Light that treats acne.
Robots that operate.
Scalpels that think.

Let’s work together on amazing stuff like this.

JOIN US

careers.jnj.com
BCF Career Guide Belgium ’19/’20

Career guide for Life Sciences, Chemistry, Food & Pharma
Colophon

Text
Katinka Zinner

External contributions
Amy Leblanc
Aurélie Veltema
And others

English editing
Native Speaker English Language Services

Final editing
Katinka Zinner
Laura Hillege

Copyrights
Hyphen Projects

About this guide
BCF Career Guide ’19/’20 is the career guide for Life Sciences, Chemistry, Food & Pharma. The BCF Career Guide contains the best articles from BCF Insights – your platform for career-related advice, articles, stories and support! The printed guide is published bi-annually by Hyphen Projects. Find all articles online and download the guide as PDF on bcfcareer.nl.

Contents

Preface: Are you ready for your career in Life Sciences? ..........................................................4
Exhibitors BCF Career Event Belgium 2019 .............................................................................6
What to do at BCF Career Event Belgium ..................................................................................8
Career orientation ....................................................................................................................10
BCF Insights ............................................................................................................................14
How to get the most out of a networking event .................................................................16
This is how your academic experience is valuable in industry ..............................................18
Shine with your transferable skills - CV makeover and interview preparation ..................22
Application checklist ..............................................................................................................25
Stand out in the job interview ...............................................................................................26
Develop your career plan ........................................................................................................28
*Every day we celebrate science. And perseverance* .................................................................30
Hyphen Projects’ Products ......................................................................................................32
Should I do a PhD? ................................................................................................................34
Which six skill areas are most in demand in Life Sciences? .................................................36
Jumpstart your Business Career in Life Sciences with BioBusiness Summer School ........38
Three business strategy tips to help your company grow ..................................................40
Passion for health: Hugo Ceulemans .......................................................................................42
How about a career in business development? ..................................................................44
How do you manage a project like BCF Career Event? ......................................................46
Profile-index ...........................................................................................................................48
Company profiles ..................................................................................................................51
BCF Career Event Belgium 2019 .........................................................................................77
Preface

Are you ready for your career in Life Sciences?

By choosing a career in Life Sciences, you have not only made an important choice for yourself, but also for society. We need dedicated and bright minds. Rewarding career opportunities, challenges and exciting tasks await you. The sector has much to offer, and it is time to take control of your next career step in order to contribute to making this world a better place. Are you ready?

Life Sciences have an enormous potential when it comes to addressing the pressing questions of the 21st century. Life Scientists can help address 11 of the 17 Sustainability Goals set up by the United Nations. Securing food and water, clean energy, healthy living and ageing, climate change, protection of species and nature are indispensable targets in improving living conditions for everyone. And one thing is for sure: We need the help of Life Science professionals, or we will not succeed.

Technological developments are changing the Life Science sector at rapid speed. When BCF Career Event was launched in the Netherlands in 2004, the price for sequencing a human genome was slightly over $10 M. In 1991, the total costs for sequencing the first genome were approx. $2.7 billion (including technology development etc.). Today, companies offer this for about $1,000, accessible to most. Some predictions even anticipate that prices will drop to below $100 in the next three to five years.

The human genome sequencing also nicely illustrates how the different disciplines of Life Sciences interact and support each other. Only together, biology, chemistry and (bio)informatics were able to read the genomic code of humans. The technology can be used for a range of applications, substitute ‘human’ with ‘corn’ or ‘soy’ and you are entering the world of agriculture. Consider the consequences that deciphering genes has on drug development and personalised medicine, and then you have brought them all together. And this is just the beginning of the great work Life Sciences can achieve together.

Not only techniques and machines, also the labour market and with it the way we live and work have undergone change. Some positions no longer exist, while others are just emerging and require new skills and different combinations of knowledge than before. How can you find your spot? Hyphen Projects, the company behind BCF Career, has accompanied and supported professionals and organisations in Life Sciences for more than 15 years. We believe that there is always something to learn, discover or develop, no matter where you are in your career. Hyphen Project’s mission is therefore to connect professionals and companies at all stages, to move them forward. From student to professional to postdoc, from founder to start-up to multinational, we believe that everyone has unique potential and talent that can be unlocked and fostered. By offering courses, fairs and conferences throughout the year, we can help everyone find his or her spot in the labour market.

