

The goal of the Rutgers University's iJOBS Program (interdisciplinary Job Opportunities for Biomedical Scientists) is to expose biomedical PhD students and postdoctoral fellows to the large variety of non-academic career options as well as give them skills useful for academic careers. iJOBS is funded by a grant from the NIH Broadening Experiences in Scientific Training initiative and was established in January 2015 to serve the graduate students and postdocs at both the New Brunswick/Piscataway and Newark Rutgers campuses. There are 4 phases of the iJOBS program. Phase 1, *iNQUIRE*, is open to anyone who wants to participate and consists of experiential job simulations and career panels covering a range of career paths including, among others, Science & Health Policy, Intellectual Property, Research in Industry and Government, Clinical Trials & Regulatory Affairs, Health & Science Data Analysis, Venture Capital, Finance and Equity Research, Medical Affairs, Science Writing, Science Education, Non Profit, Consulting, Contract Research, and Science Publishing. Trainees also can participate in site visits to industrial partners, networking sessions with professionals, and workshops. SciPhD is an intensive workshop offered over four weekend days focused on enhancing communication, leadership, teamwork, business, negotiation and project management skills. In Phase 2, *iNITIATE*, ~20 trainees/year formally commit to the iJOBS program and apply to take part in intensive training and coursework for their career track of choice. Industrial partners host unpaid shadowing/externships to allow for real world exposure (total of 72 hours over the course of a semester for observational purposes only) and Individual Development Plans (IDPs) and a mentor pod guide trainee progress. Within Phase 3, *iMPLEMENT*, trainees prepare for job search and placement. Resume and application packages are honed and interview skills perfected with one-on-one iJOBS coaching. Focused career fairs showcase suitable career opportunities and provide industrial partners access to these professionally competent candidates. Upon successful career placement, iJOBS program alumni are encouraged to share their wisdom with new iJOBS trainees in Phase 4, *iNSTRUCT*, as they serve as mentors, event hosts and shadow partners.