

Getting Started with KOB Solutions

Your roadmap to working with a biotech + pharma recruiter

Working with a recruiter is completely free for you. KOB Solutions is paid by the hiring company – not by candidates. You will be a full-time permanent employee of the firm that hires you.

HOW TO WORK WITH KOB SOLUTIONS

KOB Solutions specializes in connecting scientists of all levels with biotech, pharma, and medical device companies. Kerry Boehner has built relationships with executives across the industry, and she uses them to open doors that aren't always visible from the outside.

The full process typically takes 1-3 months depending on the time of year and the company's hiring pace.

YOUR 6-STEP BIOTECH JOB SEARCH FRAMEWORK

Whether you're working with KOB or searching on your own, Kerry's proven framework covers every phase of a successful search:

1. **Build your foundation** *Resume + LinkedIn.*
2. **Identify target companies** *Research + market intelligence.*
3. **Build connections** *Go in with the goal of helping others.*
4. **Prep and deliver the interview** *Be a pain detective.*
5. **Offer + acceptance** *Negotiate with care.*
6. **Repeat + stay connected** *Relationships are your greatest asset.*

Each step has its own resource guide in the KOB toolkit. We recommend starting with your foundation now (Step 1) even if you're still 3-6 months from being ready to search.

THE 2026 BIOTECH MARKET

The market is recovering after a significant correction from 2022-2025. What worked in 2021 doesn't work in 2026. Here's the context:

- **Recovery is underway:** IPO activity is picking up and investment is returning after the post-pandemic correction.
- **Not all jobs are posted:** a large portion of roles are filled through networks and recruiters before they ever appear on job boards.
- **Employers hire who they know and trust:** relationships drive hiring decisions more than resumes alone.

- **AI tools are now expected:** if you're not using Claude, ChatGPT, or similar tools in your search, you're at a disadvantage.

GETTING READY TO SEARCH

Start these steps 3-6 months before you'd like to make a move:

☐	Polish LinkedIn profile	Update your headline, about section, and experience with metrics and achievements.
☐	Update your resume/CV	Industry format, 2-3 pages max, results-oriented with quantified accomplishments.
☐	Location + family goals	Understand your geographic constraints before you start targeting companies.
☐	Work authorization	Know your status. Consult an immigration attorney if needed.
☐	Start thinking about references	Who supervised you in the last 5 years? Would they give a strong reference?
☐	Presentation prep	Many scientist-level roles require one. Start thinking about possible presentation themes.
☐	Build your target company list	See the Target Companies + Networking guide for how to find and track firms.

TIPS FROM KERRY

- **Include a link to your publications list:** every hiring manager wants to see it.
- **Send thank-you emails after every conversation:** even when the market is strong, enthusiasm and follow-through matters.
- **Keep Kerry in the loop:** if you have multiple opportunities in play, let her know. Things move fast and communication helps everyone.
- **Action cures fear:** if you're unsure where to start, just start anywhere. It produces information.
- **You don't have to be brilliant:** you have to care enough to stay connected.

Ready to explore opportunities? Schedule a 10 min call with Kerry!

<https://calendly.com/kerryboehner/discussion>