



Crafting Your Path to Success:

Road from Resume to Hire
and Beyond.

DISCLAIMER

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Meet The Presenter



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LEARNING OBJECTIVES

- What are we doing now to set the stage for success?
- Building the resume
- Applying for the job
- Winning the Interview
- Negotiations
- What to do after you get the job
- What not to do after you get the job



What are we doing now to set the stage for success?

The Good News:

- You're already doing more than most.
- You've already learned a lot today.
- Everyone you need to know is here too.

The Bad News:

No one that you need to meet is going back to your hotel room to catch up on TV shows after this session.



Networking is Terrible

- The most successful people are great networkers.
- Working a room is an art:
 - Be mindful and deliberate
 - Set goals for yourself
 - Gather business cards or exchange contacts
- Write down something interesting about the conversation.



Building the Resume:

Your resume is **not** a copy of your **job description**.

Your resume **is** a summary of your **success**.

Commonly Seen “Review prescriptions and physician orders for specialty pharmacy.”

- Processed and filled an average of 50 scripts per day, primarily in Oncology, Multiple Sclerosis, Rheumatoid Arthritis, and Dermatology disease states.
- Worked closely with 100+ referring physicians to ensure safe and successful patient outcomes and 100% customer service satisfaction survey.

What you should include:

- Education, Licenses, Awards
- Brief overview of you
- Function and outcome of your role(s)
- Concise tangible achievements
- Anything from the Job Description that you forgot.

What you shouldn't include:

- Pictures of yourself
- Long Paragraphs/Stories
- Unique format (parsing)
- Information that creates assumption



Building the Resume:

Standard Resume:

- Overwhelming majority of what we see.
- Standard resume details.
- General overview of job functions.

Missing:

- Overview of company(s)
- Specifics of job duties
- Results of expected job duties
- Individual achievements / Success stories.

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Professional Summary

Patient-care driven pharmacist with extensive experience liaising with patients and health care providers for a variety of pharmaceutical tasks. Ability to adapt and critically think through complex challenges and situations. Aiming to apply scientific and clinical experience to expertly communicate medical knowledge to healthcare stakeholders.

Work Experience

Staff Pharmacist

JohnsonRX Pharmacy – Los Angeles, CA

August 2020 – Present

- Review prescriptions and physician orders for pharmacy.
- Thorough review consisting of possible drug interactions, allergies, reactions & appropriate therapeutic indications.
- Conduct review of narcotics while adhering to controlled substance rules and regulations pertaining to the respective state
- Provide medication formulary recommendations for alternatives and cost-effective treatments.
- Recommend pharmaceutical alternatives to prescribers based on clinical guidelines.
- Provide medication reconciliation for patients with vast comorbidities.



Building the Resume:

The Winning Resume

- Comparable experience
- Numbers
- Specific outcomes of requirements
- Success stories
- Disease states or specialization
- Software used

Helpful Tools:

- Job Descriptions
- ChatGPT

Work Experience

Staff Pharmacist

JohnsonRX Pharmacy – Los Angeles, CA

August 2020 – Present

Premier provider of specialized medications and patient care services, focusing on complex and chronic conditions. High volume specialty pharmacy supporting Southern California.

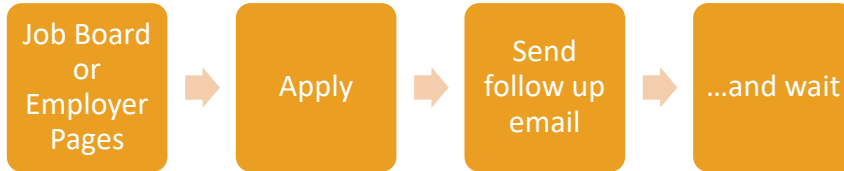
- Dedicated and results-driven pharmacist with extensive experience in specialty pharmacy. Proficient in reviewing prescriptions and physician orders, I've conducted thorough assessments of over 5,000 prescriptions annually, identifying potential drug interactions, allergies, adverse reactions, and ensuring appropriate therapeutic indications.
- Expert in conducting narcotics reviews, adhering to state-specific controlled substance regulations, with a 99% compliance rate.
- Hired, trained, and managed team of 4 pharmacy technicians with 0% attrition over tenure.
- Successfully recommended alternative medications and cost-effective treatments, saving patients and healthcare providers an average of 15% in medication costs.
- Provided over 200 medication formulary recommendations based on clinical guidelines, optimizing therapeutic outcomes.
- Conducted medication reconciliations for patients with multiple comorbidities, reducing medication discrepancies by 30%, improving patient safety and adherence.
- Driven to deliver high-quality, patient-centered care, I consistently collaborate with prescribers to ensure the best clinical outcomes.
- Disease states: Oncology, Multiple Sclerosis, Rheumatoid Arthritis, and Dermatology.

