

All right hey Hoosiers and welcome to our next episode of All Careers Considered! I'm your host for today's episode, Molly Mccurdy, the assistant director of strategic alumni engagement for the Walter Center. Today we're going to talk a little bit about what the job market looks like right now and kind of how to stand out in the recruitment process, especially amidst all of this craziness, and to do that I have an awesome guest with me today named Jordan Haas. Jordan graduated from IU in 2017 with a bachelor's in human biology and psychology and now is a clinical recruiter for Green Key resources in Denver, Colorado, so thanks for being here Jordan!

Jordan: Yeah thanks for having me Molly!

Molly: So to get started, I'd love for you to just tell us a little bit about you, maybe where you're from originally and how you got into clinical recruitment.

J: Okay yeah definitely! So I grew up in Indiana, born and raised in a little town called Jasper about an hour and a half south of Bloomington. I went to IU for four years, went to IUPUI for grad school, thought I was meant for the lab and science. I worked at Eli Lilly in Indianapolis for about a year and a half as an associate toxicologist. Was a great experience, you know, found my foundational knowledge of science. It's built from IU and IUPUI really helped me kind of stand out in that role but as I worked, I realized you know, I think my talents could be used elsewhere. I'm a very, if you can't tell, already an extrovert by nature and I would like to try to talk to my coworkers and ran into some roadblocks, so I started pondering, you know, different careers and Green Key, I've reached out to, knowing that they were a pharmaceutical of recruiting firm, found this opportunity out in Denver wanted to move to Colorado forever and it just ended up working out.

M: That's awesome, very cool, thanks! So you recruit for the pharma biotech, CBD and cannabis industry which sounds like pretty cool job um so tell us a little bit what that's like especially maybe right now have your industry's been impacted by the coronavirus pandemic at all?

J: Yeah, so we do recruitment, I primarily work with pharma biotech and medical devices. CBD and cannabis has taken quite a hit definitely, sales have went up per se but clinical trials and kind of the background noise of the cannabis industry is definitely falling to do to Covid but Pharma and Biotech medical devices, we've seen a couple companies specifically smaller companies kind of go under but with mid-sized and and larger pharma companies, I mean this is a great industry to be and to be completely honest we have five divisions here at Green Key office support finance pharma health care and by far we've been kind of keeping the ship afloat because the clients that were working with the companies that we work we're working with are still hiring amidst all of this.

M: Gotcha, so obviously there are conversations right now kind of about hiring freezes and things of that nature since a lot of organizations you know we're making budget cuts and just kind of things are sort of paused right now, so I think that probably you know makes a lot of

graduating seniors a little nervous like, “am I gonna be able to get a job and how is that gonna work?”, so from your perspective, kind of as a recruiter, what do you say about that and for someone who maybe hopes to get into the job market soon what can they expect?

J: Yeah, I can't even imagine... I don't know about you Molly but if that was me as a senior going in my last semester, I definitely... it would be stressing out a little bit. My best piece of advice would to be, you know, even if there's nothing, no opportunities knocking at this moment, I think one thing that you can do is start to build your professional foundation by networking and I'm a big proponent of this. Get on LinkedIn and start messaging people, it's really good to just know people because after Covid, it kind of comes to an end, companies are gonna be hiring it's inevitable. The unemployment rate now I think it's spiked to 14.5 percent highest we've ever seen so you know once this is over I'd expect a lot of jobs to be coming out and the more people you know and the bigger network you have into that would just set you, you know, apart from your counterpart.

M: Yeah definitely. What kind of things will you be looking for as a recruiter maybe when you're interviewing someone, you know, what kind of things do you kind of keep... would you kind of keep in mind talking to maybe, someone who just graduated and was kind of struggling right now, maybe with their mental health or maybe they just have a lot going on, would you say that that's the thing that recruiters maybe keep in mind when they are gonna be hiring someone especially someone who just graduated?

J: Yeah definitely. Our company, Green Key, actually you know, our partners sent us company-wide email probably about a month into this just saying and giving us advice as recruiters and managers to reach out to the people that were working with this is a very difficult time and they told us to kind of just foster those relationships and you know encourage people because there is a light at the end of the tunnel, cliché as that sounds, so it's easier said than done to say hey keep your head up it's gonna be fine because it's hard and and if you're not making money right now and you have rent to pay and and all those other things it's difficult but try to keep a positive attitude because that's what employees like the most if you go into this like nobody's giving me a chance the world so tough everyone's against me it's it's just not a good outlook so try and stay positive and it'll eventually come around.

M: Yeah that's a really good piece of advice and I think I like what you said about how just kind of to remind people that we're all kind of going through this and just to stay positive and I think it's probably important for students to remember that, I mean, we're all going through this together it's not like it's just you know graduating seniors that are facing the struggle so I like that a lot I'd like to move back to what you said about kind of networking on LinkedIn. Do you have any kind of specific strategies that you use, maybe you know, because I think some students, they want to start, you know, networking and building their network but they kind of don't know where to start, like, what do I say, who do I contact? Do you have any maybe strategies you use?

J: Oh yeah, I've mentioned this a little bit at that connect 20 event back in February to now a few people that were at the panel, but I would I would suggest taking a look at what you want. I mean, what your interests are for after graduation, what type of job you want and then I love doing this go on LinkedIn to the search bar type in your interest say you want to be in clinical research type, in clinical research hiring manager or manager and just send that person a note and especially if you want like a specific company, say Eli Lilly in Indianapolis, find people that work at Lilly, that have a manager title, connect with them send them a short, you know, 200 letter note and say this is what I'm looking for, this is my background, I would love to connect with you and stay in touch and it's as simple as that and they, you know, you might hit them at the right time and they might have an opening and they'll be like, "oh yeah, you fit it perfectly" or down the line maybe in 10 years that connection creates something where that person can go back and say "oh I remember this person, he stayed in touch throughout the years he would be a good fit", so yeah.

M: That's really good advice. Do you have, since I know you said that you're kind of extroverted and I am also that way so those things are a little easier for me but we'll let you say to a student that is maybe really shy or, like, those things are a challenge for them, is there anything that maybe they could do to kind of overcome those challenges or just a way to reframe this they're not quite as nervous?

J: It's hard for me to speak to that. Like you I'm definitely an extrovert, so I want to watch the advice that I give but I think you have to get over that mental barrier even if you're shy even if you're not the most outgoing person, if you think that you possess skills to work a specific job and you're really interested in that, you have to go out and get it. The market, especially for a new grad, is not easy, I mean that the hardest part is just getting your foot in the door, specifically with pharma companies. People are always asking me, you know, how could you just help me introduce me to this person or introduce me to this company and that's all it takes I mean, if you just ask the question. Don't be afraid to ask the question. It's not gonna hurt you in the long run.

M: Yeah that's really great advice, thanks Jordan. So to kind of wrap things up, I saw that you are on the Walter Center Success Network, which is our virtual networking platform, so if students want to, you know, talk with you about this or anything else, would that be maybe the best place that they could reach out to you?

J: Yeah, they can definitely reach out to me on there. I check that pretty regularly. Actually, after that event in February, that Connect 20, then, I had a few people reach out to me there, you could also reach me on LinkedIn. Feel free to shoot me an invite. I like when people send me notes, so if you are listening to this or watching this, you know, kind of describe that in a note to me, don't just send me a connection because I won't know who you are.

M: Very true, awesome, thank you so much. Well thanks so much for being here today and for sharing your story.

J: Yeah thank you so much Molly, I appreciate it.

M: No problem, thanks everyone for listening to another episode of All Careers Considered I'm Molly Mccurdy and we'll see you next time!