If you are ready for your next step, then the Belgian Life Science sector is a great place! Twelve universities and research parks, 14 bio-incubators available for biotech, and seven academic hospitals contribute to research and innovation; numerous companies, start-ups and scale-ups bring findings to the market. To keep up this strong position in the global market, Belgium needs you to contribute your ideas and visions. The fourth edition of BCF Career Event Belgium is your opportunity to make the next move in your professional career. A career fair, career support services and a lively programme give you the chance to further develop your career, learn about new possibilities and connect with other professionals, recruiters and organisations.

This BCF Career Guide is also a good starting point to see what the sector can offer you. Not enough? You can also find lots of inspiration on the BCF online platform at www.BCFcareer.com, discover the HELIS Academy or sign up for other courses and programmes.

We wish you a successful career event & happy reading!

Haifen Hu
Director of Hyphen Projects
### Exhibitors BCF Career Event Belgium 2019

(updated 11-10-2019)

<table>
<thead>
<tr>
<th>Exhibitor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agidens</td>
</tr>
<tr>
<td>Arcq</td>
</tr>
<tr>
<td>Bioworks</td>
</tr>
<tr>
<td>ChipSoft</td>
</tr>
<tr>
<td>Covance</td>
</tr>
<tr>
<td>Ecco</td>
</tr>
<tr>
<td>Gf</td>
</tr>
<tr>
<td>Hays</td>
</tr>
<tr>
<td>Hudson</td>
</tr>
<tr>
<td>Lihlu</td>
</tr>
<tr>
<td>Novartis</td>
</tr>
<tr>
<td>PBI</td>
</tr>
<tr>
<td>Qbd.eu</td>
</tr>
<tr>
<td>Tec.be</td>
</tr>
<tr>
<td>Valesta</td>
</tr>
</tbody>
</table>
### What to do at BCF Career Event Belgium

<table>
<thead>
<tr>
<th>Before the event</th>
<th>Want to do</th>
<th>Done</th>
</tr>
</thead>
<tbody>
<tr>
<td>Register for BCF Career Event</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Update CV</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Upload CV on BCFcareer.nl</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Look for vacancies at BCFjobs: bcfcareer.nl/BCFjobs</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Look at the participating organisations online: bcfcareer.nl/participating-organisations-BE</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Look at bcfcareer.nl/intro-exhibitors-BE to get info about organisations</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Look at the programme and identify which sessions/workshops to attend: bcfcareer.nl/programme-BE</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Prepare key questions</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Get professional attire ready</td>
<td>✔️</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>At the event</th>
<th>Want to do</th>
<th>Done</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive name badge &amp; CV-card at registration desk</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Get the BCF Career Guide</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Talk to a career coach</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Have CV checked</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Have a new headshot made for LinkedIn profile</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Talk to the organisations on my list</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Have a look at the job wall for interesting vacancies</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Meet professionals for informational interviews</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Visit interesting programme sessions</td>
<td>✔️</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>After the event</th>
<th>Want to do</th>
<th>Done</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fill in the online evaluation form to help improve next edition</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Download PDFs of presentations: bcfcareer.nl/presentations-BE</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Follow up on potential leads with a job application</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Make a list of interesting positions &amp; companies to keep in mind for the future</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Sign up for the job alert to stay informed of all interesting vacancies: bcfcareer.nl/job-alert</td>
<td>✔️</td>
<td></td>
</tr>
</tbody>
</table>
Career orientation

You have already graduated or are about to, but still don’t know what kind of job you want, or which career to pursue. As a starter in the labour market you have a lot of choices to make. What kind of position? A big company, or small start-up? Start with a traineeship, or go directly for a job in a starting position? The sum of all these questions is: What suits me best?

Whether you are a student wondering what to do after you finish or doing a PhD or postdoc, you have to decide whether to pursue a career in academia or make a transition to industry. Last but not least, you may already have been working in a job for a couple of years but want to make a change because you are unhappy with the direction you initially chose. For many people, trying to orientate the seemingly endless possibilities makes it even harder to decide. However, just taking the first thing that comes along, or following a decision based on what makes the most money, will not pay off in the long run and you may well end up doing something you don't like. “But which career is right for me?” you may ask, overwhelmed by information, (unwanted) advice from others and the pressure to make the one and only “right” decision. First of all, don’t panic. Making a decision now doesn’t mean you will have to stick to it forever. Especially today, with new roles and topics emerging every few years, you will most likely not stay in the same position throughout your whole career anyway. However, it is a good idea to have an idea of what you would like to achieve and in which direction you want to start.

