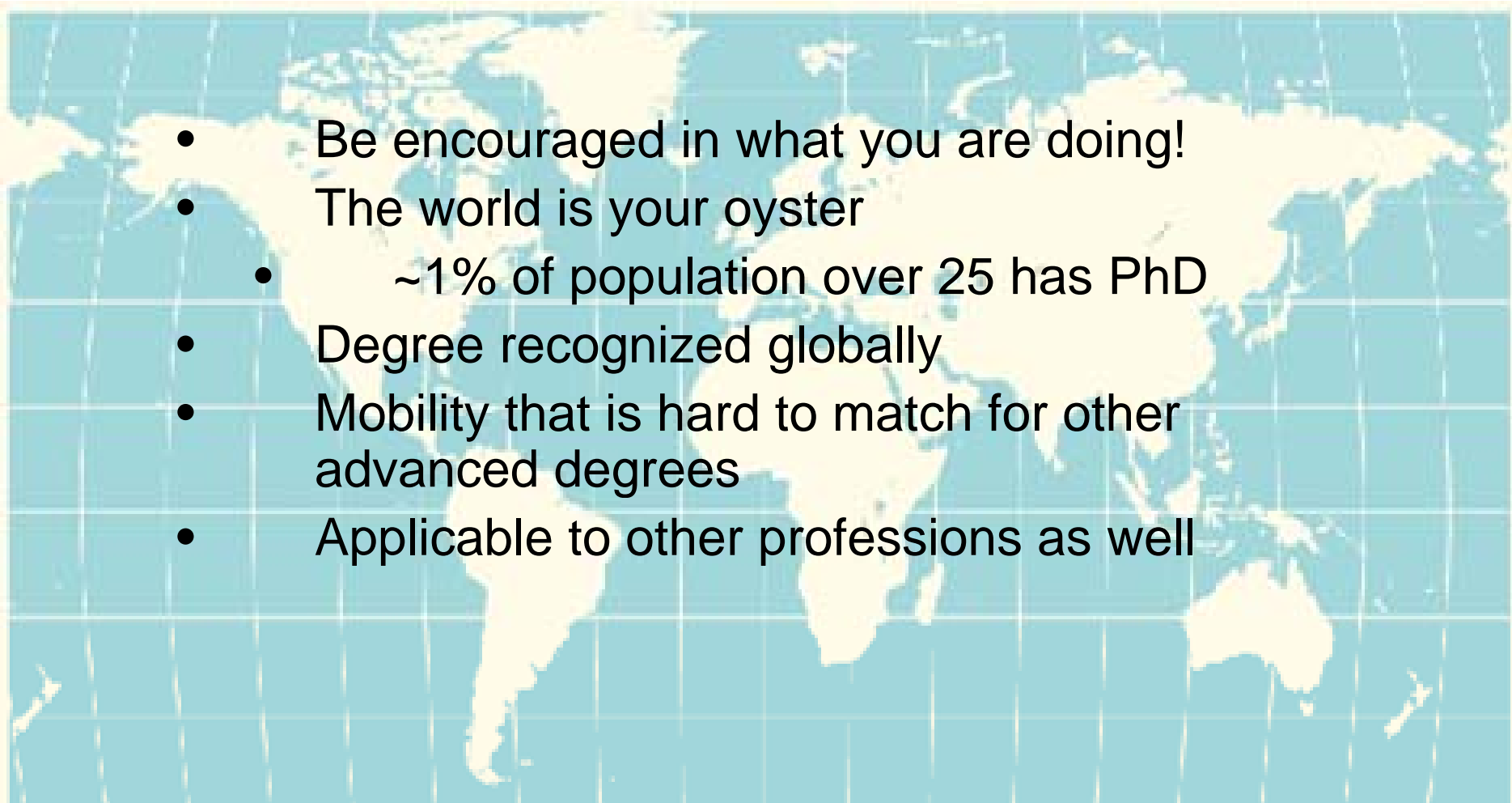


INTERNATIONAL OPPORTUNITIES FOR A SCIENCE CAREER

Raymond Price
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- 
- Be encouraged in what you are doing!
 - The world is your oyster
 - ~1% of population over 25 has PhD
 - Degree recognized globally
 - Mobility that is hard to match for other advanced degrees
 - Applicable to other professions as well

