preparing your answers and evidence, try to ensure your response is well organised. A useful approach is the 'STAR technique', where you organise your answer to include descriptions of:

- **S**ituation – the situation that you were in;
- **T**ask – what you needed to do or achieve;
- **A**ction – the actions you took or the skills / approaches used;
- **R**esult / Review – what happened, the outcome, successes, results.

Describing your research skills to employers

The key to articulating your skills and experience to employers is to look beyond what you are and do specifically and think in terms of how and why you do things and what this means in a broader context.

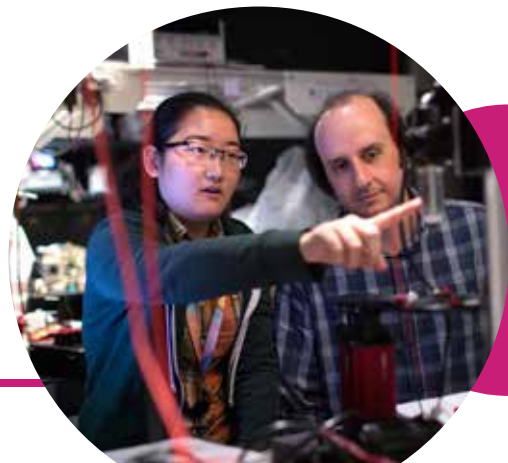
For example, you may be a postdoctoral organic chemist and may be researching a very specific field or conducting very specific experiments. Many non-academic employers will neither understand nor be interested in this. You need to explain your skills and experience in a way that helps them to:

- Understand **what** you have done (in non-technical terms);
- Interpret **why** this is important (the skills you used / experience you gained) and that it is of high quality;
- See **how** this will enable you to do the job well and help them to achieve their aims.

If you can explain your experience and skills well, this not only shows that you understand yourself, but that you also understand them and what they need.

Think about your experiences and skills and what they say about who you are and what you are capable of. Employers are interested in your potential. How can what you've done before predict your future performance as an employee? Start to see yourself as someone who has transferable skills, enthusiasm and drive; someone who can make a difference and would be a valuable addition to any organisation.

You will need to clearly communicate this to any potential employer. Remember that they do not need to understand or care about the specifics of your research topic (even though you do). What they care about is what you are capable of and what you might offer them or their business.



Negotiating and accepting an offer

If you have been offered a job, that's great! Now it's time to think about your negotiations. If at all possible, you should not start to negotiate on salary or other aspects of the job until after you have been made an offer.

That being said, you may be forced at interview to say what you think a reasonable starting salary would be, so go prepared with some expectations and market research on salaries for similar roles elsewhere (try using the [Glassdoor](#) or [jobs.ac.uk](#) salary checkers).

There are some useful guides on how to approach offers and negotiations:

- Imperial's Careers Service – [Evaluating job offers](#)
- Target Jobs – [Negotiating a better package for your new job](#)

It is always worth negotiating the starting salary, but this may not feel easy or comfortable. For advice and thoughts on this process, have a look at the [blog by 'Cheeky Scientist' on how to negotiate your salary](#), which was written by a doctoral graduate for PhDs and postdocs.

Negotiating on other aspects of the job

Money isn't everything and some salaries will be non-negotiable, but that doesn't mean you can't negotiate on other aspects of the job, which may be more valuable to you:

- Your responsibilities – e.g. perhaps you want to have some line management responsibility, but it wasn't in the job description
- Training and development entitlement – will your employer allow or fund you to get a qualification or access development support, or commit to a certain number of days training for you each year?
- Flexible working – e.g. part-time or condensed working hours (nine-day fortnights), early / late start times to fit in with the school run or avoid peak travel times
- Alternative locations or homeworking – multi-site employers may allow you to work from different sites that are nearer to home, or allow homeworking one day a week
- Loans – e.g. for travel season tickets or to purchase a bicycle
- Annual leave allowance
- Pensions



Pathways for Postdocs resources

We hope you have found this booklet useful. Here is a list of all the ways that the PFDC can support you to navigate your career.

Additional information can be found on the [Pathways to Postdocs](#) webpages.

Pathways for postdocs workshops:

- Non-academic CVs
- Cover letters
- Career goals
- Skills analysis pop-up
- Job searching – how to make a start (non-academic-focused)

Check the PFDC newsletter for upcoming dates or email PFDC-support.

Guest speaker events

The PFDC invites guest speakers who have made that transition from postdoc into another career, or who are recruiters looking to hire postdocs.

These sessions can give you an idea of what a specific role (e.g. in consultancy or a start-up) is like, what the possible route into this sector is, what this sector can offer you and what the recruiter might be looking for in an application and interview.

Check the PFDC newsletter for upcoming dates or email PFDC-support.

CV clinics

Our one-to-one CV evaluation sessions are an opportunity to have your CV reviewed, specifically if you're looking for roles beyond academia (e.g. industry, charity sector). You'll receive specific feedback on your CV from a member of the PFDC team.

Check the PFDC newsletter for upcoming dates or email PFDC-support.

Online resources

The PFDC has a range of [online resources](#) including: [tip sheets](#), [useful links](#) and [videos](#) to support you in your development.

