

A large, semi-transparent, light blue globe is centered in the background, partially obscured by the text.

# SCT

SOCIETY FOR CLINICAL TRIALS

A decorative geometric shape at the bottom center, consisting of a dark blue triangle pointing upwards, with a lighter blue triangle inside it, and a green triangle at the very bottom.

# How to Conduct a Successful Job Search and Negotiate Your Best Offer

Moderator: Tolulope Sajobi, PhD

Presenter: Barbara Day

# Today's Faculty



Barbara Day

Penfield Search Partners, Ltd.

# On Today's Webinar

- Our presenter will cover:
  - How to effectively search for opportunities and secure the best possible job offer.
  - The five essential steps for successful interviewing which include scheduling and information gathering, set-up, preparation, interview, and follow-up.
  - The key stages of offer negotiation, empowering candidates to confidently advocate for their value and secure a competitive compensation package.



# Before We Begin Our Presentations...

- We will hold a Q&A session after today's presentations.
- We encourage all webinar attendees to submit questions via the Question Box.
- If we don't get to your questions today, we will follow up with you after the webinar via email.
- Today's webinar is being recorded and will be available to SCT members in the Members-Only Area of the SCT website.

# How to Conduct a Successful Job Search and Negotiate Your Best Offer

Barbara Day

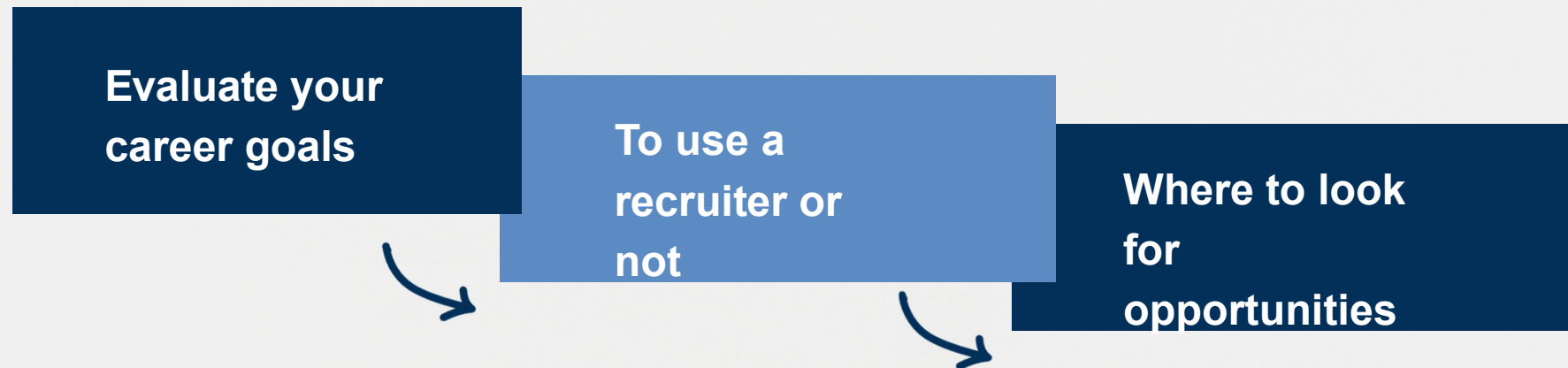
Principal, Pharmaceutical Practice

Penfield Search Partners, Ltd.



**No Disclosures**

# The Job Search: Where to Begin



# Evaluate Your Career Goals

**What is your ultimate career goal?**

**Where are you in the continuum to achieving that goal?**

**What skills do you need to gain?**

**Do you need interim step(s) to attain your goal?**





# Recruiters: To Use or Not to Use

- Entry level: don't depend on a recruiter for your search
- Experienced/Mid-Career: a knowledgeable recruiter can be very effective
- Senior Level: relationships with different recruiters is highly recommended



# Opportunities: Where to Find Them

**Company  
Websites**

**Automated  
Searches**

**Your  
Network**

**Recruiting  
firms both  
contingent and  
retained**



# 5 Key Steps for a Successful Interview



# Scheduling and Information Gathering

- Be as flexible as possible
- Ask questions
- Research the company
- Research your interviewer





# Set-up Phone or Virtual Interview

- Test your video and/or audio
- Assess your surroundings
- What to wear
- Get supplies

