

Celebrate
IEEE's 125th Anniversary



You're Hired!
**Negotiating Your First BME Position
in Academia, Private Sector,
or Government**

Steve Johnson

Disclaimer

- These statements do not represent the views or opinions of my employers, past or present, or the IEEE
- My current role at Amgen includes
 - Scientific / technical recruiting
 - Conducting performance reviews
 - Redefining the scientific / technical career path

Brief Biography

- 1973 - 1977 **B.S. Physics and Mathematics**
 - Internships at Argonne National Lab (NMR, Instrumentation)
- 1977 - 1979 **M.S. Computer Science**
 - Minor in EE, Thesis / Assistantship in Biomedical Engineering Laboratory
- 1979 - 1980 **Bell Telephone Laboratory**, Member of Technical Staff
- 1980 - 1983 **Anesthesia Department, Ohio State University**
 - Architect, Developer: Anesthesia Integrated Monitoring System
- 1983 - 1986 **Instrumentation Company**
 - Architecture, UI Design, Group Lead
- 1986 - 1988 **Telecom Company**
 - Management: Engineering, Validation
- 1988 - 1991 **Siemens Ultrasound**
 - Architect, Real-time Imaging Hardware Control
- 1991 - 1997 **Instrumentation / Diagnostics Company**
 - Engineering Manager, IP Manager, Proposals & Contracts Manager
- 1997 - 2003 **Pharmacia / Upjohn ← Pfizer**
 - Technical Lead, Validated LIMS implementation
 - Program Manager, Global Web Content Management
- 2003 - **Amgen**
 - Patient Health Outcomes, Visualization, Applied Math

Brief Biography (Cont'd)

In my spare time:

- Started a profitable small company in 1995
- Officer, then President of a community 501(c)3 non-profit 1996-2001
- Member of IEEE since 1977
- Active in IEEE since 2002:
 - Chapter Officer
 - Chapter Chair
 - Section Chair
 - EMBS AdCom Member
 - EMBS Member / Geographic Activity Volunteer
- Married, with two adult children

Critical Skills Developed Over A Career

- **Regulatory**
 - Corporate policies, procedures
 - FDA, EU regulations and recommendations
 - Patient Privacy, Commercial/Promotional Compliance
- **Communications**
 - Written and Spoken
 - Influence, Persuasion, Change facilitation, Mentoring
 - Customer orientation
- **Project Planning and Estimation**
- **Legal: Contracts, NDAs, Corporate**
- **IP: Patents & Trademarks**
- **Oh, yeah: Technical and Domain expertise**

What Do I Look For in a New College Hire?

- **Scientific / Technical**
 - Only occasionally specific expertise
 - Internships, particularly here
 - Learning agility and “Stick-to-it-iveness”
- **Team Orientation**
 - Interpersonal, Communications Skills
 - Conflict Resolution
- **Leadership**
 - In projects, including dissertation
 - In extracurricular activities
- **Ethics / Integrity**



Why Industry?

- **Advantages**

- Tangible
- Breadth
- Customer oriented
- Pay & Benefits
- Stakes are high

- **Disadvantages**

- Proprietary
- Precarious
- Profit-oriented
- Politics
- Stakes are high

How Should You Look For A Job?

- **Network**
 - Conferences are great
 - Your Advisor and Committee are crucial
 - Attend and present at IEEE chapter meetings
- **Use your University's Placement Office**
- **Consider Internships**
 - help you to determine whether you like an employer, and whether they like you.
 - used as “the first round of interviews”
- **Polish your Skills**
 - Interview, Interview, ...

Should You Take This Offer?

- **Will you be doing something interesting?**
- **Will you be doing something fulfilling?**
- **Is there a new college hire support program?**
- **Are Salary / Benefits sufficient?**
- **Is relocation provided?**

- Don't get all that hung up on having the perfect job
– you'll have many throughout your career.

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Thank You!