Working in Pharma worldwide
Preparazione (dove, come cercare le opportunità)
Processi di selezione (cv, presentazione, colloqui ecc.)

4 aprile 2017

A cura di Rudra Chakraborty, Multicultural HR Consultant
Roadmap Presentazione

- Orientamento
- Selezione
- Index siti
Agenda

1. Introduzione - The Industry
2. Orientamento
3. Selezione
4. Opportunità
5. Path….
Pharmaceutical Industry does not equal Big Pharma!

The days of everything being in-house are long gone
The Pharma industry is really a network of big companies, start-ups, contract research organizations (CRO’s), Academic labs, research institutes

Big Pharma is reinventing itself to be more nimble – more biotech-like
>85% of jobs in Pharma are outside traditional R&D but majority are people with science degrees
Introduzione – The Industry

- Biotech today is not Biotech of the 20th century
  - Many biotechs have been swallowed up by large Pharma
  - Days of biotechs seeing themselves as becoming fully integrated pharmaceutical companies is gone
  - Most have a technology or compound they want to sell to large companies, use to attract a large company to buy them or become a specialty service provider.
  - So Biotechs are really an integrated part of the Pharma Industry today – the source of much early Discovery research
Drug manufacturing
Drugmakers include API (active pharmaceutical ingredients) and formulations manufacturers. These companies make the following types of drugs:

- **APIs.** These are the raw materials used to manufacture drugs. Generally, large setups make APIs because these capital-intensive materials require special environmental conditions.

- **Generic drugs.** Companies sell these off-patented, cost-effective drugs at low prices using no specific brand name in order to serve the public. Abbott Laboratories (ABT), Actavis plc (ACT), and many other pharma companies make generics.

- **Patented drugs.** Companies develop these drugs through in-house research or licenses from other firms and then manufacture the drugs under licenses from patent holders. Patented drugs have high profit margins. Pfizer Inc., Merck & Co. (MRK), Sanofi, GlaxoSmithKline, Teva Pharmaceuticals (TEVA), and many others make patented drugs.

- **CRAMS** (contract research and manufacturing services). Companies that provide these contract services conduct research and manufacture drugs under licenses from other companies.
Drug marketing

Marketing companies in the pharma industry help increase the market reach of drugs. At times, a manufacturing company cannot sell its product in a specific region because the company lacks a license or marketing network to do so. This is where drug marketing companies come in to facilitate sales. (http://www.imshealth.com/en/solution-areas/services)

Biotechnology and R&D

Pharmaceutical companies are either dependent on their in-house R&D centers, or they rely on biotechnology companies to provide them with licenses to manufacture patented products. (http://www.biodirecta.com/)
Stages of R&D: A Long, Expensive and Risky Process

Discovery (2-10 years)

Pre-clinical Testing
Laboratory and animal testing

Phase 1
20-80 healthy volunteers used to determine safety and dosage

Phase 2
100-300 patient volunteers used to look for efficacy (POC) and side effects

Phase 3
3,000-5,000 patient volunteers used to monitor adverse reactions to long-term use

FDA Review/Approval

Compound Success Rates by Stage
>10,000 Screened

250 Enter Preclinical Testing

10 Enter Clinical Testing

1 Approved by the FDA

Additional Post-marketing Testing

Years

0 2 4 6 8 10 12 14 16

Source: PhRMA, based on data from Center for the Study of Drug Development, Tufts University
Introduzione - Development cycle times are increasing

Source: Centre for Medicines Research (CMR)
**Introduzione - Pharmaceutical R&D Requires the Highest Level of Investment in the World; A Measure of Risk**

<table>
<thead>
<tr>
<th>Domestic R&amp;D</th>
<th>17.0%</th>
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</thead>
<tbody>
<tr>
<td><strong>Industrial Sector Comparison:</strong></td>
<td></td>
</tr>
<tr>
<td>Computer Software &amp; Services</td>
<td>10.5%</td>
</tr>
<tr>
<td>Electrical &amp; Electronics</td>
<td>8.4%</td>
</tr>
<tr>
<td>Office Equipment &amp; Services</td>
<td>7.8%</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>5.3%</td>
</tr>
<tr>
<td>Leisure Time Products</td>
<td>4.7%</td>
</tr>
<tr>
<td>Automotive</td>
<td>3.9%</td>
</tr>
<tr>
<td>Aerospace &amp; Defense</td>
<td>3.8%</td>
</tr>
<tr>
<td>Metals &amp; Mining</td>
<td>1.2%</td>
</tr>
<tr>
<td>Paper &amp; Forest Products</td>
<td>0.73%</td>
</tr>
<tr>
<td>All Industries</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

