

Networking Guide

Finding firms and building connections that lead to jobs

Working with KOB Solutions is free for candidates. We are paid by the hiring company. A strong network is your most powerful job search tool, and Kerry can help you navigate it.

IDENTIFY YOUR TARGET COMPANIES

Before you can network with intention, you need to know which companies you're targeting. Here's how Kerry recommends building and monitoring your list:

WHERE TO FIND FIRMS

- **LinkedIn + Google Alerts:** set up alerts for company names, therapeutic areas, modalities (e.g. cell therapy, ADC, RNA), and "biotech funding [your city]."
- **Industry news sources:** read FierceBiotech, FiercePharma, FierceHealthcare, Endpoints News, and BioSpace daily. These tell you who's hiring, who's growing, and who just raised a round of funding.
- **Follow the investment money:** track leading biotech VCs like ARCH Venture Partners and Third Rock Ventures. When they fund a company, hiring often follows.
- **BioPharma Dive IPO tracker:** <https://www.biopharmadive.com/news/biotech-venture-capital-funding-startup-tracker/726829/> – tracks IPO performance and signals which companies are scaling up.
- **Monitor regulatory activity:** FDA approvals and IND filings mean companies are growing. Regulatory news is hiring news.
- **Industry conferences and events:** go with the intention of helping others and making a new friend. Face to face meetings are where the magic is. Industry related and otherwise!

BUILD CONNECTIONS

Your strongest job leads come from people who already know and trust you. Not from your resume. Not from job boards. From relationships.

"If you ask for a job, you'll get advice. If you ask for advice, you'll get a job."

WHERE TO START:

- **Your existing network first:** friends, family, former colleagues, and classmates. Don't overlook anyone. Embrace serendipity, it's often your neighbor's cousin who gets you the introduction.
- **Lab + university alumni:** both undergrad and grad. People who came through your program and went into industry are often your warmest connections.
- **Industry collaborators:** anyone you've worked with on grants, publications, or shared projects. They know your science and your work ethic.

- **LinkedIn outreach to VP of R&D:** send a personalized connection request asking for advice (not a job). Keep it brief, specific, and focused on what you'd like to learn from them.
- **Conference connections:** follow up with people you meet at events within 48 hours. Reference something specific from your conversation.
- **Professional associations:** join one or two, get involved, and volunteer on a committee. Active members get known quickly.

HOW TO REACH OUT (THE RIGHT WAY)

☐	No mass emails	Personalized individual outreach only. A generic message to 50 people gets zero responses.
☐	Ask for advice, not jobs	Most people have a few minutes for advice and most people don't have a job today for you.
☐	Reach out to industry leaders	Offer to share your most recent findings. Show you're already thinking like a scientist in their world and can offer cutting-edge expertise.
☐	Focus on how you can help	Think about what you can offer; insights, connections, skills. It takes the pressure off and makes relationships genuine.
☐	Make thoughtful introductions	Connect people who should know each other. Being a valuable hub builds your reputation fast.
☐	Offer short-term help	Volunteer for a committee, help with a project, or offer a specific skill. Visibility leads to opportunity.
☐	Share relevant content	Post or send industry articles that your connections would find useful. Stay top of mind without asking for anything.
☐	Organize or attend meetups	BioBreakfast in Pittsburgh is a perfect example; low stakes, high value, regular cadence.

BUILDING MEANINGFUL RELATIONSHIPS

Networking isn't transactional. It is about building win-win relationships over time. A few things to consider:

- **Get comfortable being uncomfortable:** reaching out to strangers feels awkward at first. Do it anyway. It gets easier and the payoff is real.
- **Start with your existing network:** before you reach out to new contacts, make sure you've activated everyone who already knows and trusts you.
- **Maintain contact after rejection:** if a company passes on you, stay in touch with the hiring manager. People move, teams grow, and timing changes.
- **You are the average of the 5 people you spend time with:** invest in relationships with people who energize and challenge you professionally.
- **Consider an accountability partner:** a peer who is also searching can help you stay motivated, share leads, and keep momentum during a long search.

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

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