Questions you can ask yourself

» What am I good at?
» What motivates me? For what would I get up an hour earlier in the morning?
» Which topics and tasks fascinate and inspire me?
» What makes me happy? What are my values?
» Where can I use my strengths and aptitudes?
» Which internships/volunteer work/practical experience did I like, and why?
» What do I not want to do at all and why?
» Would I consider an academic career path?
» Are there jobs that I have been interested in for a long time and why?
» What does an employer need to fulfil to be attractive?
Make a shortlist
During the process of getting to know what is out there, you will probably create a list of profiles that seem suitable for you. Try to find out as much as possible about these, and then narrow it down to 3-5 profiles (this will often happen automatically). Now comes a really important step: Informal interviews + trying things out
Start conducting informal interviews. You can ask around among friends, your parents, colleagues etc. if they know someone that has a job that you’d like to get to know more about. If there is no-one, approach people at career events or on LinkedIn and ask them if they have time for an informal chat. The Q&A professional rounds at BCF Career Events can be a great opportunity for this. Most people like talking about their personal path and enjoy giving advice to those who are interested in them.

Ask about their background, how they got where they are now, what their everyday working life looks like, what they like or dislike about their job, what they can recommend to you and any other questions that come to mind. You can find more details on how to conduct such an interview here: bcfcareer.nl/tips-informational-interview. Try doing some small tests by carrying out typical tasks that such a career would involve. Depending on how much time you have and at which stage of your education or career you are, join someone on the job for a day; start volunteering for something you think you might like to do professionally; or maybe even do an internship.

Reflect and pick
Once you think you have gathered enough information and experience, reflect about what you have learned. Do you think the work will be interesting to you the majority of the time, and is the amount of time you’ll probably spend with tasks you don’t like tolerable? Do you think you’ll like the type of people you’ll probably work with? And does the career fit with what is important to you?

It is a good idea to discuss these questions with someone who is either in a similar situation or knows you well. Brainstorm together and if there are questions left, try to answer them together and if you can’t find the answer, find someone who can. You have found something that matches you? Great! The next steps depend on your current situation. You can start trying to gather (more) practical experience in the field you selected, and also figure out what the options are after finishing your education. Do you want to start the job straight away? Or are there alternatives, e.g. traineeships, that will help you grow both personally and professionally? Maybe you would prefer to do a longer internship, or is it an option to write your thesis at a company? Which employers and companies are there that you could apply to? Which do you know already, and where can you find new ones? If you did informal interviews, the people you met there might also be a good starting point to find out more.

Sometimes companies offer ‘In-house’ events, which can give you a good impression of the corporate culture, and the type of people that work there. Often there are also recruiters present who will carry out the selection process, so this can be a good opportunity to meet them and present yourself.

Be flexible
You have probably already invested a lot of time in your evaluation, self-assessment and planning. However, don’t be too static: sometimes the best opportunities are unexpected! Stay flexible and allow yourself to adjust your goals or path when necessary. If you know yourself and the market well, there is nothing wrong with that. Usually career paths are not linear, but meander and sometimes the best things may be beyond your vision now but will become very attractive in the future.

Good luck with your career!

Explore the market

Do:
» Research job profiles, roles, everyday tasks.
» Talk to people. What do they (dis)like about their job, and why? How did they get there?
» Try things out: by doing an internship, volunteer work, side jobs, or accompanying someone for a day on the job.

Don’t:
» Let others decide for you.
» Listen to those who tell you what you should or shouldn’t do.
» Only consider parts of a career path such as salary while neglecting your own values, interests and aptitudes.
» Be narrow-minded when you think about opportunities.
» Rush it and make an uninformed decision.
BCF Insights

BCF Insights provides you with personal stories, advice, tips & tricks and interesting articles for all stages of your career. Are you a student, starter, young professional or already further in your career?

A selection of articles from BCF Insights has also found its way into this BCF Career Guide. And there is more to discover! Below you can find links to some interesting articles:

- Job application guide: bcfcareer.nl/tips-ultimate-job-application-guide
- CV advice: bcfcareer.nl/tips-CV-for-dummies
- Work-life balance: bcfcareer.nl/tips-workbalance
- Job profiles: bcfcareer.nl/job-profiles

Still not enough? Visit bcfcareer.nl/all-articles for an overview of all articles.