*Source: PhRMA, 2011, Based on Data from PhRMA Annual Survey and Standard & Poor’s Compustat, a Division of McGraw-Hill*
Introduzione - The Pharmaceutical Industry is the Source for Most New Drugs

Introduzione – Academia vs. Industry

- Academia
  - Knowledge
  - Publication
  - Grants, support
  - New research

- Industry
  - Information
  - Products
  - Sales
  - Market share
  - Share price
  - Profit
The Industry does not pay for your degree or learning but what you contribute and how best you deliver the results

Mere possession of a degree is not sufficient to claim a job
Lavorare all’estero...

1) Capacità Linguistiche (C1-2)

2) Burocrazia oltre Europa ......(U.S., Canada)

3) Idee chiare
   - Cosa sto cercando? «Stage, lavoro, esperienza, vacanza...»
   - Dove voglio andare? «Europa, U.K. ...........»
   - E qual è il mio obiettivo finale (bisogna avere i piedi per terra, le ambizioni devono essere concrete e raggiungibili)?

«Una persona che va all’estero senza avere dato una risposta chiara a questi interrogativi è destinata all’insuccesso. Poi bisogna anche ragionare sui sacrifici che si è disposti a fare per raggiungere dei risultati: spesso ci sono persone che trovano lavoro in posti periferici, lontano dalle grandi città. Qui il rischio è di soffrire di solitudine, di non inserirsi. Prima di partire serve ragionare. Non tutti sono pronti». 
What are your Key Skills?

http://knack.it/

Knack up App on Android and Apple

Tenacity

Strategic Thinking

Creative Thinking

Growth mindset
• **Communications and Interpersonal Skills:** A candidate’s ability to effectively articulate information is all-important; the ability to get on with colleagues and co-workers, indispensable. Lee Iacocca, an American businessman most famous for his revival of the Chrysler Corporation in the 1980s, said it best: “You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere”.

• **IT Competency:** Beyond a basic understanding of both hardware and software, most employers specifically ask for a working knowledge of the Microsoft Office Suite (Word, Excel, PowerPoint etc) and other every day office applications. Some roles may also demand an understanding of more task-specific applications such as Adobe Photoshop et al.

• **The Ability to Work in a Team:** While leadership qualities are doubtless valued by employers, the ability to work in a team of individuals is also essential to the success of any given corporation. According to research carried out by the Careers Research Advisory Committee back in 2003, while employers rate teamwork as their number one priority, “…only 25 per cent of respondents thought it important to develop such skills”.

www.cosp.unimi.it
Importante provare a farsi un’idea chiara di competenze

Top 10 Baseline Skills for Entry Level/Associate & Under Job Listings in Biopharma, 2010 - 2015

- Communication Skills: 36%
- Research: 30%
- Organizational Skills: 28%
- Quality Assurance and Control: 26%
- Writing: 22%
- Detail-Oriented: 20%
- Troubleshooting: 18%
- Microsoft Excel: 16%
- Computer Skills: 15%
- Microsoft Office: 11%

https://www.massbioed.org/
Orientamento

• **Communications and Interpersonal Skills:** Perhaps two of the most intensely valued skills by an employer, good communication and interpersonal skills are essential in any area of the corporate world and can make the difference between a good idea in theory and a positive business outcome. A candidate’s ability to effectively articulate information is all-important; the ability to get on with colleagues and co-workers, indispensable. Lee Iacocca, an American businessman most famous for his revival of the Chrysler Corporation in the 1980s, said it best: “You can have brilliant ideas, but if you can’t get them across, your ideas won’t get you anywhere”.

• **IT Competency:** In the 21st century, almost all jobs require a modicum of technological understanding. Beyond a basic understanding of both hardware and software, most employers specifically ask for a working knowledge of the Microsoft Office Suite (Word, Excel, PowerPoint etc) and other every day office applications. Some roles may also demand an understanding of more task-specific applications such as Adobe Photoshop et al.

