



Hiring into the pharmaceutical industry

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Pfizer WW Bus. Dev.

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Current Landscape is not good



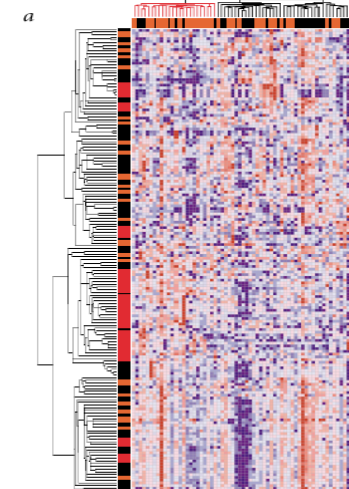
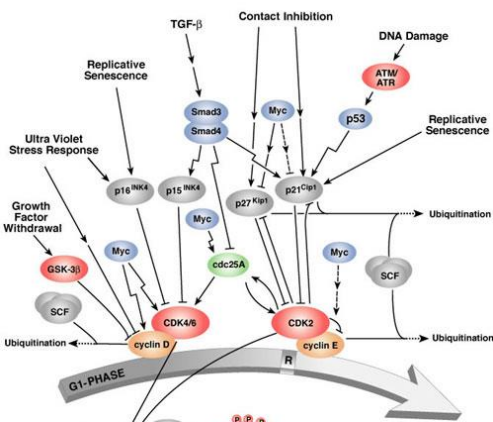
Competitive job environment

- Industry under a great deal of change
 - ◆ Cause
 - Increasing investment has not yielded increased new drugs
 - Patent expiries = Loss of revenues
 - ◆ Effect
 - Sharpened focus on fewer disease areas
 - Consolidation, cut-backs, M&A, closures
- On average for each opening
 - ◆ > 100 applicants
 - ◆ 5-10 highly qualified
 - ◆ **How do you make yourself stand out?**
- Great science goes on in industry
- Hiring focused on Ph.D.-level

Discovery and Innovative Strategies in Oncology: New Approaches



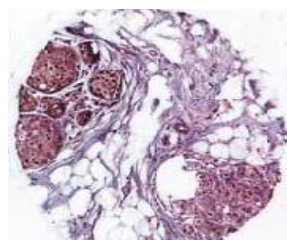
Pathways Knowledge



Clinical Genomics

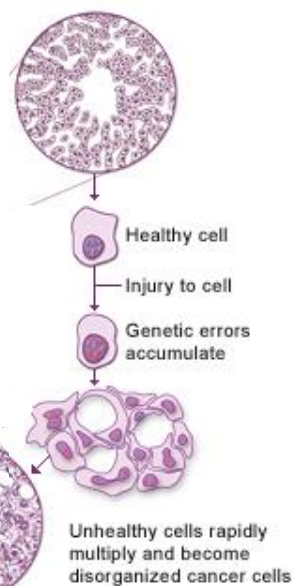


Integrated Approaches

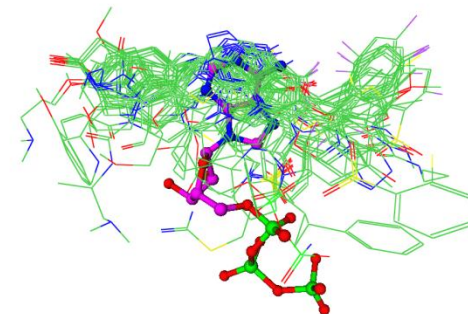


Cancer stem cells Micro-Environment

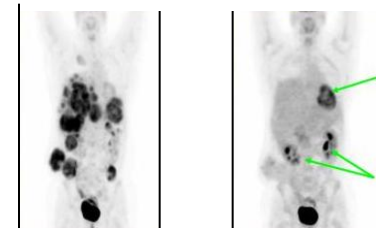
Disease Progression



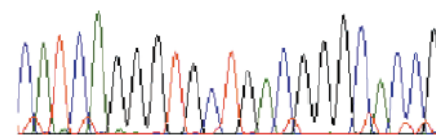
Targeted Therapies



Patient Monitoring



CATCAGGGTGCTGACGGGCACCG
1440 1450



He Arg Val Leu Thr Gly Thr

Mechanisms of Resistance

Example Job Description



www.pfizer.com/careers

Job ID # 930794

In Vivo Target ID Validation Lab Leader (Oncology)

- Responsibilities
 - ♦ Statement
- Position purpose
 - ♦ Statement
- Organizational relationships
 - ♦ Statement
- Primary duties
 - ♦ 9 bullet statements
- Qualifications
 - ♦ Training & Education Preferred
 - 8 bullet statements
 - ♦ Prior Experience Preferred
 - 7 bullet statements

How can you translate Oncology Research into life-changing drug discovery?

As a part of Pfizer's newly formed Oncology Research team, you have the defined opportunity to help advance our ability to achieve the key strategies supported in the discovery and development of novel oncology therapeutics.

