Through cutting-edge science and medicine, we discover, develop and deliver to patients worldwide innovative therapies for neurodegenerative diseases, autoimmune disorders and hemophilia.

Our three blockbuster products AVONEX, TYSABRI and RITUXAN help generate annual revenues of more than $5 billion.

We also recently launched FAMPYRA, the first treatment indicated to improve walking in MS patients, in the EU.

Founded in 1978, we are the world’s oldest independent biotechnology company that today has a rapidly-expanding global footprint and employs more than 5,800 people worldwide.

We have one of the industry’s most robust late-stage pipelines with more than a dozen programs in clinical development.
GLOBAL OPERATIONS CAPABILITY

Cambridge, MA:
Process Sciences and Manufacturing
5 x 2000L
2 x 200L (preclinical)
Manufactures licensed product: AVONEX®

Hillerod, Denmark:
Package and Labeling
Large Scale Manufacturing
6 x 15,000L
Up to 2 products concurrently

Research Triangle Park (RTP), North Carolina:
Large Scale Manufacturing
6 x 15,000L
3 x 2000L
4 x 200L (preclinical)
Manufactures licensed products: AVONEX, TYSABRI®

FOUR NOTEWORTHY PRODUCTS

- A leading worldwide therapy for multiple sclerosis
- Breakthrough multiple sclerosis therapy – powerful efficacy
- Standard of care for Non-Hodgkin’s lymphoma
- First treatment indicated to improve walking in multiple sclerosis
INTERVIEW CORE BEHAVIORS

Focus on Priorities/Sense of Urgency
- Quickly zeroes in on the "critical few" and puts the "trivial many" aside; eliminates roadblocks; creates focus for self and others
- Energetic; works smart; seizes opportunities; courageous
- Pursues goals with a need to finish; does not give up, even in the face of adversity
- Strives for action and results; resists the tendency to make things complex
- Establishes effective relationships with both internal and external customers and gains their trust and respect

Innovation & Creativity
- Creates a culture that supports innovation and reasonable risk taking
- Challenges status quo; does not settle for the first right idea
- Generates new and unique ideas and is open to others' ideas
- Takes initiative to improve or simplify processes and procedures
INTERVIEW CORE BEHAVIORS

Collaboration/Teamwork
• Seeks common ground and solves problems for the good of all; listens effectively and invites responses
• Communicates proactively in an open, clear, complete, timely, and consistent manner
• Candidly raises tough issues in a productive manner, then supports ultimate decisions
• Thinks ahead; anticipates what others need and the impact their work has on others

People Management
• Holds performance discussions regularly, follows performance and talent review time lines, is a champion of people processes and regularly seeks multiple inputs on performance from relevant stakeholders during the year.
• Develops people by coaching and providing feedback. Takes an active interest in their career goals and aspirations
• Actively manages performance, coaches direct reports for improved contributions where necessary

Mutual Respect/Trust/Integrity/Ethics
• Establishes effective relationships through mutual respect and trust in dealing with others
• Acts with integrity, behaves in accordance with his/her words
• Commits to honesty/truth in every facet of behavior and demonstrates ethical and legal conduct
• Keeps confidences, admits mistakes and does not misrepresent self for any reason
• Ensures ethical decision making process
HOW TO MARKET YOURSELF

1) What online tools are available to market yourself?
2) Is it wise to work with a headhunter? How do I identify one? Should I work with multiple?
3) What are the most advantageous ways to network?
4) Generalisms vs. personal accomplishments; what is best to focus on during an interview?
5) Power of references; do you have several at this time that could speak on your behalf at any given moment?
6) Out of state vs. local; who has the advantage?

TIPS FOR SUCCESS

1) Follow your passion
2) Be able to relate to everyone
3) Be a self promoter
4) Take risks
5) Be Yourself

OTHER QUESTIONS?

CONTACT INFORMATION

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