Introduction & Ground Rules

Title	Place	Dates	Location
PhD Pharmacology	Vanderbilt	1996-2001	Nashville
Scientist	Astellas	2002-2005	Osaka/Tokyo
Manager of Business Development	Acucela	2006-2007	Seattle
Manager of Scientific Development	Biocortech	2007-2008	Paris
Executive MBA	INSEAD	2008-2009	Paris/Singapore/ Abu Dhabi
Founder and Sole Proprietor	The Prices Write	2002-Present	Global

- I. Principles (good) vs. Anecdotes (maybe good)
- II. Generalizations plus specific examples
- III. Informal-Ask Questions
- IV. This session is for you—Writing, Starting a company, MBA, Working overseas...

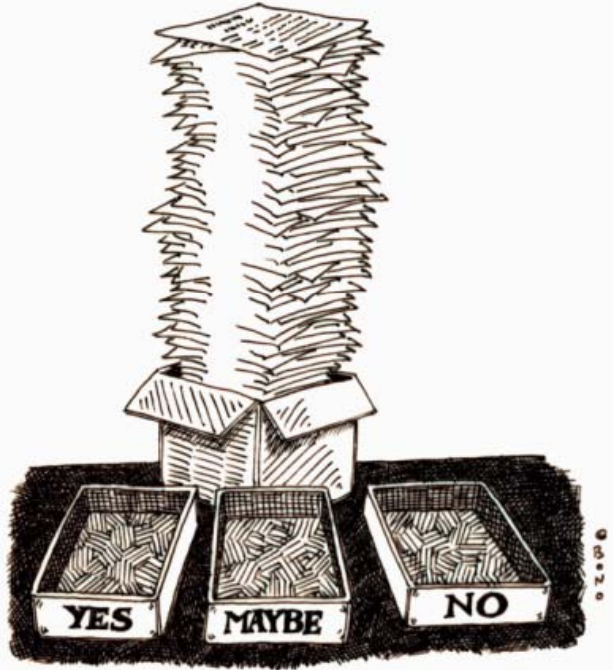
Getting a “Real” Job

- I. Who are you & where are you headed?
- II. How can you become more marketable?
- III. How can you create opportunities in your current situation?
- IV. How can you create new external opportunities?

I. Who You Are & Where You Are Headed

1. Resume Review
2. Establish Goals
3. Individual Development Planning

Resume Review



They only read the first page

The Devil is in the details

Good vs. Bad

Work Experience

Biopharma Corporation Anytown, State

Site Manager, Operations

Nov, 2005-Present

Oversee start-up and day to day management of a remote operations site responsible for manufacturing and lot release testing of viral vectors for use in gene therapy clinical trials.

Plant Manager, Commercial Protein Manufacturing

Oct, 2003-Nov, 2005

Oversaw multi-product (recombinant protein) commercial manufacturing site.

Director, Virus Production

Jan, 2001-Oct, 2003

Oversaw assay/process development, clinical manufacturing, and lot release testing of viral vectors for use in gene therapy clinical trials

Principles of “Good”

Scientific Development Manager, Biocortech, Paris, France

- Advise CEO (direct report) on all worldwide business development and licensing activities, including creating and implementing a global business plan and business strategies for both lead therapeutic compounds and proprietary assay systems

Founder and Sole Proprietor, The Prices Write, Scientific Editing and Writing services

- Marketed medical writing/editing services to global customers/clients in >10 countries
- Developed business plan/strategy for initiating new relationships, developing current accounts, and post-project followup
- Profitable every year since founding; Edited/co-wrote over 1500 articles/presentations in 7 years

Scientist, Fujisawa Pharmaceutical Co., Ltd. (Now Astellas Pharma), Osaka, Japan

- Managed multiple global collaborations, including tracking, documentation, and status reporting, with academic, industry, and government investigators to meet or exceed project deadlines

- Action words that are quantifiable
- Incorporate soft skills
- If I hire you, what's in it for me?
- Value Proposition/Elevator pitch

Unusual Additions?