Check out our [tip sheets](#) on the following topics:

- LinkedIn
- Pathways outside academia
- Pathways into professional roles in higher education
- Pathways into the public and charitable sectors
- Pathways into the bioscience industry
- Skills-based CV
- Chronological CV
- Cover letters

We also have [videos](#) on the following topics:

- Career goals
- LinkedIn
- Skills analysis



JOB TITLES

Analyst with focus on spatial datasets	Head of R&D (Translational Biomarkers and Bioanalysis)	R&D Project Lead
Analytical Project Manager	Healthcare Analyst	Regional Medical Advisor
Assay Scientist	Higher Research Scientist - Microstructure and Materials Performance	Research Engineer
Associate Consultant	Innovation Advisor	Research Manager
Associate Editor / Senior Editor	Innovation Scientist	Research Officer
Backend Software Engineer	Internship programme in IP	Research Project Officer
Bioinformatics Data Scientist	Journal Development Manager	Research Scientist
Cancer Cell Biologist / Virologist Leadership Role	Laboratory Head Pharmaceutical Analytics Early Characterization	Researcher
Cell Biologist	Lead R&D specialist	Safety Manager
CEO	Life Sciences Specialist	Scientific Consultant
Chief Technical Officer	Machine Learning Engineer / Scientist	Scientific Manager
Consultant Mechanical Engineering	Magnetic resonance physicist	Scientific Project Coordinator
Consulting Associate	Medical Writer	Scientific research administrators
Corporate Partnerships Associate (Business Development)	Microscopy Manager and Applications Specialist	Scientist
Data Science Specialist	MRC Programme Manager	Scientist, Medicinal Chemistry
Data Scientist / Software developer	MRC Science Manager	Senior Operations Officer
Department for Transport - Office for Science - Senior Science Advisers	Principal Consultant	Senior Radio Frequency Design Engineer (Medical Electronics)
Electromagnetic Modelling Engineer	Principal Engineer - Site Reliability Engineer	Senior Research Scientist
Electronics Engineer	Principal Researcher Data Science	Senior Researcher
Energy Analyst	Principal Scientist	Senior Scientist
Environmental Public Health Officer	Project Portfolio Manager	Senior Teaching Fellow
Environmental Public Health Scientist	Protein Senior scientist	Strategic Teaching Fellow
Experienced Radio Frequency Antenna Engineer	Quantitative Analyst / Data Scientist	Synthetic Medicinal Chemist
Founding analyst		Trainee Patent Attorney
		User Experience Researcher

COMPANIES

Abbvie

Biopharmaceutical company

Aether

Electric vehicle company

Airbus

Aerospace corporation

Alan Turing Institute

National institute for data science and artificial intelligence

AstraZeneca

Biopharmaceutical company

BASF

Chemical company & chemical producer

Bayer

Global enterprise in the Life Science fields of healthcare and agriculture

Cambridge Consultants

Global product development and technology consultancy firm

Cambridge Healthcare Research

Biopharmaceutical, medical device and NGO consultancy

Carpmaels and Ransford

Intellectual property firm

Celgene

Pharmaceutical company

CERN

European Organization for Nuclear Research

Chameleon Communications International

Executive Search practice

Charles River

Laboratories specialising in preclinical and clinical laboratory services

Citi

Multinational investment bank and financial service

CK group

Scientific and clinical recruiter

Crescendo biologics

Biopharmaceutical company

CRUK-AstraZeneca Functional Genomics Centre

Centre of excellence in genetic screening, cancer modelling & big data processing

DeepMind

Artificial intelligence company

Department for Transport

UK Government

Diffblue

Artificial Intelligence spinout

DuPont

Chemical company

Dyson

Technology company

Elements Communication

Medical communications agency

European Commission Joint Research Centre

EU's science and knowledge service

Global Data

Research, consulting and events business

Google

Technology company

GSK

Pharmaceutical company

Higher Education Sector (non-academic roles)

look at university vacancies webpages and i.e. www.jobs.ac.uk

Imperial College Health Partners (ICHP)

Partnership organisation bringing together NHS providers of healthcare services, clinical commissioning groups and leading universities

Inoviv

Biotechnology company

IQVIA

Health information, technology and clinical research company

Jefferies

Investment banking company

Johnson Matthey PLC

Global leader in sustainable technologies

Kairos Power

Energy engineering company

L.E.K. Consulting

Management consulting firm

Light Point Medical

Medical equipment
manufacturer / company

Medical Research Council (MRC)

Coordinates and funds medical
research in the UK

Medpace

Scientifically-driven, global, full-service
clinical contract research organization

Mirati Therapeutics

Biotechnology company

National Physics Laboratory

UK's National Metrology Institute

NHS

National Health Service

Novo Nordisk

Pharmaceutical company

Ørsted

Energy company

Oxford HighQ

Spinout developing next-generation
chemical & nanoparticle sensors

Patent Boutique LLP

Patent attorney firm

Pfizer

Pharmaceutical company

PsiOxius Therapeutics

Biotechnology company

Public Health England

UK Government

Randox

In-vitro diagnostics industry

Roche

Pharmaceutical company

Sekisui Diagnostics

Medical equipment
manufacturer / company

Shell

Oil industry company

SKF

Manufacturing company

Springer Nature

Academic publishing company

Tesla

Vehicle manufacturer

Tessella

International analytics and data
science consulting services company

TTP (The Technology Partnership)

Independent technology company

UX

User Experience Design Agency

Withers and Rogers

Intellectual property law firm



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POSTDOC AND FELLOWS DEVELOPMENT CENTRE

Tailored support and development for postdocs, fellows and clinicians