# Check your surroundings and test your video and sound quality

## Common Lighting Issues



**Backlit**



**Harsh Shadows**



**Overblown**



**Underlit**





# Set up On-site Interview



Travel – driving or flying



Plan for delays



What to wear

# Preparation

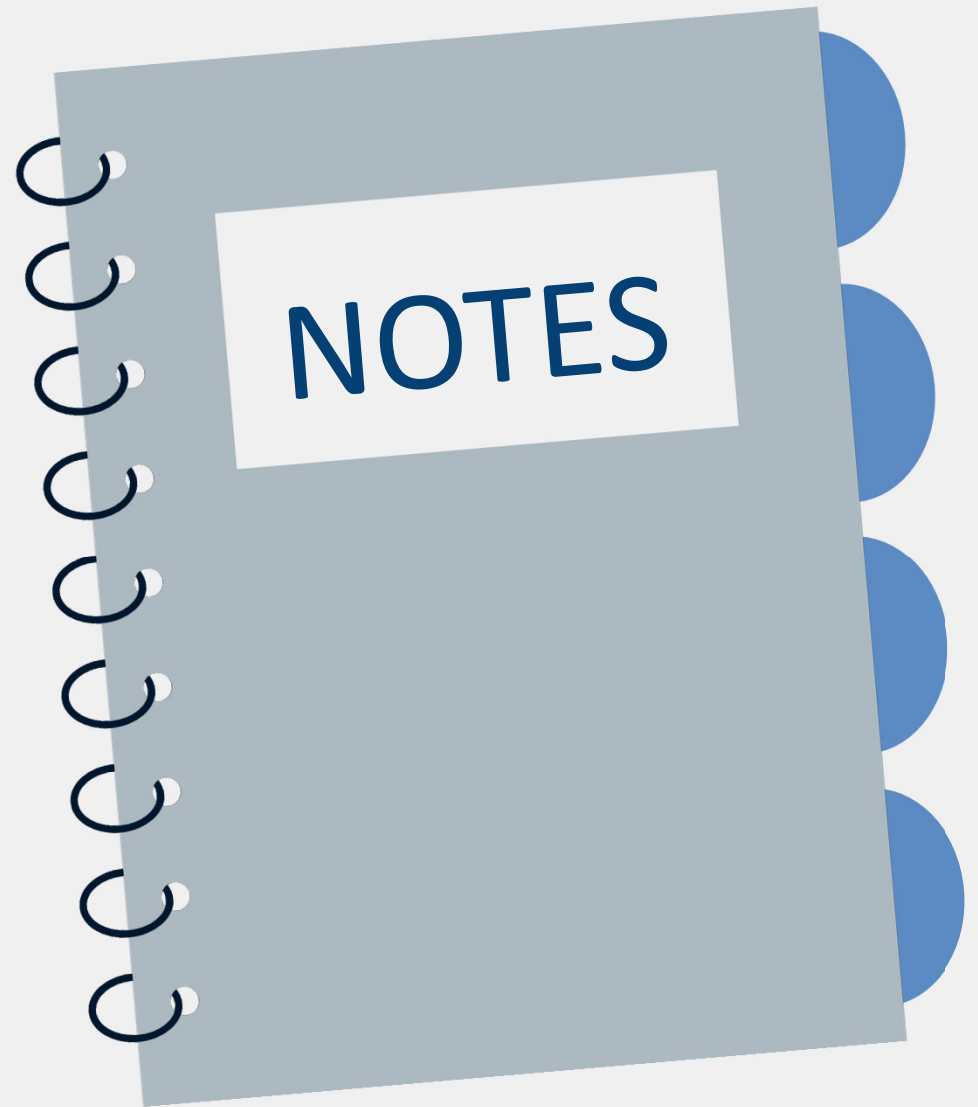
- > Review your resume
- > Prepare your presentation
- > Create notes
- > Practice your answers and presentation
- > Create a list of questions for your interviewer(s)





Situatio  
Task  
Actio  
Resul  
t

# Note Hacks





# Interview Day



**In-person Interviews**



**Virtual Interviews**



# Follow Up

- Ask about timing for a hiring decision either in your HR or Hiring Manager interview
- Send a thank you email
- Follow up



# 5 Key Steps to Negotiations

1

Is this the  
right role for  
me?

2

What am I  
leaving  
behind?

3

Know your  
value

4

What are the  
most important  
parts of the  
offer?

5

Lay out your  
requirements  
and  
reasoning

Does the mission of  
the company  
resonate with you?



Do you feel you could  
work well with the hiring  
manager and team?



Does this role bring  
you closer to your  
ultimate career  
goals?

**Will you get  
your annual  
bonus from  
your old  
company?**

**What long-term  
incentives are  
you leaving on  
the table?**

**How much  
PTO do you  
currently get?**

**Research  
salaries for  
your role, level  
of education  
and  
responsibility**

**Take into  
consideration  
company size**

**Ask the  
salary  
range for  
the  
position**



- **Base salary**
- **Sign-on bonus**
- **Long-term incentives**
- **PTO**



# Once you decide what is most important to you:



Focus your negotiations there



Provide a proposed start date with your negotiation



Make it clear that should the company meet your negotiations you will accept the offer immediately



# Questions?





# Q&A

*Save the Date!*

47<sup>TH</sup>  
Annual Meeting

PHOENIX

May 17-20, 2026



# SCT Membership Benefits

- Below are some of the many benefits you receive as a member of SCT:
  - Networking
  - Continuing Education
  - Webinars
  - Subscription to the *Clinical Trials* Journal
  - Substantially discounted registration fees to SCT Annual Meetings
  - Professional development, leadership, and presentation opportunities
  - Social outreach and communication
- If you're not an SCT member – [please join today!](#)

# Interested in presenting a future SCT Webinar?

- On the SCT website, click on the Member Sign-In button and login.
- On the Members-Only Area Home page, click on “Propose a SCT Webinar!” in the menu on the righthand side.
- Complete and return the Webinar Proposal Form to [contact@sctweb.org](mailto:contact@sctweb.org) for the SCT Education Committee’s review and consideration.

# Have you completed your SCT member profile?

- The SCT leadership is making a concerted effort to learn more about our membership community in an effort to develop more appropriate programs and services, increase engagement, and ensure members' voices are heard regarding barriers in clinical trials research and education. As such, we ask that you please update your member profile.
- To complete your SCT member profile, please follow the steps below:
  - Log onto the Members-Only Area of the SCT website.
  - Click on the "Your Membership Account" option in the right-hand side menu.
  - Complete the optional questions on the "Profile" tab.

# SCT's LinkedIn Page is Now Public!

- We're moving! Follow our new public page for clinical trial updates, events, and networking. The old private group will close next month – make the switch today!
- Follow the new SCT LinkedIn page here:  
<https://www.linkedin.com/company/society-for-clinical-trials/>

# Thank You!