Do you like writing, want to share something or get feedback?

Contact us: info@bcfcareer.com.
How to get the most out of a networking event

by Aurélie Veltema

Picture this: you are about to enter a room full of people and you feel a bit overwhelmed. There is a host of butterflies making its way through your stomach. You are well prepared, but still nervous as you are about to step into a room with a group of strangers who all seem to know each other already. You have signed up for a networking event to meet new people. You are looking to find a connection to a new job, or a new project. However, you would also be just so happy to start a nice conversation with someone at this event. You are unsure about who you will find, as you don’t know anyone else at the event. Now is the time to take that step through the door, you feel all eyes on you. Your first instinct is to turn on your heels and run. Of course, you don’t run. You have signed up to meet new people, to have a chat, to enjoy this new experience, so go for it. Once you are inside you will notice that the eyes quickly turn away again. People are chatting in small groups around various tables and as you move through the room, you see another person entering. This lady also gets to experience all the eyes on her for a brief moment. And just like you feel when taking your first step into a network event or even at a friends’ birthday party might never really go away. However, when you prepare a short pitch about who you are you always have something to rely on.

Prepare a pitch
The nervous flutters and the discomfort you feel when taking your first step into a network event may never really go away. However, when you prepare a short pitch about who you are and what your job is. At a networking event, you might have a name badge that has your organization on it. However, that’s rarely enough information to start a conversation. If you have a short pitch about who you are and what your aim to find at the event, you can use that to open a conversation.

Listen to the other person
Your aim is to meet new people and to be able to follow up with them after the event. To get their business card or even better, a follow up phone call, you need to make a connection. Find out what they are looking for at this event. The easiest way to find out is by listening to what they have to say. You may find a connection for a new project to work on together, or they might have a lead for you to someone else who can help you out. Or it may be vice versa, that you can help this new connection with a link to your own network. Listen to their story and try to keep an open mind. Even if this person is not who you were looking for at this event, they might still be a valuable contact to have. You never know what might come up in a few months from now.

Dare to stand by yourself
Do you attend networking events alone or do you bring a friend or a colleague? That’s no problem as long as you also open yourself up to meeting new people at the event. Try to stand by yourself for a bit. This way, others can come and talk to you. You can browse around the room to see who is there. Maybe you spot an opening to join a conversation. Say hello and once it fits the conversation, you can use your pitch to tell that person a little about yourself. Tell me, are you open for a conversation?

Get the most out of a networking event
You will not find that amazing connection or that great follow-up at every networking event you attend. Here are a few tips to prepare yourself to get the most out of a networking event.

1. Prepare a pitch to explain who you are and what your aiming for by attending the event.
2. Find out: what the organizers’ goal is for holding this networking event?
3. Check out the guest list. Maybe do a quick Google/LinkedIn search.
4. Have some business cards to pass on to your new connection.
5. Be open to meet new people, keep an open mind and try to enjoy yourself. Your smile is the best invitation.

Networking is as much giving as it is taking, and it takes time and practice to feel more comfortable. You don’t have to be a social genius to enjoy yourself at a networking event and having a goal is good, but you do not need to come home with ten leads after every event. Try to focus on having a few pleasant conversations and broadening your network. You never know where that might lead for future opportunities.

Aurélie Veltema works as freelance event manager at her own company AVUE, where she advises and coaches entrepreneurial women who want to grow their business through a successful workshop. More info: avue.nu.
Looking for a job after your studies can be daunting. Don’t be scared! Why not look at the things you bring with you, rather than the ones you don’t have (yet)?

If you have finished your academic education, you may well be aware of all that you don’t know – and the knowledge you have acquired may seem useless, at least outside the academic world (when have you ever talked to a recruiter who wanted to know if you are able to weigh 0.0001 g of NaOH, or design primers that melt at 58.5˚C?).

The point is, people will assume that you are persevering and smart if you have dedicated part of your education to science (and they are most likely to be right about this). But apart from that, companies need and want more from their employees. In some fields, such as consultancy, many recruiters are already well aware of the potential scientists have for their line of work. They know scientists tend to think differently than people with a business education. However, only when you are aware of your own skills, will you be able to sell yourself successfully in any sector.

Do you know your own transferable skills? You probably have more than you think.

