It’s Your Career: Own It!
Disclosure

The presenter(s) for today’s session: Ann Marie Cisneros

I have no relevant financial relationship in relation to this educational activity.

I have no relevant financial relationship(s) with respect to this educational activity with the following organizations (list here):
Learning Objectives

Upon completion of this presentation, participants should be able to:

• Provide an overview on industry hiring trends and how you fit into the big picture

• Common roadblocks to advancing your career

• Building blocks for a successful career
Agenda

• Present on how your career is your #1 investment.

• Focus attention on the big picture & how to maximize your success

• Your work matters! We are here to improve global health.
Hiring & Staffing Trends
What’s Driving All the Growth?

- Globalized studies, development of new treatments such as personalized medicine, expanding technology, and increased demand for CROs to conduct clinical trials
- Economic pressures to be more efficient and appease shareholders
- Technology is paving the way for growth by making trials more efficient.
U.S. clinical trials market, by phase 2014-2025 (USD Billion)
Who’s Doing All the Work?

The Rise and Rise and Rise of CRO Hiring

- During the past five years, pharmaceutical and biotechnology companies have continued to downsize
- Sponsors continue to outsource to reduce costs & gain efficiencies, expertise, resources, global capabilities, technology
- CRO services now exceed $30 B with study monitoring (20%), site management (22%) and data management (12%) making up the largest contracted services.
- The global clinical trial service market is predicted to reach $64 billion by 2020.
Who’s Doing All the Work?

CRO’s Continue to Consolidate to Meet Demands

- Labcorp bought Covance; Chiltern bought Theorem, IMS bought Quintiles
- Global War for Talent
- Salaries increase across the board
- While turnover is at an all time high: 25% for CRAs, 22% for all positions
- Spurring hiring bonuses (65% of CROs) and retention bonuses (only 29% of CROs)
Who’s Being Hired?

• Worker Bees!
• ACRP white paper: 10,000 CRAs needed.
• All Clinical Operations functions with an emphasis on Project Managers, Data Managers and Lead CRAs.
• Larger CROs have some very specific and narrowly focused positions
• Sponsors hiring managers to oversee CRO outsourced programs
How Do We Get Hired?

The Power of the Internet
• Indeed, LinkedIn and niche boards growing Employer web site postings
• Social Media
• Digital Job Fares

Employee Networks & Referral Programs
• Most effective strategies for finding and retaining the best talent: “Birds of a Feather” (20% of all new hires)

Recruitment Intelligence – Big Data
• Using data analytics to identify and recruit talent based upon more precise targeting and availability

The Rise of Independent Contractors to meet resourcing demands
(1 in 6 is now a contingent worker)
Ramping Up Your Career
ENTRY-LEVEL POSITION

YOU KEEP USING THAT WORD AND ASKING FOR 3-5 YEARS EXPERIENCE. I DO NOT THINK IT MEANS WHAT YOU THINK IT MEANS.
You’re the Navigator!

• Is Clinical Research your passion? If not, get out.
• Think of your Career as a Brand
  • Get feedback from others
  • What is your Professional Identity?
  • Establish goals
  • Develop an on-line presence
  • Build your network (colleagues, recruiters, etc)
  • Become a subject matter expert
Most Common Employer Complaints

1. A lack of flexibility or initiative
2. Failure/resistance to adapt to new technology
3. Lacking vision, can’t see the whole picture as it relates to running a clinical trial
4. Poor communication skills/follow through
5. Late or sloppy deliverables
Most Common Roadblocks to Success

1. Fear: Our worst enemy
2. Taking the easy road: Complacency is a career killer
3. Lack of perseverance: Keep working towards your goals
4. Pessimism: You can achieve what you believe
5. Lack of accountability: Accept responsibility for your actions
6. Hanging out with the wrong crowd
7. Lack of vision: no planning for the future
Simple Solutions

- Become visible. “How can I help?”
- Adapt/overcome: Be open to new methods, technology; Set yourself apart
- Empathize. Learn to understand the roles & situation of the people around you
- Communicate efficiently and effectively
- Deliver a quality product on time, whether it is a trip report or site regulatory packet
Simple Solutions

• Develop a plan!
  - Focus on the big picture – keep goals in line
• Propel yourself forward
  - Find a mentor
  - Online resources are plentiful
• Take a risk!
• Project confidence. “Lean in”
• Keep your online profile professional & current
• Obtain continuing education & training
• Return to your plan again & again & again
• Find opportunities for growth in your organization
Career Rewards & Pitfalls
Career Rewards & Pitfalls

Career ROI

• Why Should You Care about your Career Growth?
  - #1 single largest investment you will ever have is You

• Get a degree/certified
  - Even entry level jobs in the industry require at least a Bachelor’s degree
  - Get certified, the industry is moving towards making clinical research a career, certification looks good on your resume and shows you are keeping up with industry regulations.
  - Get a Master’s Degree, while often not required, it sets you apart from competitors

• Pay it Forward
Case Study
Summary/Close

Objectives Met:

• Provide an overview on industry hiring trends and how you fit into the big picture

• Common roadblocks to advancing your career

• Building blocks for success
References


Material

Career Advancement

- http://www.quintcareers.com/career-investing/
- http://leanin.org/
- http://www.careercast.com/career-guidance
Good Reads

- Lean In: Women, Work, and the Will to Lead by Sheryl Sandberg
- The Fred Factor: How Passion in Your Work and Life Can Turn the Ordinary into the Extraordinary (Hardcover) by Mark Sandborn
- Career Distinction: Stand Out by Building Your Brand by William Arruda, Kirsten Dixson
- Nice Girls Don't Get the Corner Office: 101 Unconscious Mistakes Women Make That Sabotage Their Careers by Lois P. Frankel
- Me 2.0: Build a Powerful Brand to Achieve Career Success Paperback – March 31, 2009 by Dan Schawbel
Instruction

- Association Education: ACRP: http://www.acrpnet.org/MainMenuCategory/Education.aspx
- SOCRA: http://www.socra.org/certification/certification-program-overview/introduction/
- George Washington, Drexel, Walden, Campbell Universities, amongst others – Master’s and Bachelor’s Programs in Clinical Research Administration
- Some local schools offering clinical research programs, i.e. Durham Tech
- Barnett International: http://www.barnettinternational.com/
Questions

Thank you!
Ann Marie Cisneros
Clinical Resourcing Manager
Catalyst Clinical Research
annmarie@catalystcr.com
919-604-4399