• **The Ability to Work in a Team:** While leadership qualities are doubtless valued by employers, the ability to work in a team of individuals is also essential to the success of any given corporation. According to research carried out by the Careers Research Advisory Committee back in 2003, while employers rate teamwork as their number one priority, “...only 25 per cent of respondents thought it important to develop such skills”. Today, that situation is unlikely to have changed, in the same way that employers are not likely to have devalued the importance they place on any other core skill or asset. It is therefore not a coincidence that most modern-day assessment centres test for a candidate’s proficiency in this area by running a series of group tasks and presentations.

• **Professionalism:** As obvious as it may seem, there are many characteristics that can contribute to the creation of a professional image in the workplace. For instance, how you dress can say a lot about your professional outlook. Under present-day dress codes, jeans and a casual shirt may work well for the office, but such attire may not be suitable for a field visit – or indeed your first interview! Equally, common courtesies such as putting your hand over your mouth when you yawn and not chewing gum during a meeting or an interview will go a long way to defining you as a serious, considerate and professional employee.
Orientamento

- Importante provare a farsi un’idea chiara di competenze

![Skill Clusters in Greatest Demand, Sub-Bachelor’s Openings, 2010 - 2015](https://www.massbioed.org/)

https://www.massbioed.org/
Top Associate and Under Entry Level Jobs, 2015*

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Count</th>
</tr>
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<tbody>
<tr>
<td>Medical Laboratory Technician</td>
<td>55</td>
</tr>
<tr>
<td>Manufacturing / Production Technician</td>
<td>33</td>
</tr>
<tr>
<td>Quality Inspector / Technician</td>
<td>22</td>
</tr>
<tr>
<td>Medical Laboratory Technologist</td>
<td>19</td>
</tr>
<tr>
<td>Health Technician / Technologist (Other)</td>
<td>17</td>
</tr>
<tr>
<td>Medical Assistant</td>
<td>14</td>
</tr>
<tr>
<td>Assembler / Fabricator</td>
<td>14</td>
</tr>
<tr>
<td>Production Worker</td>
<td>13</td>
</tr>
<tr>
<td>Animal Care Technician</td>
<td>13</td>
</tr>
<tr>
<td>Sales Representative</td>
<td>13</td>
</tr>
</tbody>
</table>

“Specialized Skills” most often requested and/or required by posting companies for Medical Lab Technician openings:

- Data Entry (24% of all postings)
- Chemistry (19%)
- Cleaning (19%)
- Centrifugation (18%)
- Phlebotomy (18%)
- Sample Preparation (18%)
- Biology (14%)
- Venipuncture (13%)
- Good Laboratory Practices (13%)

“Specialized Skills” most requested and/or required by posting companies for Manufacturing/Production Technician openings:

- Cell Culturing (55%)
- Cleaning (50%)
- Validation (45%)
- Process Equipment (45%)
- Aseptic Technique (34%)
- Good Manufacturing Practices (31%)
- SAP (19%)

“Specialized Skills” most requested and/or required by posting companies for Sales Representative openings:

- Sales (42%)
- Aseptic Technique (14%)
- Logging (14%)
- Materials Processing (14%)
- Microbiology (14%)
- Air Sampling (14%)
- Spreadsheets (14%)
- Sales Management (14%); amongst others.

https://www.massbioed.org/
Orientamento

Un assessment tool per mappare la crescita personale e professionale

https://myidp.sciencecareers.org/
https://myidp.sciencecareers.org/Overview/Summary
Orientamento- oltre il lab…

- Medical writing
- Regulatory Affairs
- Clinical ops
- Compliance
- Quality Assurance
- Business Development
- Business and Technical Operations
- Portfolio Management
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Selezione

INVIO PRESENTAZIONE E LETTERA

CHIAMATA DI SCREENING O MAIL DI CONTATTO

INTERVISTA SKYPE O DAL VIVO
The major differences between CVs and resumes are the length, the purpose and the layout. A resume is a brief summary of your skills and experience over one or two pages, a CV is more detailed and can stretch well beyond two pages. The resume will be tailored to each position whereas the CV will stay put and any changes will be in the cover letter.

**CV** – long, covers your entire career, static  
**Resume** – short, no particular format rule, highly customizable

A resume is the preferred application document in the US and Canada. Americans and Canadians would only use a CV when applying for a job abroad or if searching for an academic or research oriented position.