Let’s take a look together at where you can find your transferable skills (they aren’t buried as deeply as you might assume). Why are they useful and how you can use them to your advantage? And since a scientific environment is probably what you know best, let’s look for them exactly there. This can be in the lab, at the computer or elsewhere, just adapt the story to your situation. Imagine you are entering a new research group, you have passed the application process and interviews, and it is the first day of your new project. This is still scary, but you most likely have been in this situation before and survived.

The good thing about this research group is that it relates to what you have done before, but also involves some new parts that you will have to get familiar with. The good thing about this research group is that it relates to what you have done before, but also involves some new parts that you will have to get familiar with. You are supposed to lead this project. Where do you start? If you want to, get a piece of paper now and set up a draft of how you’d initially approach such a research project.

What steps do you take when approaching a new research question? Can you think of how you’d approach the challenge? Let’s go through it together.

I) Probably you’d start by sitting down together with your new colleagues and boss, and you would discuss what has been done before, what was the outcome and what were the problems encountered?  

II) You read. You immerse yourself in the new field, and you absorb the knowledge and get to understand the actual problem better. You define what you want to find out and what actions are necessary to get there. You also have to ensure that project funding is used in the most efficient way, so you also estimate costs for the time ahead.

III) You draft a plan. What are the key experiments you need to perform? How much time will they probably take (of course they will take more time than estimated in the end, but that is ok), and do you have the necessary equipment? You break the work down into small parts and make a schedule.

IV) At some point, you realise you are missing one of the machines you will need. So, you call someone you know from your time at the old institute. You meet, discuss the opportunities and in the end, agree to collaborate.

V) You start your experiments. Some of them fail, some of them go well. You re-adjust your hypothesis, and every now and then present your ideas and plans to the rest of the group and discuss them. Since the topic you are working on is a highly competitive one, you also have to keep track of the literature that is published every week.

VI) Time passes, and you are assigned a student for a research internship. You look into your planning for the upcoming months, and together with a colleague you choose a suitable chunk for the student. You are lucky, and the student is quite bright, but it is her first time on a research project, so you have to show her all the steps, where everything is, and also how she is supposed to evaluate her results. Are they statistically relevant? Why (not)? Which controls do you need, and what else do you need to think of?

VII) Of course, at some point you want to publish your results. You write a publication (again, together with co-workers and collaboration partners) and get to present this at an international conference.
Do you see what just has happened? We went through a whole research project, without mentioning even once what you are actually working on. This doesn't mean that your hard knowledge on kidney diseases, on organic hydrophilic compounds, or of Python is useless. It just means that there is a lot more to it when you are in research!

Take a moment to identify the skills that you need to perform all the steps that are involved in the description. How many can you find?

- working in an (often international) team
- understanding complex matter
- analytical thinking
- information management
- strategic planning
- managing budget
- independence
- project planning
- time management
- trouble-shooting
- coordination, communication, diplomacy,
- IV maybe negotiation (networking)
- data management
- presenting results, writing reports
- perseverance
- V adaptability/flexibility
- leadership skills
- organisation, coordination
- VI teaching and supervising
- (scientific) writing
- VII public speaking

Other skills you might have acquired, that do not come up in the example include understanding organisational structures (most research institutes are complex mazes); grant writing; organising meetings and events; solving conflicts (this can be with your boss, disagreements within the group, etc.); and probably a few others. Things that are not mentioned explicitly above are perseverance and adaptability/flexibility. Since experimental work seldom goes as planned, you must learn to grasp new situations and motivate yourself over a long period of time. This doesn't mean (and it is also very unlikely) that you will have honed all these skills to perfection. You will be better at some than others, with others you didn't have the opportunity to develop much if at all.

Make sure you know that you are aware of your transferable skills and use them! Find info for your CV on page 22-23 and online for your job interview (bcfcareer.nl/tips-do-dont-job-interview).

Other skills you might have acquired, that do not come up in the example include understanding organisational structures (most research institutes are complex mazes); grant writing; organising meetings and events; solving conflicts (this can be with your boss, disagreements within the group, etc.); and probably a few others. Things that are not mentioned explicitly above are perseverance and adaptability/flexibility. Since experimental work seldom goes as planned, you must learn to grasp new situations and motivate yourself over a long period of time. This doesn't mean (and it is also very unlikely) that you will have honed all these skills to perfection. You will be better at some than others, with others you didn't have the opportunity to develop much if at all.

