

Questionnaire for the Postdoc Association Network Project

Interviewer: Nicole Gravagna

Date: 11/9/10

Employer Name: **CID4 (Colorado Institute for Drugs, Device, and Diagnostic Development)**

Are you willing to be the contact point person for the Postdoc Association Network or is there someone in your office who is more appropriate?

Kevin is the best right now, but in the future Rick Duke might be better.

Contact Name: Kevin Smith

Title: Chief Operations Officer

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Colorado office location: The Montview incubator is the only office

What does your company do?

CID4 is a non-profit org. The goals are to build and develop jobs and companies in the Colorado life science biocluster. They identify early stage technologies and provide active management and funding to get the technology to product. They have a grant from the state for the next 4 years, but if they are successful, the state will likely reinstate the grant. They are also building an endowment fund from the profits of early stage company sales (exits). So far, they are doing 4 technologies per year, but hope to ramp up to more. CID4 is only 1 year old, but seems to be doing well.

CID4 has many tasks in the managing and funding of new companies, but their role is constantly changing as they learn what is needed.

How many people work there now? 2 and two short term (18 month) consultants: an IT database consultant and a commercialization consultant (holds a PhD).

Do you hire scientists at the PhD level? What types of jobs are held by PhD scientists?

They intend to stay small and have few employees. However, they would like to have a role in training students in the art/business of entrepreneurship. They will likely take interns and consultants.

Does your company hire interns? If no, then would you consider it in the future?

They have not yet had interns, but are open to it. It is unclear what roles an intern might be able to take on, but if the potential intern has ideas, CID4 would be open to hear it. Possible roles include: managing and designing requests for proposals (RFPs), handling due diligence on potential new technology, writing SBIR grants. Internships will be paid commensurate on the experience/learning scale. If the intern has no experience and the task will teach the intern a lot, the pay will start at \$10/hour. However an semi-experienced grant writer writing an SBIR might start at \$35/hour.

Would you or anyone in your office be interested in becoming a Career Mentor? A Career Mentor is expected to make themselves available to a PhD trainee no more than 1 hour a month to discuss resume building, career trajectory, extracurricular training, and potential opportunities.

Kevin is willing to be a career mentor. His background is in finance so he is coming from a very different place than a PhD scientist, but he has a lot of experience (as CEO of Gambro and COO of CID4) so he does have advice for PhDs trying to get into entrepreneurship and industry.