Software Used: CPR+, ScriptMed, Microsoft Office Suite



Applying For The Job

The Traditional Job Application Process



“Go Knights! Thank you for the connection. I that there was an opening for x and applied but figured you would be a good person to follow up with. Congrats on the recent win! (insert Google News Article). I’ve been following the XYZ for a while and could not be more impressed by the work you’re doing in X. If you would be open to a quick call or meeting to learn more, I’d love to connect.

Set yourself Apart:

- Use the job boards as a research tool.
 - Do it tonight
- Be targeted in your approach.
- Apply for the role.
- Track it
- Find the connections on LinkedIn:
 - HR/Talent Acquisition
 - Talent Acquisition / Human Resources
 - Executive Level Staff – VPs, EVPs, C-Suite
 - Hiring Managers (for that role)
 - Colleagues – people with the same title that you are applying to.
- **After** they connect with you, send them a **very** brief, **personal** message.



Winning the Interview

Key Considerations:

- No one enjoys interviewing.
- Most are bad at it.
- Interview as often as possible.



The Basics:

- Look the part
- Show up 15 minutes early
- The interview starts well before the interview.

Do your Research:

- The Company (News)
- Core values
- The specific job function
- Practice questions

Tools:

- Google News
- ChatGPT
- LinkedIn

Winning:

- Be prepared to take control of the interview.
- Have questions for them (write them down)
- Make the ask (close).
- Gather contact information or business cards.
- Follow up, be persistent, and stand out.



Negotiations

How to negotiate like a pro:

- Negotiations start before offers are made.
- Know your market value and the current market trends.
- Have a thorough understanding of what is most important to **you**.
 - Compensation, work-life balance, career trajectory, travel, mentorship, benefits, perks, etc.
- Know the **why**
- Understand what is feasible for the specific employer.
- Understand the whole package.
- The party that cares the least, holds the power.
- Start things off on the right foot.
- Practice, practice, practice...

Tools:

- Glassdoor
- Payscale
- Indeed
- LinkedIn
- Recruiter

A \$15,000 increase in starting salary, for example, could result in an additional \$1,800,000 or more over the course of a 40-year career, assuming standard raises and compounding.



What to do after you get the job?

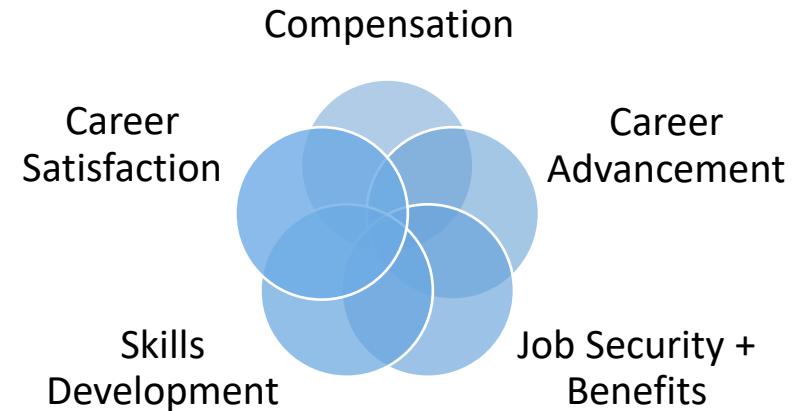
How do I grow my career as quickly as possible?

- Be a model employee and make your bosses job easier.
- Go the extra mile and contribute wherever you can.
- Find a counselor – your boss is not this person.
- Find a mentor
- Network and build relationships.
- Become a mentor.
- Continue learning
- Become really, good at your job and be “that person” for something.
- Honor your commitments and true to your word.



Gartner Research shows that mentored individuals are promoted five times more often than those without mentors.

Job Stability: Immediate vs Long Term Impact



What not to do after you get the job?

High stress positions lead to searching for outlets. Know yourself well...

- Hook up with your coworker.... Or boss.
- Develop a substance abuse problem.
- Taint your reputation
 - Unethical practices
 - Burning bridges
 - Lying
- Become a burden or liability to your employer.
- Changing jobs for the wrong reason
- Become complacent.

In 2022, the EEOC received 12,107 charges of workplace sexual harassment. Estimated that 70-90% of incidents go unreported.

National Institute on Drug Abuse (NIDA), about 1 in 10 healthcare workers misuse prescription drugs, with access being a major factor.

Global Business Ethics Survey by the Ethics & Compliance Initiative (ECI), 30% of U.S. employees observed unethical behavior in their workplace within the past year. This includes financial misreporting, bribery, and conflicts of interest.



Questions?





Thank You

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