Qualifications Summary

- Experienced biotech/pharma business development executive with extensive work experience and professional network in Asia, Europe, and the US. Ph.D. in Pharmacology, Vanderbilt. Founder/owner of a profitable small business. Functional Japanese fluency and beginning French.

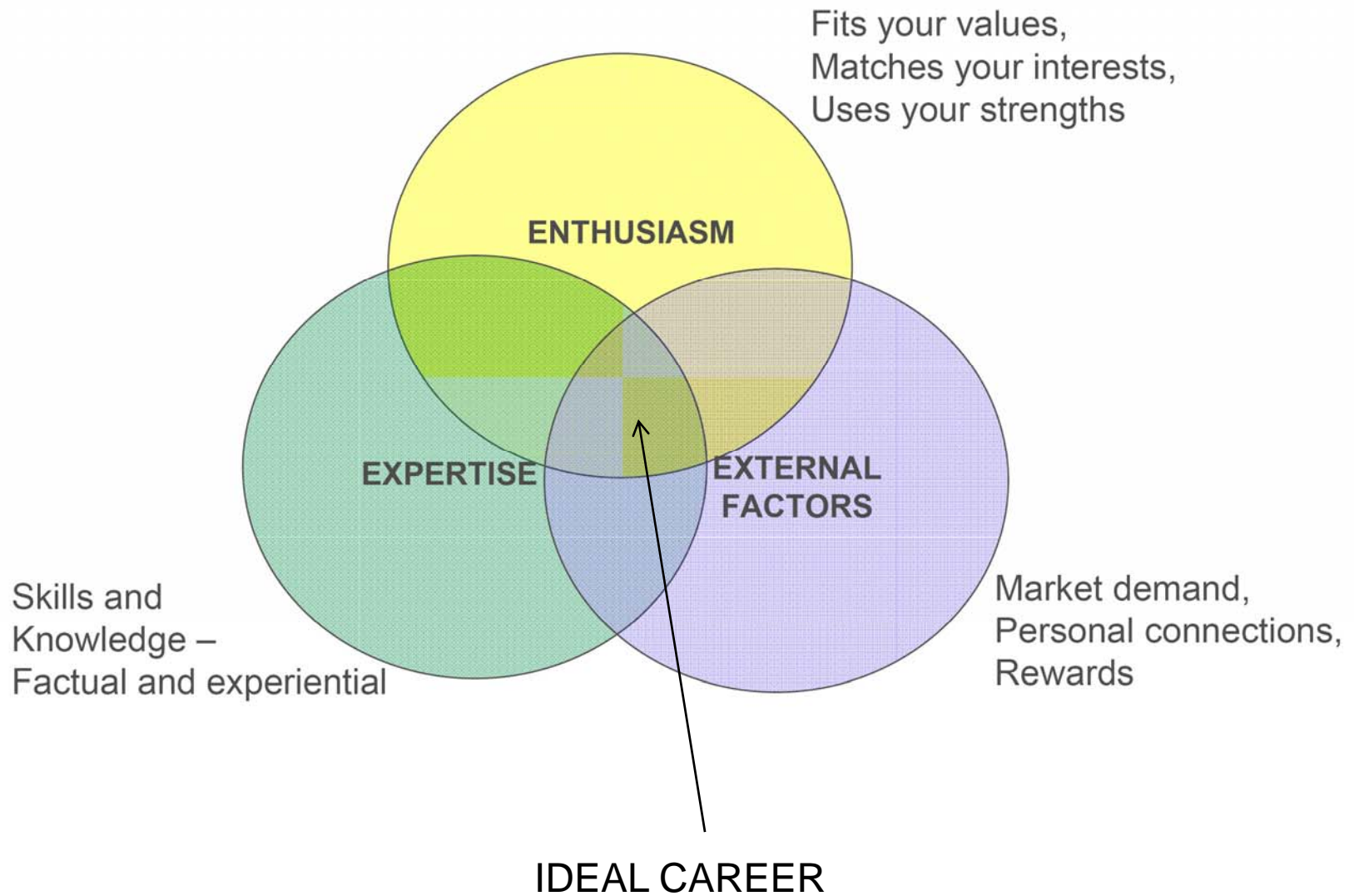
Skills Profile

- List of Key Words: Business Development, Strategic Partnerships, Project Management, etc.

