



Entrepreneurship

The parent Phase I SBIR grant aims to test various Na_V sodium channels as potential targets in mouse models of inflammatory and neuropathic pain. In Phase II, we will be optimizing our gene therapy designs to target the human genome, perform IND-enabling toxicology studies, and initiate manufacturing designs. The research project for this supplementee will consist of advancing Phase II experiments, specifically focusing on optimization for human implementation. will be working on the cuttingedge technology This will , which represents a value-inflection point, and is also be an important milestone for research that we are planning for Phase II. Based on the scientific trajectory of , it is clear that she has the capability and talent to lead this key project in a timely manner. To also support in fostering her entrepreneurial capabilities, will become a member of BIOCOM. has already paid the fee for three members, which include the two PIs of the parent award and will include as the third member. In addition, she will have access to all JLABS entrepreneurial classes which include topics such as brand building and marketing for biotech startups, scaling a startup, understanding term-sheets, mergers and acquisitions, how to partner with industry, how to prepare for meetings with investors, etc. is fortunate to be located at JLABS at San Diego (the first Janssen and Janssen incubator now expanded to other cities), and this entrepreneur hub provides the perfect setting for to grow her leadership skills with the appropriate mentorship. To further foster 's entrepreneurial capabilities, she will also join the local San Diego Entrepreneurs Exchange Association, whose motto is "to support new entrepreneurs and their companies, and to sponsor networking and educational events to help develop the skills necessary to bring funding, business, and jobs to the San Diego area." We believe this is a great opportunity for her. We are also planning on purchasing business cards for with the design to use during networking events hosted by BIOCOM, JLABS and SDEE. We are aiming for a seamless

will introduce to the women-led and women-supported entrepreneurial organizations in San Diego, that has been part of including MyStartupXX, and Athena. MyStartupXX (now known as StartR Inclusion: aims "to nurture the next generation of female founders and technology companies through mentorship, education and funding." Athena is a women's empowerment organization located in San Diego that fast tracks women in STEM through leadership development. Lastly, will also become a member of the Women in Bio San Diego Chapter membership: will take advantage of all the network has built in the last few years.
We feel this networking aspect is very important for the career development of recognized that, on average, women are less confident than men when presenting results and this aspect will be seriously tackled by the PIs, with onsite coaching during the networking events
Specifically, the self-esteem gender gap will be tackled by encouraging behaviors such as: speaking up in meetings, taking up space physically, projecting her voice, directness and clarity of speech, asserting herself and promoting her own ideas or work. Videotaping while presenting will create awareness of sown physical and verbal mannerisms, which can be used to coach her to present herself in a more assertive way. It is leadership skill set.
Finally, will also enroll in as a member of the San Diego chapter of the Project Management Institute: to further increase her network and mentorship skills.
Career Development Plan
One of the areas has expressed interest in is grant writing. Therefore we have agreed that she will help plan new scientific projects and develop new research directions, in addition to leading cross-disciplinary project teams and strategic decision making. Using her previous experience applying for predoctoral training grants and with the mentorship of and strategic decision making. Using her previous experience applying for predoctoral training grants and with the mentorship of and strategic decision making. Using her previous experience applying for predoctoral training grants and with the mentorship of and strategic decision making. Using her previous experience applying for predoctoral training grants and will be the Co-PI of a new SBIR application to be submitted next April. Given her background in neurobiology, will strengthen and complement and will help to establish the specific aims of the project, all the budget intricacies including F&A and other indirect costs, and they will also help with all the other paperwork that the SBIR grants require. Formal meetings will be held based on second secon
This is the Individual Development Plan she put together:

INDIVIDUAL DEVELOPMENT PLAN

Name:	Manager:
Position: Scientist	Date:

Section A: Career Plan

Personal Mission Statement

Driven biologist with multidisciplinary training. Areas of expertise include molecular biology, neurobiology, and immunology. Broad knowledge and diverse technical skills. Proven track record of translational research. Extensive leadership and mentorship experience. Plan is to oversee the development of a therapy from the preclinical to clinical trials. Goal is to develop therapies that improve quality of life and treatment outcomes for patients.

Short-Term Career Goals (1-2 years)	
Area of Interest / Position Title	Competencies/Skills/Knowledge Needed (areas I need to develop)
Postdoctoral Associate	Experimental design, statistical analysis, data interpretation, working with human samples, science communication, knowledge related to my specific research area
Lab management	Purchases, analyzing financial data or budgets, equipment maintenance, personnel onboarding, occupational health compliance
Senior Scientist	Technical skills related to my specific research area, optimization, technical writing, grant writing, line manage, coach and mentor team members, project management, navigating the peer review process, delegating responsibilities, deep knowledge of my specific research area, writing project reports or other business-related correspondence

Long-Term Career Goals (3-5 years)			
Area of Interest / Position Title	Competencies/Skills/Knowledge Needed (areas I need to		
	develop)		
Clinical Research	Big data analysis, good clinical practice (GCP), complying		
	with rules and regulations, conducting research on human		
	patients		
Principal Scientist	Plan new scientific projects and develop new research		
	directions, lead cross-disciplinary project teams, strategic		
	decision making, background in successful drug discovery,		
	contribute to strategic decision making, conflict		
	management		
Associate Director	Assessing business trends and strategies, entrepreneurial		
	ideas, serving on committees, networking with others, lead		
	department and senior teams, develop and execute cross-		
	disciplinary plans, portfolio management responsibility,		
	coordinate major external collaborations, coach and mentor		
	senior research colleagues		

Mentor-Candidate Interactions:

Meeting Type	Meeting Schedule	Topics Discussed
One-on-one with and	Weekly	Scientific progress, troubleshooting, manuscripts, career goals and support she might need.
Lab meetings with and	Bi-monthly	Ongoing research and troubleshooting.
Grant writing help from and	Based on her demands	Setting specific aims, budget requirements including indirect costs, grant bureaucratic paperwork, etc.
Networking events	Based on event dates	To interact with the San Diego entrepreneur community and women leaders.

