Career Transition Planning: Taking Action Today for a Successful Tomorrow (INDE 228)

Session 4– Transferrable Skills: Translating Scientific and Technical Training into a Variety of Workplace Environments

Joanne W. Yun, PhD
April 21, 2009
San Francisco Office – Life Sciences Practice Group
# Career Transition Planning

<table>
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<tr>
<th>I. ID info about yourself</th>
<th>III. Targeting your employer</th>
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<tr>
<td>■ Work-setting Preferences</td>
<td>■ Narrowing the field</td>
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<tr>
<td>■ <em>Personal Skills Inventory</em></td>
<td>■ Aligning credentials</td>
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<td>■ Motivational Factors</td>
<td>■ Optimizing documents</td>
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<table>
<thead>
<tr>
<th>II. ID info options</th>
<th>IV. Securing an offer</th>
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<tr>
<td>■ Researching Industries &amp; Companies (e.g.’s)</td>
<td>■ Determining “Fit”</td>
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<tr>
<td>■ Identifying Prospects</td>
<td>■ Submitting Materials &amp; Refs</td>
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<tr>
<td>■ Informational Interviews &amp; Networking</td>
<td>■ Interview Preparation</td>
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<td>■ Negotiation</td>
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3 Types of Skills:

- Content
- Transferable
- Personal Characteristics
Myth or Fact?

- Your SoM training is really only directly applicable to the academic education sector.

- The best way for you to get a job in a different sector is to acquire further education.

- Employers usually hire based on who has the most content skills – everything else is just “fluff”.

- Employers only consider your personal traits and transferable skills when the market is going well.
Topics Covered:

- Key professional and personal skill sets employers seek
- Tactics for assessing and marketing your unique training experiences and qualifications
- Strategies for navigating a difficult job market

Anything else?
Biographical Information

Joanne W. Yun, PhD

Education:
• PhD, Chemistry, MIT
• BA, Chemistry & French, Amherst College

Formerly:
• Director, Oncology Program Management & New Product Planning, Bayer HealthCare Pharmaceuticals
• Senior Manager, Business Development & Licensing, Bayer HealthCare Pharmaceuticals
• Manager, Strategic Planning/Mergers & Acquisitions, Bayer AG Pharmaceuticals
• Manager, Corporate R&D Planning, Bayer AG
• Laboratory Head, Central Research, Bayer AG

Dr. Joanne Yun is a core member of the Life Sciences Practice Group and is based in Egon Zehnder’s San Francisco office. She specializes in senior level R&D searches with pharmaceutical and biotechnology companies.

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OVERVIEW

- Scientific and technical qualifications needed and expected, but these alone are not enough

- Focus on “soft factors” – Emotional intelligence and key competencies as measures of potential and success
EMOTIONAL INTELLIGENCE – The EQ Factor

1. Self-awareness — the ability to read one's emotions and recognize their impact while using gut feelings to guide decisions.

2. Self-management — involves controlling one's emotions and impulses and adapting to changing circumstances.

3. Social awareness — the ability to sense, understand, and react to others' emotions while comprehending social networks.

4. Relationship management — the ability to inspire, influence, and develop others while managing conflict.
KEY RESEARCH & DEVELOPMENT COMPETENCIES

- RESULTS ORIENTATION
- COLLABORATION & INFLUENCING
- TEAM LEADERSHIP
- STRATEGIC ORIENTATION
- COMMERCIAL ORIENTATION
RESULTS ORIENTATION

- Driving for results/goals beyond expectations and dissatisfaction with poor performance
- Examples: Delivering scientific results with significant impact, setting up medical clinic for underprivileged patients, etc.
COLLABORATION AND INFLUENCING

• People demonstrating this behavior are effective in working with peers, partners, and others who are not in their line of command

• Examples: Partnerships with other research investigators, etc.
TEAM LEADERSHIP

- People demonstrating this behavior can focus, align, and build effective groups. This includes leadership roles in cross-functional project teams as well as conventional line/staff functions.

- Examples: Mentor and guiding students, motivating students, leading a department, etc.
People demonstrating this competency think beyond their own area and the immediate issues of the business. This includes the ability to formulate a practical plan that has impact and a long term perspective.

Examples: Creating a plan for a doctoral thesis, thinking of creative ways to address a scientific problem, etc.
COMMERCIAL ORIENTATION

• Appreciation and understanding of profit maximization – measure success in financial terms

• Examples: Working with product vendors, negotiating price or collaboration structures, etc.
## DEFINE EMPLOYERS

<table>
<thead>
<tr>
<th>SEGMENTS</th>
<th>EMPLOYERS</th>
<th>EXAMPLES</th>
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</thead>
<tbody>
<tr>
<td>· Education/Academics</td>
<td>Universities, Research Institutes (NIH), Non-Profit Research Institutes</td>
<td>Professor, Researcher, clinician, research administrator</td>
</tr>
<tr>
<td>· Life Sciences Industry</td>
<td>Pharmaceutical, Biotechnology, Medical Devices, Diagnostics, Venture Capital</td>
<td>Research scientist, clinical development/operation, business development, scientific writing</td>
</tr>
<tr>
<td>· Government</td>
<td>Military Research, Public Policy, Federal Funding, Reimbursement</td>
<td>Researcher, Reimbursement specialist for Medicare/Medicaid, State and Federal government roles</td>
</tr>
<tr>
<td>· Other:</td>
<td>Strategy Consulting, Healthcare Consulting, Investment Banking, Finance, Law (patent, R&amp;D alliances)</td>
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CANDIDATE PROFILES
JOANNE W. YUN

EDUCATION
1996  PhD, Chemistry

PROFESSIONAL EXPERIENCE
1996 – 1998  NON-PROFIT RESEARCH INSTITUTE
1996 – 1998  Post-doctoral Fellow