In the UK, Ireland and New Zealand, a CV is used in all contexts and resumes aren’t used at all. The CV prevails in mainland Europe.

In Germany, the CV is more commonly known as a Lebenslauf (true to the latin origins) and is only one of many application document the German job seekers must produce to get an interview.

In Australia, India and South Africa, the terms resume and CV are used interchangeably. The term resume is used more for jobs in the private sector and CV is more commonplace when applying for public service positions.
Selezione. Cv o Résumé

Cosa è importante sapere quando si scrive un Cv

- i referenti delle Risorse Umane che fanno screening di Cv impiegano nella lettura circa 30 secondi per Cv;

- la leggibilità del tuo Cv aumenta la possibilità per te di essere contattato;

- un Cv diviso in sezioni evidenziate è più leggibile di uno i cui caratteri siano indistinti e poco spaziati;

- dal Cv un buon selezionatore può inferire caratteristiche personali del candidato;

- il Cv dovrebbe essere perfezionato in base all’azienda e alla posizione per la quale ci si sta candidando;

- è possibile allegare al Cv una lettera di presentazione;

- è possibile allegare al Cv una foto tessera;
Selezione. Cv o Résumé

I Corsi di Formazione o gli Altri Corsi
In quest’area puoi inserire tutti i corsi extra scolastici ed universitari, post Master/Università (corsi di alta specializzazione, corsi di perfezionamento all’attività lavorativa svolta, etc...).

Le Capacità e Competenze relazionali
In quest’area devi sottolineare le tue capacità e competenze di relazione. Consiglio di non fare solo un elenco ma di dettagliare le attività che hanno fatto sviluppare tali capacità.

Inutile scrivere:
“excellent group working, good relational skills,”.

Diverso è scrivere:
“during summer 2008 I worked as a trainer with kids at the beach camp. I improved my relational abilities, given the fact that I was spending full days, 24 hours with groups of children.

Le Capacità e Le Competenze linguistiche
Indica le lingue che conosci specificando il livello: scolastico, buono, ottimo o madrelingua. (Siate autentici)

Altre informazioni:
In questa parte devi indicare la disponibilità a trasferte e/o trasferimenti sul territorio, gli interessi, le attitudini, le caratteristiche personali. Consiglio: dai solo delle “pillole di te”, degli spunti di riflessione per il selezionatore. Se saprai accaparrarti la sua curiosità, ti chiamerà per il colloquio e forse avrai modo di dettagliare tutto durante il colloquio di selezione!

Fate sport (che tipo di sport, quanto bene), Recitazione (da quanto tempo), canto (a che livello) che ambizioni avete ....
Qual è la differenza tra un résumé ed un CV?
Innanzitutto la lunghezza tra i due. Un résumé in genere non è più lungo di una pagina al massimo (o due se hai davvero rilevanti esperienze nel ruolo al quale ti candidi) e rappresenta un sommario conciso delle tue abilità, della tua esperienza nel settore e della formazione che ti distingue per il ruolo in questione.

Un CV, dall’altra parte, è in genere di più pagine, presenta maggiori dettagli sulle esperienze lavorative pregresse ed è più informativo, lasciando spazio anche ad elementi più personali.

Canada e U.S. il CV viene utilizzato principalmente per candidarsi a posizioni professionali in ambito accademico, nel settore della formazione, delle scienze o della ricerca. Per altri ruoli, la chiave vincente è un breve Résumé.

Come scrivere un Résumé Americano-ESEMPIO
Scrivi in modo semplice, rendilo breve - non più lungo di una pagina.
Metti in evidenza in cosa sei riuscito a fare la differenza nelle tue precedenti esperienze, quali caratteristiche ti hanno reso vincente, non stilare semplicemente le tue responsabilità.
Riduci gli interessi personali e gli hobbies al minimo. Menzionali solo se davvero rilevanti per la posizione a cui ti stai candidando.
Metti in evidenza le esperienze professionali prima di quelle accademiche. Solo nel caso tu ti sia appena laureato, inserisci la formazione in cima.
Metti in rilievo abilità ed esperienze direttamente collegate al lavoro.
Inserisci in maniera ripetuta ma ponderata, delle “parole – chiave” che siano in linea con quelle usate nella descrizione della posizione lavorativa

Cosa evitare
Mai scrivere in prima persona (usando “io” o “me”) in quanto poco professionale.
Non inserire la foto
Rileggi più volte il Curriculum per evitare che ci siano errori ortografici, questi sono il peggior biglietto da visita!
Selezione. Presentation letter

Re: Name of position or Application for ...name of position

Dear Ms Jones, (Avoid Dear Sir/Madam,

First paragraph
I would like to apply for the above position advertised in ........ on ........ (date) and why you want that job (i.e. why that industry and why that company, make sure this highlights how you will meet their needs, not exclusively your own.)

