Selling Your Skills in Biotech

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Where do you find the open positions?

• Friends – make sure your co-workers\ ex-coworkers know you are looking
• Second Generation contacts - Get permission to use their contacts at other companies
• Recruiters – call in some of the good will you have created, or find those folks which have those recruiter relationships
• Online network – Linked-In, Plaxo (Facebook)
• Online posting – (Especially company web sites)
• NOTE: Internet is an information source and not a surrogate for personal contact
• Local and National seminars\Meetings\Organizations

What to Network for Biopharma?

• Local and National Seminars & Meetings of relevant Organizations

• Technical groups: ISPE, PDA,
• Professional groups: AIChe, ACS
• Business Focused: MBC, BIO
• Technical Seminars: IBC, Biopharma
• University Groups: Alumni groups\meetings
What am I looking for in people? What is important to me?

• Need to fill a role - and a future role (which may be a bit less clear)

• A background that is sufficient

• An honest presentation

• A cultural fit

• A background of hard work

Talking to person(s) of Influence

• Know Something about them
• Know their company
• Keep it focused
• Keep it short
• Focus on their need
Points to Remember about Open Positions You Have Found

• There is often a long time between knowing a position is available and finally being posted
• Often a temporary person\consultant\contractor exists which may be the first candidate – check to not waste time
• HR can be a friend – they often give hiring manager first sense of person
• There is more flexibility in the job description than written
• Earlier interviewees may have an advantage
• Use your contacts to determine best internal contact\hiring manager – talking to a senior manager doesn’t help
• Get a hard copy of resume on the hiring manager’s desk

Once you have an interview

• Make sure your resume is accurate, simple, tailored to the job, and easy to read (spelling)
• Show up on time and prepared for that company
• Expect long interview process with lots of interviewers
• Do get back to people you met (email or letter)
• Do show interest – call the HR person doing the coordination
• Make sure you have references available and you understand your “non-references”
Alternate Methods to Get in the Door

- Temp&learn and them become perm (coop, intern, agency, etc.)
- Consult and show value
- Come as part of Contractor team on a specific project and move once finished

Once in a Job, how do you stay there?

- Be Flexible – particularly in a small company
  - breadth of knowledge
  - willingness to do another job, regardless of level, as required
- Competency in solving problems
- Knowledge of a key assets
- Communication and professional connections within the company