Located in La Jolla, CA, the Research Unit is the very center of Pfizer's research and development strategies in oncology. Our core philosophy is to identify and evaluate targets in cancer drug discovery with the intent to create focused groups of scientists in specific cancer indications, such as lung and colon, and we are dedicated to working together in the utilization of "cross" technologies to drive our target discovery, drug discovery, translational research and development strategies.

We now have open positions in our Oncology Research Unit that will enhance our ability to perform translational research, evaluate and advance portfolio, to integrate clinical generation into our drug discovery and development efforts, and to get the right drug to the right patient at the right time. Opportunities range from Director and Senior Group Leader to Associate Scientist level. Candidates with cancer biology expertise and one or more of the following will see us being sought: molecular characterization of cancer etiology, cancer genetics, functional genomics, integrative omics, genomics engineering, mouse models, development of specific cancer cell models, cancer vaccines, molecular pathology, biomarker discovery, genetics, legal identification, tumor, novel therapeutic modalities, translational research. All these skills are considered an integral part of advancing our vision and shaping the future of oncology research.

Join our leading cancer biotech and help us continue in our quest to revolutionize drug discovery.

To view all of our open roles and to apply visit www.pfizer.com/careers and search Research Oncology.

We are proud to be an equal opportunity employer and welcome applications from people with diverse experiences, backgrounds and ethnicities.



Biotechnology, approximately 670 acres, along the western edge of the north coastal region of the San Diego region, in which 1800 acres and 400,000 sq ft of space have been dedicated to research and development. The building is located on the corner of La Jolla Village Drive and is the home of Pfizer La Jolla.

The Candidate's Resume is listed in an order by matching the following:

EDUCATION

In Vivo Target ID Validation Lab Leader	Jul 2018 - Present
In Vivo Target ID Validation Lab Leader	Jul 2017 - Present
In Vivo Target ID Validation Lab Leader	Jul 2016 - Present
In Vivo Target ID Validation Lab Leader	Jul 2015 - Present
Director, Target ID Validation Lab	Jul 2014 - Present
Target ID Validation Lab Leader	Jul 2013 - Present

PROFESSIONAL SOCIETIES

Executive Board, Molecular Oncology Society	Jul 2018 - Present
In Vivo Target ID Validation Lab Leader	Jul 2017 - Present
In Vivo Target ID Validation Lab Leader	Jul 2016 - Present
In Vivo Target ID Validation Lab Leader	Jul 2015 - Present
In Vivo Target ID Validation Lab Leader	Jul 2014 - Present
In Vivo Target ID Validation Lab Leader	Jul 2013 - Present
Executive Board, Molecular Oncology Society	Jul 2012 - Present
Executive Board, Molecular Oncology Society	Jul 2011 - Present
Executive Board, Molecular Oncology Society	Jul 2010 - Present
Executive Board, Molecular Oncology Society	Jul 2009 - Present
Executive Board, Molecular Oncology Society	Jul 2008 - Present
Executive Board, Molecular Oncology Society	Jul 2007 - Present
Executive Board, Molecular Oncology Society	Jul 2006 - Present
Executive Board, Molecular Oncology Society	Jul 2005 - Present
Executive Board, Molecular Oncology Society	Jul 2004 - Present
Executive Board, Molecular Oncology Society	Jul 2003 - Present
Executive Board, Molecular Oncology Society	Jul 2002 - Present
Executive Board, Molecular Oncology Society	Jul 2001 - Present
Executive Board, Molecular Oncology Society	Jul 2000 - Present

The company listed above is a fictional one in La Jolla, CA. The information is for illustrative purposes only. All dates and titles are fictional. The company listed above is a fictional one in La Jolla, CA.

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How do I find a job that fits me and my expertise?



- **Network**
- **Search broadly, apply selectively**
 - ◆ Company websites
 - ◆ Ads in key journals
 - ◆ Job websites geared toward scientific positions e.g. biospace.com
 - ◆ Biotech community websites e.g. massbio.org
 - ◆ Job boards in Academic depts
 - ◆ Key PIs
 - ◆ Job fairs
- **Apply when no openings**

“Technical” skills we seek/train



- PDM – Computational ADME, PK/PD modeling, systems pharmacology,
- Oncology Research – Computational biology, bio-informatics, PK/PD, cell and molecular biology.
- Chemistry – Med. Chem. Design, structural biology.
- Drug Safety – In-vivo experience.

Other skills we seek



- Teamwork, interpersonal relationships, focus, time management, drive, motivation, dedication, decisive, teamwork, interpersonal relationships, communication – verbal and written, influencing skills, focus, decisive, collaborative, drive, self-starting, communication, presentation skills, teamwork, committed to continuous learning, change agile, innovative, personal leadership . . .

Take home messages

- **Seek advice, different opinions, tips**
- **Competitive job environment, not easy to crack**
- **Produce, accomplish, have impact**
- **Create and leverage your (credible) network**
- **Search broadly, apply selectively**
- **Read the job description**
- **Well-prepared resume is your strongest ally**
- **Interview: be prepared and be yourself**