Second / Third paragraph
Outline the skills (technical and social), experience, training and achievements that are relevant to the selection criteria or the job description. These skills may have been gained through your education/course, your work experience and your extra curricular activities.

Fourth paragraph
Tell them why you are the best fit for the company and how your skills will meet their needs. (Tip: you could summarize the 3 best things about you that make you most competitive for the job and how these things will allow you to make an impact/get results in the role.)

Closing
Thank them for considering your application, tell them that you have attached a copy of your resume, and when you would be available for an interview. Provide your contact details (Phone / Fax / Email)

Regards
Selezione. Chiamate

Chiamate al telefono
Dal momento in cui si invia un curriculum bisogna essere pronti a ricevere una chiamata. Spesso le chiamate possono arrivare senza avviso. Nel caso in cui state avvisati, ricordatevi con chi state parlando e quando, a che ora e giorno avverrà la telefonata.

Le chiamate sono usate per effettuare una preselezione.

Di solito il selezionatore fa una breve introduzione della posizione e della società, dopodiché si passa alle domande.

*What interests you about this job? Why do you want this job? What applicable attributes / experience do you have? - What can you do for this company? - What do you know about this company?*

Quindi il candidato deve:
- Conoscere bene la società e la posizione.
- Essere in un luogo idoneo per la chiamata (in caso di chiamata senza avviso, chiedete di richiamare se vi trovate in un luogo pubblico).
- Ascoltare con attenzione.

- **State in piedi.**
- **Sorridete mentre parlate.** Questo cambia la vostra comunicazione, rendendola, positiva.
- **Fate domande riguardo la posizione.** Mostratevi interessati.
Selezione. Chiamate Skype

Skype call
Ormai sempre più spesso si sta utilizzando skype per i colloqui di lavoro.

Attenzione la chiamata Skype è effettivamente uguale ad una reale situazione di colloquio.

Prima della chiamata
Controllate di aver condiviso la propria identità ID Skype con il selezionatore.
Fate attenzione al funzionamento corretto del Skype Account.
Controllate di avere una telecamera.
Fate attenzione all’ora della chiamata e giorno e con chi andrete a fare il colloquio.
Fate delle prove con una persona conosciuta.
Fate una prova registrandovi
Valutate bene la vostra immagine e vestitevi perfettamente per il colloquio.
Attenzione a ciò che si vede dietro di voi.

Durante la chiamata:
Controllate il tono e il timbro della vostra voce.
Attenzione al linguaggio del corpo:
Movimento mani
Respirazione in sintonia con il selezionatore
Guardate dritto nella telecamera.
Sorridete
Parlate piano e non troppo vicino al microfono.

TRANQUILLI. Tutti sanno che la tecnologia interviene a creare problemi quando si fanno colloqui. Se la connessione si interrompe, ok, non succede niente. Ripristinate la connessione e ricominciate.
Selezione.

Sorridete
Parlate Piano
Respirate.....
Selezione. Colloquio.

Interview = A meeting with an objective

Employer’s objective is to find the best person for the job
Employer: reviews candidate’s experience and abilities
- Can you do the job? (skills, abilities, qualifications)
- Will you do the job? (interest, attitude & motivation)
- How will you fit into the organisation? (personality)

You: impress employer and assess position on offer
- What does this position offer me?
- How does it fit with my career plans?
Selezione. Colloquio.

- Research the company
- Review job posting, advertisement
- Review your resume
- Practice interview answers
- Prepare questions to ask the interviewer
Selezione. Colloquio.

