iJOBS Career Panel Series: Non-Profit Organizations

Tuesday March 10, 2015
4:30-6:00pm
Rutgers Biomedical Engineering, Room 116
599 Taylor Road
Piscataway, NJ 08854

Advice on how to get a job in non-profit

There are usually 4 levels in the scientific area of a non profit although they can have different titles:

1. Scientific Project Officer or Program Manager = entry level but usually PhD
2. Associate Director of Research
3. Director of Research
4. Executive Director / President

An Executive Director might spend his/her time in the following way:

- 60% writing Requests for Applications, organizing and reviewing grants, making sure grant reports are submitted as well as publishing in the public health field.
- 30% administrative and management of people.
- 10% writing thank you notes to donors and fundraising and/or communicating with the public or lay audience about science

Some non profit companies care that you continue to publish and others do not care if you do or not.
You can track up to 300 grants/year and make a huge impact on the scientific field.
Your scientific brain is always being used.
You can also generate research resources such as a brain bank.
You may be involved in creating promotional materials, podcasts, website updates and social media posts.
Consultants get used frequently for specific projects.
If you work at a small non profit then you wear a lot of hats and learn everything.
Headhunters can help you switch to different companies that focus on different diseases.
Jobs at non profits may help you get a job at the NIH or other federal agency.
It is also good to maintain a tie with academia such as an adjunct faculty title in case you want to switch back to academia which is possible.
Job stability depends, in part, on generosity of donors and therefore the economy.
In some positions, you can travel as much or as little as you would like. There are major medical conferences that you should ideally go to. You could spend up to 30-40% of your time on the road.

You can make your hours very regulated or you can end up working long hours if you choose to.
There are scientific alliances where other non profits get together to discuss common issues such as the HeatlhResearch Alliance (http://www.healthra.org) which consists of 65 foundations.
There are many foundations that are not associated with specific diseases such as:

- Howard Hughes Medical Institute
- RWJ Foundation
- Doris Duke Foundation
- Burroughs Wellcome Fund

How to prepare for job:

Learn about the organization, or the disorder/disease that the organization supports and what they do. Generate questions.
Try to have a side project in addition to your main graduate/postdoctoral project which will get you experience and help you make connections. Examples include:

- write a summary of a scientific meeting for a lay audience
- manage a cell culture or animal facility to show leadership and organizational skills
- TA a class to improve your presentation and communication skills
- run a blog
- initiate a collaboration with another lab

Postdoc is not necessary but it also doesn't hurt your chances of getting hired.
Being able to communicate with other scientists as well as the public is critical
Strong publication and conference attendance record is helpful.
Background in statistics is useful.
There are internships at non profit and you can find them online:

- Chronicle of Philanthropy (http://philanthropy.com/)
- AAAS Careers
- NY Times

Before you interview you should really get to know the company that you are applying to including

- recent Request for Applications
- list of grants they have funded recently
- LinkedIn profiles of the people you are meeting with

You can look at the salaries of the organization to know what to expect for each level.

Marc Hurlbert, Ph.D.
Executive Director
Avon Foundation for Women
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Marc is a dynamic strategist and content director with demonstrated leadership across scientific and medical communications, public health,

and philanthropy. A trained pharmacologist, Marc has worked across several therapeutic areas, published extensively, and has deep category experience in oncology, diabetes, cardiovascular disease, and CNS disorders. He is adept at directing and contributing to high-science communications that have been used at all levels of healthcare education: clinical trial analysis, medical affairs content documents and training resources, HCP peer-to-peer education, scientific/medical publications, and patient-facing information. Marc is particularly well-known for his extensive and groundbreaking work with the Avon Foundation and its Breast Cancer Crusade.

Dr. Hurlbert joined Avon Foundation in 2004 and currently serves as the Executive Director of Avon Foundation's global programs to end breast cancer and violence against women. The Foundation has awareness and cause-marketing programs in 58 countries, with key markets including Argentina, Brazil, Colombia, Mexico, Philippines, Poland, Russia, Turkey, United Kingdom, and the United States. Leading the small but stealth Avon Foundation staff of ten, numerous consultants and vendors, Dr. Hulbert's team leverages Avon Corporation's $5-10 million investment in the Foundation to raise more than $40 million through global cause-marketing products, sponsorships and events.

Alycia Halladay, PhD
Chief Science Officer
Autism Science Foundation
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Alycia Halladay has been involved in autism research for the past 14 years, starting her career working with one of the first NIEHS and EPA funded Children's Centers for Environmental Health (CCEH). After completing a PhD in psychology at Rutgers she became a post-doctoral fellow in the Department of Pharmacology and Toxicology at Rutgers, working in collaboration with scientists developing the first animal models of autism spectrum disorders, capturing multiple symptoms of the disorder. In 2005 she became an Associate Director of Research at the National Alliance for Autism Research, managing the growing grants portfolio, directing the Autism Tissue Program (now Autism BrainNet) and developing collaborative research programs in high risk siblings, gene/environment interactions, environmental epidemiology and early intervention. Under her direction at NAAR, which was then merged with Autism Speaks, the amount of research dollars dedicated gene/environment studies was over $20 million including the development of several joint projects to study mechanisms by which the environment interacts with genetics in ASD. Through her direction, the high risk baby siblings research consortium, or BSRC, expanded the scope of study, and she oversaw the development of a new research consortium dedicated to early behavioral intervention, and launched an initiative that helped train and disseminate information on early diagnosis and treatment to the community. Alycia continues to hold and adjunct position at Rutgers University.

In September of 2014, Alycia became the first Chief Science Officer of the Autism Science Foundation. ASF was founded in 2008 by Alison Singer, and the organization dedicates itself to autism research by providing funding and other assistance to scientists and organizations conducting, facilitating, publicizing and disseminating autism research. ASF also provides information about autism to the general public and serves to increase awareness of autism spectrum disorders and the needs of individuals and families affected by autism. As part of the ASF team, she continues her commitment to brain tissue research, support of research that is targeted at the risk factors for ASD, study of differences between men and women with autism, and importantly, support of jr level investigators just beginning a career in autism.