1998 – 2007  TOP 20 PHARMACEUTICAL COMPANY
1998 – 1998  Research Scientist
1998 – 1999  Corporate R&D Planning
1999 – 2001  Manager, Strategic Planning/M&A
2001 – 2005  Senior Manager, Business Development
2005 – 2007  Director, Oncology Program Management & New Product Planning

2007 – Present  TOP 5 EXECUTIVE SEARCH FIRM
2007 – Present  Consultant, Life Sciences

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CANDIDATE A

EDUCATION
1995 MD

PROFESSIONAL EXPERIENCE
1984 – 1998 ACADEMIC UNIVERSITY
1984 – 1987 Residency and Fellowship
1987 – 1998 Academic Investigator (consultant on clinical trials)
1998 Sabbatical
1998 – 2009 TOP 10 PHARMACEUTICAL COMPANY
1999 – 2006 Director, Early Clinical Research
2006 – 2009 Medical Affairs
2009 – Present TOP 5 PHARMACEUTICAL COMPANY
2009 – Present Head, Early Clinical Research Department
CANDIDATE B

EDUCATION

1986  PhD, Microbiology
1992  MBA

PROFESSIONAL EXPERIENCE

1986 – 1990  TOP 20 PHARMACEUTICAL COMPANY
1986 – 1990  Research Scientist & Project Manager

1992 – 2000  TOP 20 BIOTECHNOLOGY COMPANY
1992 – 1995  Manager, Business Development
1995 – 1998  Director, Business Development
1998 – 2000  Senior Director, Business Development

2000 – 2008  TOP 10 BIOTECHNOLOGY COMPANY
2000 – 2008  Vice President, Corporate Development

2008 – Present  START-UP BIOTECHNOLOGY COMPANY
2008 – Present  Chief Business Officer
# CANDIDATE C

## EDUCATION

<table>
<thead>
<tr>
<th>Year</th>
<th>Degree</th>
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<tbody>
<tr>
<td>1984</td>
<td>MD</td>
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## PROFESSIONAL EXPERIENCE

<table>
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<tr>
<th>Year</th>
<th>Company</th>
<th>Role</th>
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<tr>
<td>1984 – 1994</td>
<td>ACADEMIC UNIVERSITY</td>
<td>Professor and Investigator</td>
</tr>
<tr>
<td>1994 – 2002</td>
<td>START-UP BIOTECHNOLOGY COMPANY</td>
<td>Founder and Chief Scientific Officer</td>
</tr>
<tr>
<td>2002</td>
<td>Biotechnology company sold</td>
<td></td>
</tr>
<tr>
<td>2002 – 2009</td>
<td>TOP 20 BIOTECHNOLOGY COMPANY</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Acquired by Top 10 Pharmaceutical company</td>
</tr>
</tbody>
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CANDIDATE D

EDUCATION
1989 PhD, Biology

PROFESSIONAL EXPERIENCE
1989 – 2000 TOP 10 PHARMACEUTICAL COMPANY
1989 – 1995 Research Scientist
1995 – 2000 Director – Drug Discovery

2000 – 2005 TOP 20 BIOTECHNOLOGY COMPANY
2000 – 2003 Vice President – Research
2003 – 2005 Chief Scientific Officer
2005 Biotechnology company sold

2005 – Present START-UP BIOTECHNOLOGY COMPANY
2005 – Present Chief Executive Officer
CANDIDATE E

EDUCATION
1980 MD

PROFESSIONAL EXPERIENCE
1980 – 1992 ACADEMIC UNIVERSITY
1980 – 1992 Professor and Clinical Investigator
1992 – 2000 NON-PROFIT RESEARCH INSTITUTE A
1992 – 2000 Vice President, Research
2000 – 2009 NON-PROFIT RESEARCH INSTITUTE B
2000 – 2009 Chief Operating Officer
2009 – Present NON-PROFIT RESEARCH INSTITUTE C
2009 – Present Chief Executive Officer
CANDIDATE F

EDUCATION
1996 PhD, Biology

PROFESSIONAL EXPERIENCE
1996 – 1998 ACADEMIC UNIVERSITY
1996 – 1998 Post-doctoral Fellow

1998 – 2001 TOP MANAGEMENT CONSULTING COMPANY
1998 – 1999 Associate
1999 – 2000 Senior Associate
2000 – 2001 Engagement Manager

2001 – Present TOP 10 DIAGNOSTICS COMPANY
2001 – 2003 Marketing – Product Manager
2003 – 2006 Marketing – Senior Product Manager
2006 – 2009 Associate Director – Business Strategy & Market Research
2009 – Present Director – Strategic Planning
TIPS FOR NAVIGATING IN A TOUGH MARKET

- Be open, flexible, and humble
- Network – with former students, professors, peers, alumni – and ask questions about their career paths
- Extend post-doctoral or post-graduate training
- Consider internships or additional education
- Stay in touch with recruiters and job postings at target companies/employers
- Once inside – be open to new opportunities internally
EXECUTIVE SEARCH BASICS
Retained vs. Contingency Recruiters

Retained search firms are hired by a corporation to conduct a process to identify, screen, assess and recruit executives with a particular skill set.

Retained firms are paid a retainer in advance to conduct a search and work on an exclusive basis. They may collect payments even if the search does not produce a successful hire.

Motivation: find the best person for the job.

Rule of thumb: retained firms are used for executive hires above $150K compensation and where unique and highly specialized skills and experience sought.

Contingency firms are paid when a company hires their candidate.

Non exclusive basis.

Usually work on search at a lower compensation level where there are many qualified candidates or when filling multiple roles with candidates of similar profiles.
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Questions?