Employability of young researchers in private company

Young Researcher’s Day
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Marc Lamarine, Scientific Director
Quartz Bio SA
Campus Biotech Geneva
Background

- French: scientist, 45 years, 2 kids
- PhD Molecular Biophysics: 2001
- Genset Biotech: Bioinformatician 2001-2004
- Serono: Senior Bioinformatician 2004-2006
- Merck-Serono: Principal Scientist 2006-2012
- Quartz Bio: Co-Founder 2012-.....
Clinical Bioinformatics
Campus Biotech

Biologist, Biotechnology, Computer Science, Statistics
Skills for researchers in both private and academic sectors

**Scientific Skills**
- Technical expertise
- Scientific knowledge
- Analyze and master highly technical informatics tools
- Listening and learning attitude
- Establish research problem approach
- Work in innovation and interdisciplinary environment.
- Integration of current knowledge

**Project Skills**
- Team work
- Communication and leadership
- Language skills and writing skills
- Project management
- Team leadership
- Network building
- Risk evaluation
- Industrial/Private sector culture

**Personal Skills**
- Motivation/Implication
- Adaptability
- Creativity
- Open minded
- Auto evaluation
**Expert**
- Scientific excellence
- Pedagogy and communication
- Problems solving
- Processes evaluation
- Humility and listening, scientific collaboration is not team work
- Fast

**Group Leader**
- Scientific excellence
- Leadership
- Vision
- Anticipation of internal needs
- Interact with other business layers
- Human resources: empathic attitude
- Humility and listening, scientific collaboration is not team work

**Project Leader**
- Communication
- Leadership
- Synthetic mindset
- Decision taking
- Writing skills
- Adaptability and reactivity.
- Listening.
Cliches

Employability of young: does not mean with “no experience”, it means “not old”.

researchers: does not mean not connected to the real world but highly qualified.

in private company: this is not the inferno and the academic laboratory is not the paradise.
Hi Marc,

This week we would like to share the result of our short poll about starter jobs. We asked whether or not companies were considering starters to fill in open positions. Quite surprisingly, almost 50% of the respondents answered that they are not hiring starters and there is one main reason for this: new employees need to be immediately operational and the cost and effort to train inexperienced employees is too high.

Food for thought! What happened to “hire for attitude and train for skills”? We will be further digging into this because we want to challenge this mindset.

Kind Regards,

BrightOwl Team
the risk/benefit ratio from the recruiter point of view

- Need to have someone operational quickly that fill a need, often very specific.
- experienced vs. no experience?

**YOUNG**
- Price
- Technical skill
- Motivation
- Fresh mindset
- Future development

**OLD**
- Industrial/Private “culture”
- No internal training
- Operational
- Expertise
Private vs. Academia

• PhD is designed for academia careers.
• But...
• It can be easily refactored by YOU in the perspective of a private career, the sooner the better.

• The research is done by people with PhD in private companies.
Last Quartz Bio Positions

- what was your main motivation?
  1. I wanted to have a permanent position instead of short-term contracts.
  2. I wanted to be implied in more applied projects.
  3. I was not satisfied about the French academic system which is not always based on meritocracy.

- what was your strategy to target the private sector?
  1. It was opportunistic, I saw the job description on LinkedIn and applied to a single company.

- what was your main motivation?
  1. The natural development of a researcher is to become PI. I was not interested in that type of job. They usually travels a lot for conference and spend most of the time applying for grants.
  2. I wanted to move towards to position of a biostatistician and at the same time I wanted more stability.
  3. When you stay in a laboratory for long you become very specialized in one topic, I preferred to be exposed to many different projects.

- what was your strategy to target the private sector?
  1. My strategy was to invest in training that was adding skills to my cv such as the CAS in clinical research and the master in statistics, to have a profile that could interest the private sector.
Take Home Message

A PhD a.k.a a Young Researcher

is

A Scientific/Technical Expert with 3 years of experience