

BEHIND-THE-SCENES OF THE INDUSTRY HIRING PROCESS

Everything covered in the session, on one page. Presented by Angela Priest, Co-Founder & COO, Alma.Me. European edition — “CV” means the short industry CV.

keep this one

70%+ of academics will leave academia at some point. You are not doing something unusual.

1 Understanding industry

Both sectors run the same loop toward one goal — **sustaining the mission**. Only the currency differs.

Academia

Build reputation → grow institution → increase funding

Industry

Build brand → grow customer base → increase profitability

How a company makes money shapes how it behaves.

Deadlines, decision speed and what counts as success all follow from it — read the model and you can predict the culture.

Fit is the overlap of **skills**, **purpose** and **values**: aligned, not similar — not just qualified.

Things to consider about a company

- ✓ Company size
- ✓ Public (C Corp / B Corp) vs. private
- ✓ Industry vertical
- ✓ Mission and values

3 Crafting a standout application

Standout CVs use **impact-based language** — not descriptions of duties.

DESCRIPTIVE STATEMENT

X Conducted research on genetic disorders.

TRANSLATED TO IMPACT

✓ **Identified** a new therapeutic target for a rare genetic disorder affecting X people annually, **leading to initiation of phase 1 clinical trials**.

The formula: Action → Achievement → Impact. Name what you did, what it produced, and who it changed. Quantify wherever you honestly can.

if you can't measure it, describe who it changed

5 Offers & the human factor

The candidates most likely to get hired are the ones who pass the **“pub test”** — or, in Sweden, the **fika test**. Would the team be glad to spend an hour with you? It is not always the most qualified person who gets the job. Small gestures carry weight — a genuine thank-you note after an interview costs nothing and is remembered.

2 What happens when you apply

A single opening funnels down fast. A typical pipeline behind one posting:

CV review	15
Initial screen	5
Hiring manager interview	2
Panel interview	—
Offer & acceptance	1

Getting past the ATS

- ✓ **Apply early.** Roles are often filled from the first wave. Timing beats polish.
- ✓ **Outreach.** A human who knows your name lifts your CV out of the stack. Contact people at the company directly.

Your CV gets roughly **13 seconds** of attention. Clean, scannable structure beats dense prose — and beats heavy design.

4 Acing the interview

Every interviewer is assessing something different. Answer the person in front of you.

Recruiter

Screens that you meet the basic criteria.

Hiring manager

Assesses technical capability and culture / team fit.

Peers

Feed input to decision makers on capability and fit.

Senior manager

Tests whether you can engage senior stakeholders and customers.

Know before you go

- ✓ Relevant industry trends
- ✓ Company focus areas, products, competitors
- ✓ Typical attributes & KPIs for the position

The depth of knowledge you show communicates your commitment.

Your next three moves

- ✓ Rewrite **three CV bullets** using action → achievement → impact.
- ✓ Pick **one target company** and complete the Know Before You Go list.
- ✓ Send **one outreach message** to a human at that company this week.

Takeaways

Know your audience

Tailor to each interviewer's job.

Show the return on investment

Make the business case for you.

Engage as a person

Fit is assessed alongside skill.

Demonstrate commitment

Preparation is visible.

Lower the risk of hiring you

Evidence beats potential.

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