

# ***EXECUTIVE RECRUITER APRIL AMA***

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## KEY TAKEAWAYS

**1**

### **Stay Current**

Continuously update your knowledge of industry trends and technologies to remain competitive and relevant in the job market.

## KEY TAKEAWAYS

**2**

### **Align Skills With Company Needs**

Clearly articulate how your specific experiences align with the company's current challenges.

## KEY TAKEAWAYS

**3**

### **Tailor Applications**

Customize your resume and cover letter for each application, using listing keywords and highlighting skills / experiences most relevant to the job.

## KEY TAKEAWAYS

**4**

### **Quantify Achievements**

Spotlight career accomplishments in terms of business outcomes rather than just duties or tasks to showcase your impact.

## KEY TAKEAWAYS

**5**

### **Direct Outreach**

In addition to applying online, consider reaching out to people you know at the company and/or making direct connections with decision-makers.

## KEY TAKEAWAYS

**6**

### **Use Recruiters Wisely**

Provide clear info to specialized biopharma comms recruiters about your desired role, career level, and location preferences.

## KEY TAKEAWAYS

**7**

### **Understand Remote Work Trends**

Be aware of the company's stance on remote versus in-office roles and express your flexibility regarding work models if applicable.

## KEY TAKEAWAYS

**8**

### **Manage Role Expectations**

If considering a role that might seem a step back, state your openness to different titles or comp structures to avoid misunderstandings.



## KEY TAKEAWAYS

9

### **Negotiate Comp Clearly**

Understand industry pay scales, and state your comp expectations upfront, considering all elements such as bonuses, equity, and benefits.

## KEY TAKEAWAYS

**10**

### **Seek Constructive Feedback**

Request feedback so you can continually sharpen your interviewing skills. You may not get any, but it never hurts to ask!