Endorsements

- “He has brought to this task [marketing cellular assays] enthusiasm, hard work, and a solid body of original ideas that have impressed us all.”
– **David Ormerod, Acucela’s Medical Director**
- From recommendation letters, LinkedIn, etc. Get permission.

Establish Goals: I



Establish Goals: II

- Career Pinnacle- Where is the end for you?
 - Work as my own business development consultant
- 10 year objective
 - Become Sr. Dir/VP of Business Development
 - Big comp/small company experience (understand any buyers needs)
 - Build an extensive network of influential leaders in BD (future collaborators)
- 5 year objective
 - Become a team leader, grow a department, leader in licensing activity
 - Make a move to a new company
 - Build foundations for a “deal sheet”
- Goals for this year
 - Find a job (full-time Manager of Business Development)
 - Broaden knowledge/experience into new areas such as valuation or licensing agreement
 - Continue networking with senior leaders within bio-pharma
- How do I find a goal?
 - Informational interviewing—alumni, meetings, etc.
 - Science’s Next Wave, Library, Career Services
 - May be easier to eliminate possibilities
 - Keep options open—never set BD as a goal 5 years ago



Getting a “Real” Job

- I. Who are you & where are you headed?
- II. How can you become more marketable?**
- III. How can you create opportunities in your current situation?
- IV. How can you create new external opportunities?

II. How can you become more marketable?

- Are you pigeonholed in your current group vs. a jack of all trades?
 - Some diversification is good, especially as a compliment to science
 - Business/Financial Analysis
 - Programming
 - Grant-writing
 - Writing/Editing
 - Graphic Design...
- Granted 3-month NSF fellowship to visit Japan in summer of '99
 - Grantsmanship, Int'l experience, Industry experience

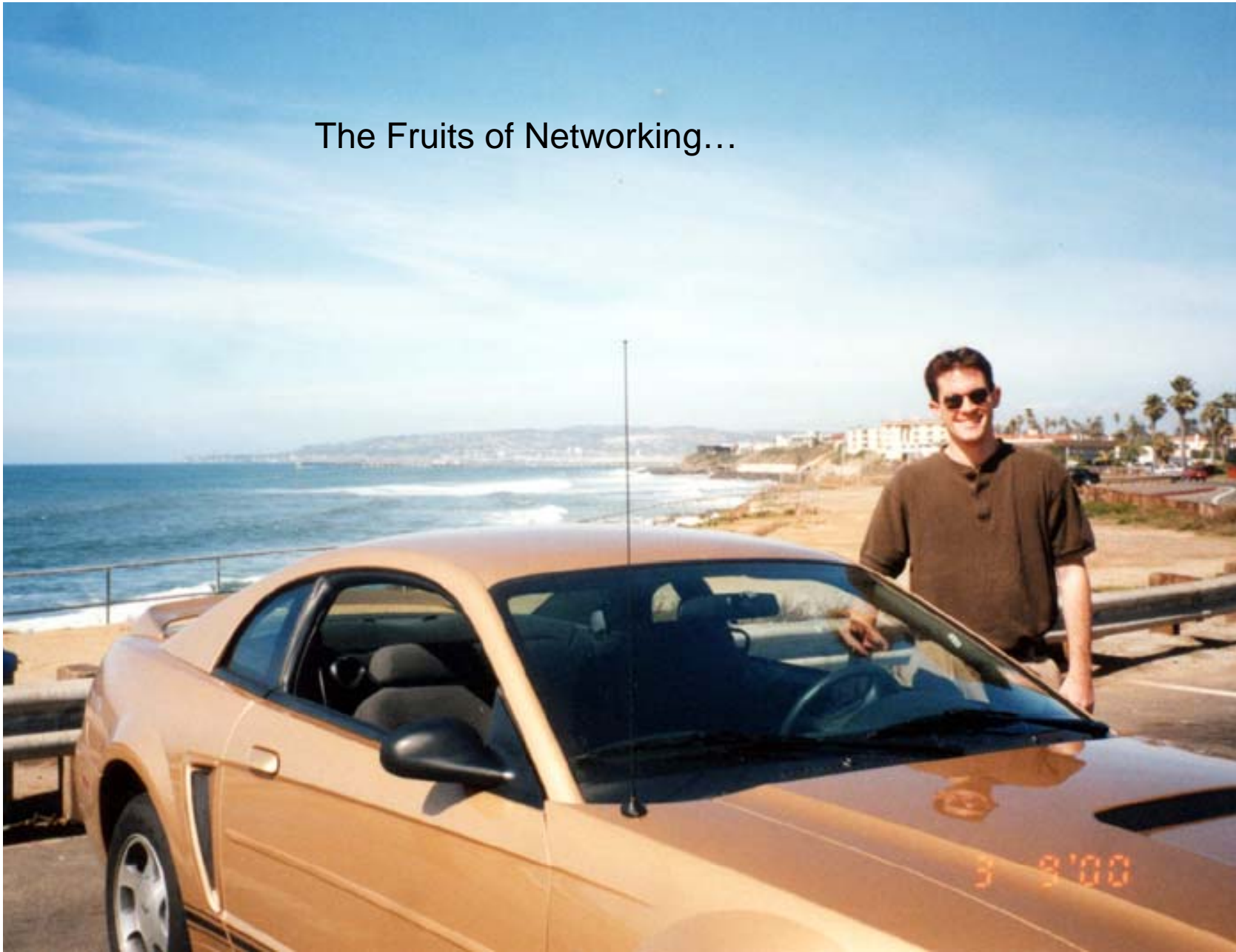
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III. Create Opportunities In Your Current Situation