Make sure you know that you are aware of your transferable skills and use them! Find info for your CV on page 22-23 and online for your job interview (bcfcareer.nl/tips-do-dont-job-interview).
How to shine with your transferable skills in an application
CV makeover and interview preparation

if you have read our article on transferable skills, you are probably aware of your own skills. If you are not so sure what you are capable of, besides talking about the mating behaviour of C57BL/6 mice, it is worthwhile reading the article on pages 18-20 first. If you already know your strong points, read on.

Be specific & use terms that are recognised in the sector you are applying for
Frame your experience based on your skills (and not your knowledge). Focus on the parts where you did something. As an example, rather than just stating the topic you worked on with someone, emphasise that you collaborated, coordinated, delegated, managed groups, provided performance feedback and supervised. Other terms that are often relevant include identifying problems and analysing them, writing and editing, providing training and coaching, public speaking etc… you get the point.

CV makeover: describe your research as a job position with responsibilities
Any research position, contract or project you have done should be listed in your CV, with a proper title, duration, employer and responsibility. Stating “research assistant for Professor no-one-knows” is not enough: Think of a descriptive yet compelling title, and list the tasks you list are relevant. Use key words (I know, we have mentioned it many times, but it is still true)! It might require some effort at first, but usually job descriptions already give away a lot in terms of key terms. Make sure to use these key terms! Many application files go through software looking for these specific key words – if you don’t have them, you can be the next Einstein or Steve Jobs, and your application will be trashed anyway, because know-one will actually read what you wrote.

Tailor your skills and use key terms
Once you have re-phrased your work in your CV, make sure the responsibilities and tasks you list are relevant. Use key words (I know, we have mentioned it many times, but it is still true)! It might require some effort at first, but usually job descriptions already give away a lot in terms of key terms. Make sure to use these key terms! Many application files go through software looking for these specific key words – if you don’t have them, you can be the next Einstein or Steve Jobs, and your application will be trashed anyway, because know-one will actually read what you wrote.

The job interview
Be specific, result-orientated and emphasise your actions in the job interview. This is true for everyone in a job interview, but it can’t be emphasised enough. If asked a question, try to answer using the STAR method.

S – situation: describe the situation you faced
T – task: what was the task involved?
A – action: which action did you take?
R – result: what was the end result?

For example, If you are asked for a great, unforeseen challenge during your PhD, you could answer like this:
The machine I depended on broke down and couldn’t be repaired for two months (situation), so I had to find another way of performing my experiments (task). I spoke to several people from different departments with experiments in the same field (action) and found someone who had a similar machine. In the end I could continue with experiments the next day, and our own machine was repaired two months later (result).

Conclusion
Being good and having great grades is not enough when submitting an application. You have to show where your strengths lie, why you are a good fit and that you are prepared for the tasks that come with a certain role. Besides the hard-fact knowledge, everyone possesses a variety of transferable skills that can be used in your favour. Try to put yourself into the shoes of the hiring person and prove that you are the right fit!

You can use the checklist on page 25 to make sure you cover all important points. Good luck with your job application!

Find an example CV online: bcfcareer.nl/example-CV
### Application checklist

You can read more about the different steps at: bcfcareer.nl/tips-ultimate-job-application-guide

#### Preparing the application

<table>
<thead>
<tr>
<th>What to do</th>
<th>More info?</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have evaluated my own strengths, interests and values</td>
<td>See page 10-13 and talk to a coach at BCF Career Event</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have updated my LinkedIn profile</td>
<td></td>
<td>[ ]</td>
</tr>
<tr>
<td>I have uploaded a professional headshot</td>
<td>Need a new one? Get one at BCF Career Event</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have informed myself about the organisation or company I want to apply to</td>
<td>On bcfcareer.nl/search-employers or at the career event</td>
<td>[ ]</td>
</tr>
<tr>
<td>I know what the job role is about and what tasks and responsibilities come with it</td>
<td></td>
<td>[ ]</td>
</tr>
<tr>
<td>I have talked to people that work in the field, so I have a realistic idea about tasks and responsibilities involved</td>
<td>bcfCareer.nl/tips-informational-interview or talk to professionals at BCF Career Event</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have customised my CV and motivation letter around the needs and qualification mentioned in the job description</td>
<td>See page 22-23</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have double-checked spelling, grammar, names and attachments of my application</td>
<td>Ask a friend or family member to check—four eyes see more than two!</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have reviewed all the application requirements</td>
<td></td>
<td>[ ]</td>
</tr>
<tr>
<td>I have sent the application!</td>
<td></td>
<td>[ ]</td>
</tr>
</tbody>
</table>

