

ENGINEERING PHARMACEUTICAL INNOVATION



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

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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

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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

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Talking to person (s) of Influence

- Know Something about them
- Know their company
- Keep it focused
- Keep it short
- Focus on their need

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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

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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”

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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

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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

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