- First impressions very powerful
  *Halo effect or Devil effect*
- Allow time to relax
- Dress appropriately
- Entrance, introductions & handshake
- Smile and make eye contact
- Be aware of own movements
- Watch body language of interviewer

- Be on time, not too early and NEVER late – 10 minutes early is acceptable
- Bring your resume, references, reference letters, certificates, outstanding performance reviews. Put in a file or folder
- No gum, cigarettes or fragrances
- *It's okay to be nervous, the interviewer probably is too*
Selezione. Colloquio

• About you
  *Tell me about yourself* - *Bring me up to date with your CV?*
  *Why did you choose that particular degree programme?*
  *What experience have you had that is relevant to this post?*
  *What would you consider your major achievements to date?*

• About the job
  *What interests you about this job?*
  *What do you know about this organisation?*
  *What other options are you considering?*
  *How do you see your career developing – 5 years?*
  *If you were Head of Department, what would be your priorities?*

• General knowledge
  *What do you think of the Government’s policy on college fees?*
  *What’s your opinion of the Ryanair bid for Aer Lingus?*
Selezione. Match

Employer needs
Communication
Team work
Leadership
Initiative
Customer Care
IT
Commercial awareness

Your evidence
Presentation to class
Example from Coop
Class rep, Committee
Fundraising for charity
Working in Supermarket
Designed website
Business pages
Q Give me an example of a problem you encountered. How did you approach it. What was the outcome?

**STAR** response

**S:** Describe the situation  
**T:** Explain the task/problem that arose  
**A:** What action did you take?  
**R:** What was the result or outcome?  
What did you learn from this experience?
Selezione. Colloquio. Cosa fare

**Attitudine durante**
- Listen carefully, seek clarification
- Illustrate answers with real examples and evidence
- Be positive – constructive criticism
- Keep answers specific and succinct
- Take time to respond
- Be alert to interviewer’s body language
- Speak clearly, smile and show enthusiasm
- Know what you want to say, and find the opportunity

**Mostrate Interesse con domande**
- Training programmes
- Career development opportunities
- Types of projects & responsibilities
- Reporting structure
- Performance appraisal
- Profile of staff
- Questions about topics raised in interview
- What happens next?
Introduzione - The Industry

Orientamento

Selezione

Opportunità

Path....
Opportunità

Job Boards vs Databases vs Social networks

Leave alone

- Akhtaboot
- LinkedIn
- Monster
- Xing
- Viadeo
- Bayt
Opportunità

- Company owned Databases
- LinkedIn Posts, Groups,
- Where Else? (Magazines, forums, Events, Career Forums)
- Be in Multinational databases and update your cv regularly
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Conventional Career Options

- Sales & Marketing (MBA will be advantageous)
- Manufacturing Chemist
- Quality Control/Quality Assurance
- Medical Department
- Training and Development
- Hospital Pharmacists in Private & Government Organizations
- Community Pharmacist (working in Drug Store or Retail Pharmacy)
- Drug inspector/Government Analyst
Conventional Career Options

- R&D laboratories
- Formulation Development
- Distribution & Supply Chain Management
- Exports & International marketing
- Regulatory affairs
Not So Conventional Career Options

- Medical Transcription
- Data Manager
- Market research organizations like – IMS
- Pharma domain specialist in consulting firms like Accenture, McKinsey etc.
- Pharma IT companies, Digital marketing
Not So Conventional Career Options

- CROs - as medical underwriter, Data validation associate, clinical research associate etc.
- Medical writing/Medical Sciences Liaison/ Medical Advisor-PR
Newer opportunities…

- Medical and Scientific Services and Communication Agencies
- Scientific publications
- Medical tourism, Business Process Outsourcing (BPO), Knowledge Process Outsourcing (KPO)
- Pharmaceutical Journalism offers rewarding career for pharmacists with writing and editing skills.
- Intellectual Property Right (IPR)
- Digital marketing companies
- IT Sector- Medical billing, Medical Coding and Insurance claim
Acquire additional Short Term qualifications

- Short-term postgraduate diploma courses in
- Regulatory affairs
- Intellectual property rights
- Pharmacovigilance etc.
Pharmacy grads are absorbed by several consultancy firms as pharmaceutical industry and hospitals are their big clients

- Deloitte
- KPMG
- McKinsey
- Accenture etc.
Newer opportunities…

- Nanotechnology
- Cosmetics
- Herbal drug industries are rocking in market
The Industry does not pay for your degree or learning but what you contribute and how best you deliver the results

Mere possession of a degree is not sufficient to claim a job
Grazie per il vostro tempo.
rudechakra@gmail.com