- Critically evaluate how far you can advance in your current situation given the current circumstances.
- Talk to your boss!!
- Anticipate when it will be time to move on. Do not be caught off guard when you hit a growth ceiling.
- Networking...

The Fruits of Networking...



Getting a “Real” Job

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IV. Create New External Opportunities

1. Cultivate your network
2. Utilize recruiters that you trust
3. When in doubt, check it out
4. Advancement has its price

Cultivate Your Network

- Keep in touch
 - Set up archiving/management system (Outlook, etc.)
 - Alerts for new papers for authors you know well
- Utilize LinkedIn and other online and in person networking tools.
- Be active in local and national chapters of the organizations where you are a member.
 - Volunteer at a conference (e.g., at registration) for reduced registration and excellent networking opportunity
- Share information
 - Scarcity vs abundance mentality
 - Hosting at a student-led forum established a relationship continued in Japan and Kauai



When In Doubt, Check It Out

- Look for reasons to explore an opportunity rather than reasons to discount it.
- Appreciate the input / opinion of others but explore things for yourself.
 - Be careful not to let others influence what is right for you
 - *Find a mentor to bounce big ideas off of (e.g., MBA or not?)
- Positions can evolve through the course of the interview process.
 - Interview for a company, not for a position
 - Indicate flexibility (geographic, etc.) in cover letter

Advancement Has Its Price

- The truth of the matter is, there is never a convenient time to change jobs.
- Professionals that are on the fast track are always ready and willing to take on a new challenge
- Chance Favors the Prepared (and open) Mind...
 - Biocortech meeting in Japan in 2004—waited 3 years for funding
 - Sept 2007, mentor suggested apply to INSEAD

Acknowledgements:

www.pharmalogicsrecruiting.com

www.insead.edu

Action points:

Always recruiting freelance editors

Please send me a linkedIn Invite with a note
about your thoughts on the talk

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Stages of Career Development

Stage	Characterized by
Autonomy & Tentative Choices (18-26)	Personal autonomy – leave home, own sense of who we are separate from parents/family
Young Adult Transition (27-31)	Period of questioning if really going in direction we want to go
Making Commitments (32-42)	Order & stability – implement choices & “settle down”
Mid-Life Transition (42-48)	Question everything again – period of reassessment & realignment
Leaving a Legacy (49-65)	After completing mid-life transition – can be one of most productive stages, at peak of abilities
Spiritual Dénouement (66 onwards)	Completing design of what we want to become, fine-tuning ourselves

Pharma Sector Trends

- Pharma is less affected by the economic climate than other industries
- Recruitment stable
- Growing market – particularly in emerging regions & in Medical Devices & Healthcare Services

- Aging world population
- Need for innovation to fight illness/improve lives
- Competition / Generics – Complex legislation
- Patent expirations due in 2011-2012 – M&A activity
- Passion for healthcare / objectives

- Biotech/Medical devices look for scientific background+MBA/EMBA
- Mid-size Biotech companies tend to recruit via executive search firms
- Regular roles in Pharma: Finance, Corporate Affairs, Medical Director, Business Development, Marketing & Sales, Country Manager...
- Medical Devices: for Supply Chain / Operations

LinkedIn

Good Page

Summary

19+ years of manufacturing, development and technical experience in the biopharmaceutical industry.

