Toby was trained as a scientist and has transitioned into business as a recruiter, writer, and entrepreneur. Her book, Career Opportunities in Biotechnology and Drug Development, www.careersbiotech.com, was released by Cold Spring Harbor Laboratory Press in October, 2007. Toby founded her own recruiting firm, Synapsis Search, www.synapsissearch.com, where she pairs candidates with companies (hence the term ‘synapsis’), and has a life science focus. She previously worked at BioQuest, an executive retained search firm where she recruited VP to CEO-level executives. Prior to that she served as Director of Business Development at SLIL Biomedical, an emerging drug discovery company developing therapeutics for cancer and other diseases. Toby received a Ph.D. in Molecular Biology from the University of North Carolina at Chapel Hill and as an undergraduate studied molecular evolution and gene regulation at UC Berkeley and UC Davis. As an NIH Fellow, she conducted postdoctoral research at Harvard University and at the University of Texas-Austin.