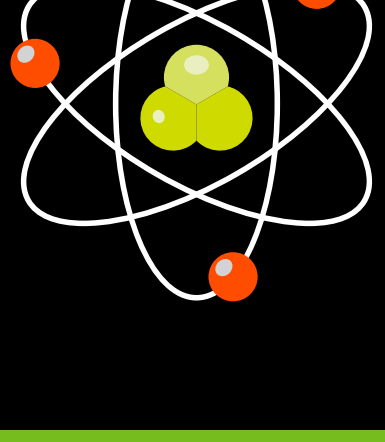




Get Hired: Scientific and Clinical Hiring Managers' Top Secrets Revealed

In a recent survey, we asked scientific and clinical hiring managers to share how they evaluate and distinguish top candidates. We also asked them about ways professionals can gain an edge in the hiring process to get noticed, and ultimately, hired.



THE FIRST 15 MINUTES

During an interview, 64% of scientific and clinical hiring managers know within this short time-frame if a candidate is right for the position.

59%

say the most challenging quality to find among scientific and clinical candidates is the **RIGHT COMBINATION** of hard and soft skills.



16% SAY CULTURE FIT



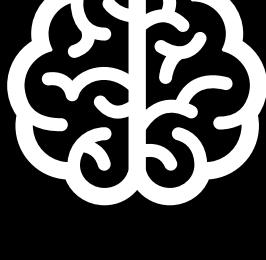
13% SAY SOFT SKILLS



12% SAY HARD SKILLS

When evaluating candidates, scientific and clinical hiring managers are looking for:

Top hard skills



90% ANALYTICAL/CRITICAL THINKING



70% EVALUATION, ANALYSIS, ACCURACY (TROUBLESHOOTING)

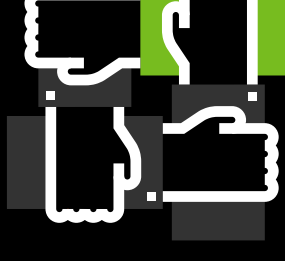


64% VERBAL/WRITTEN COMMUNICATION SKILLS

Top soft skills



75% ABILITY TO LISTEN AND COMPREHEND



74% TEAMWORK/ABILITY TO COLLABORATE



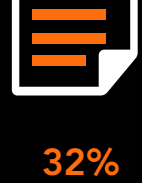
73% GOOD/POSITIVE ATTITUDE

Résumé is still king

Most preferred format to review a candidate's background:



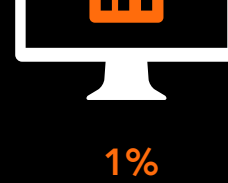
65% DIGITAL/ELECTRONIC FORMAT



32% TRADITIONAL HARD COPY



2% DIGITAL PORTFOLIO



1% LINKEDIN PROFILE



0% VIDEO RÉSUMÉ

Make sure you tailor your résumé to the position you're applying for.

8 IN 10

match résumé qualifications to the job description when deciding who to interview.

68%

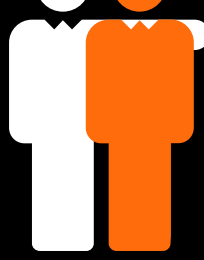
say **CULTURE FIT** is important when evaluating candidates.

Top ways scientific and clinical managers assess culture fit:

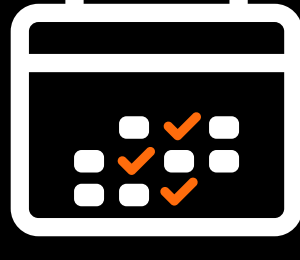
- ✓ 64%: by asking behavioral interview questions
- ✓ 61%: by listening to candidate questions posed during interview
- ✓ 57%: by observing behaviors and cues during interview

Securing the position

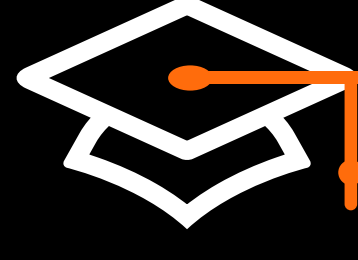
Top competitive advantages (when candidate qualifications are equal):



66% REFERRAL BY A CURRENT OR FORMER EMPLOYEE OR CO-WORKER



58% STARTED AS A CONTRACT/TEMPORARY EMPLOYEE WITHIN THE COMPANY



39% COMPLETED AN INTERNSHIP WITHIN THE COMPANY

1-4 WEEKS

is the typical time frame from the first interview to the extension of an offer.

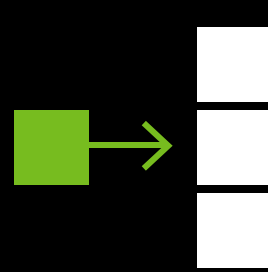
Be patient; 26% of scientific and clinical hiring managers say it can take anywhere from 1 to 3 months to hire.

Nail the interview

Top advice for scientific and clinical candidates:



79% BE ABLE TO ARTICULATE PERSONAL ACCOMPLISHMENTS/WEAKNESSES



76% BE ABLE TO CONVEY HOW SKILLS/BACKGROUND ARE A GOOD FIT FOR THE JOB



74% REMEMBER THE BASICS (BE ON TIME, POLITE, WELL-GROOMED, GRACIOUS)



67% BE INFORMED ABOUT THE COMPANY'S KEY PRODUCTS/ SERVICES

Interview blunders

Top mistakes that prevent scientific and clinical candidates from moving forward:



86% ACTING ARROGANT, NOT GRATEFUL FOR INTERVIEW



84% INAPPROPRIATE USE OF MOBILE PHONE/TEXTING DURING INTERVIEW



78% NOT SHOWING ENTHUSIASM OR PASSION FOR JOB, CAREER, INDUSTRY, ETC.



74% BEING UNPREPARED, NOT DOING RESEARCH ON THE COMPANY/POSITION

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Survey methodology: The 2015 Hiring Manager Research (U.S./Canada) was conducted by RDA Group on behalf of Kelly Services. Over 1,000 hiring managers in the U.S. and Canada were surveyed. Participants had direct hiring responsibilities for talent in healthcare, engineering, finance and accounting, IT, and scientific fields. Results represent a cross section of industries and career disciplines. Of the total surveyed, 212 were scientific & clinical hiring managers.

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