Specialties

Cell culture and fermentation, familiar with Bioprocess equipment and trouble shooting, aseptic techniques, cGMP's, technology transfer, communication (written and verbal), supervisory/management skills, and Hands-on experience with state-of-the-art cell culture equipment, bio-reactors and microbial fermentors

Experience

XOMA; Biotechnology industry

2007 – Present (2 years)

Responsible for managing timelines, departmental budget, and overall success of the department. SME for internal and external audits/inspections of the fermentation production facility. Evaluate new processes, equipment, techniques, and complex technology to improve the quality and efficiency of existing operations to support corporate objectives. Plan/execute the upgrade and/or replacement of process equipment in the manufacturing facility. Evaluate disposable technologies including single use bio-reactors. Lead the effort for transferring processes from the Process Sciences groups to Manufacturing. As designated technical lead and departmental system owner, define process functional requirements and approve of all validation documents...

Bad Page

No Summary

No Specialties

Experience

Managing Director

Aptuit; Biotechnology industry

2007 – Present (2 years)

No info about what he does

- Make sure it is complete—include education
- Similar tips as resumes: keywords!
- Sector/Industry/Alumni Groups (incl. Vandy)—allows direct contact
- Open vs. closed networker
- If focus exclusively, limits network unnecessarily
- **In-person is best by far**

Pharmalogics Recruiting

Utilize Recruiters That You Trust

- Passive candidates—make sure you are findable
- ***Job Seeker's Guide To Working With Recruiters***
- Don't seem desperate but selective instead
- Direct approach vs. through recruiter

Recruiters are looking for:

- Transferable Skills
- Leadership
(initiative, motivation, drive, ownership)
- Teamwork
(conflict resolution, adaptability...)
- Analytical skills
(logical, problem solving...)
- Knowledge and passion for the sector company...
- Knowledge of industry, company and position

Recruiters are offering:

- Fast track into General Management
- Real jobs versus traditional rotational programmes
- Cross functional, cross businesses, cross geographies
- Selection of entry positions:
- Depending on availability / profile of candidate
- Gap analysis for future General Manager
- Talent pool system
(Mentor, Assessment Centres)

Establish Goals: II

	Plan-and-Implement Model	Test-and-Learn Model
Starting point	Interior – analysis, reflection	Exterior - action
Sequence	Linear – set a goal and implement	Circular – iterative rounds of action and reflection
End goal	Fixed – identified as early as possible	Changing – testing hypotheses
Knowledge required	Explicit – what jobs exist, what skills we use, etc	Implicit – what is appealing, what is feasible

Important Skills Required to Succeed

Slides taken from a former VP
of Development

- **Outstanding technical knowledge**
- **Extremely motivated, energetic**
 - Work hard, be dedicated & committed to success
- **Establish proven record**
 - Gain colleagues trust
- **A challenge as an opportunity**
- **Develop multi-disciplinary skills**
 - Creates leadership opportunities
 - Make immediate impact; your future depends on it
- **Managerial and leadership skills**
 - Coherent, well defined goals
 - Must be able to inspire colleagues
- **Make external contacts-Networking**
 - influence existing resources
 - crucial for finding next job

Important Skills Required to Succeed

- **No “I” in T-E-A-M**
 - Strong team player preferred over individual
 - You are a resource to co-workers
- **Continue to develop communication skills**
 - Verbal, written & presentation
- **Demonstrate flexibility**
 - Project
 - Field
- **Develop external reputation**
 - Patents
 - Peer-reviewed publications
 - Conference presentations: talks / posters
- **Continuing Education**
 - “He who was graduated yesterday and stops learning today is uneducated tomorrow”