#### Preparing the job interview (see also: bcfcareer.nl/tips-do-dont-job-interview)

<table>
<thead>
<tr>
<th>What to do</th>
<th>More info?</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>I know who I will be talking to</td>
<td>Find the person on LinkedIn or company website</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have reviewed the job description, company and my own documents</td>
<td>Check out the company website as well</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have printed out my documents to take along</td>
<td>Even if they have already received them</td>
<td>[ ]</td>
</tr>
<tr>
<td>I know how to get to the interview, and have made sure I’ll be on time</td>
<td></td>
<td>[ ]</td>
</tr>
<tr>
<td>I have the right attire (better too formal than too informal)</td>
<td>Business formal is usually a good choice</td>
<td>[ ]</td>
</tr>
<tr>
<td>I have practised my elevator pitch / short intro about myself</td>
<td></td>
<td>[ ]</td>
</tr>
<tr>
<td>I have prepared some questions to ask</td>
<td>Prepare a couple of questions to ask</td>
<td>[ ]</td>
</tr>
</tbody>
</table>

#### After the interview

<table>
<thead>
<tr>
<th>What to do</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have sent an email to say thank you for the interview the next day</td>
<td></td>
</tr>
<tr>
<td>I got the job!</td>
<td></td>
</tr>
</tbody>
</table>
Prepare well
Preparation is key and will determine how you feel during the interview. If you are well prepared, you will be much more relaxed and natural during the conversation. This doesn’t mean that you should prepare an exact script of what you will say, this can even prove to be counterproductive. Here are some tips to help you get ready:
» Study the job description and tasks you will have.
» Practice introducing yourself with an elevator pitch. Briefly explain your motivation, experience and strengths in a logical and clear manner.
» Think about answers to questions you expect, for example about specific points in your CV or your motivation (see also the box).
» Make sure you know who you will speaking with. Don’t just remember their names, but also look up their CV on LinkedIn or on the company website. This will help you understand what they are interested in; and make it easier for you to ask questions.
» Prepare your outfit. If you are unsure about what to wear, you can always call and ask. Dress appropriately and professionally, and make sure you feel comfortable.

Arriving at the interview
» Arrive on time and plan in some buffer. 30 minutes is reasonable. Work out exactly where to go and how to get there, and always plan a bit of extra time. It is better to wait a little longer in a café on the other side of the street than being late.
» Be polite and kind to everyone, no matter who it is.
» Make sure your phone is switched off, and don’t play around with it while waiting.
» Usually somebody will pick you up and there will be some small talk to break the ice. It’s okay to be nervous.

The interview itself
» Listen carefully and ask if you are not sure if you understood correctly.
» Look the interviewer(s) in the eye, speak with clear and loud voice. There is nothing to be ashamed of, even if you feel uncomfortable.
» Use examples to answer questions. These don’t necessarily need to come from working life, you can also use private life experiences. A good tool to structure your answers can be the STAR method:
  S – describe the SITUATION. What happened, what was the challenge?
  T – describe your TASK. What did you have to do?
  A – describe your ACTION. What did you do, and why?
  R – describe the RESULT. What was the outcome of the situation? What did you learn from it?
» Ask questions yourself, so that the interview becomes a conversation. It also helps you to steer the conversation if you actively take part in it.
» Remember that it is always a two-way street: You want the job, and they want to hire the best candidate. If you don’t like the atmosphere at the company, people are unfriendly or the job turns out to be different than what you expected, finish the interview professionally. You can always decline the offer afterwards.
» Don’t talk about salary in the first round unless they bring it up.

Follow-up
» Write a short message the same evening or next morning to thank them for their time and the conversation. If applicable, express that you are interested in a second interview or the job.
» If you don’t hear anything for a week, call to follow up.

Inspiration for questions you can ask
» What are day-to-day tasks, and what does a typical day look like?
» What does success look like in this position? How is it measured?
» What are the most important skills for someone to succeed in this position?
» What do you think is the biggest challenge of this position?
» What do you and don’t you like about working in this company?
Develop your career plan

Would you go on a long holiday or build a house without a plan? No matter if you have been working for several years already or have just started, having a career plan is a good idea.

It is a dreaded question in job interviews, but also very relevant to find an honest answer for yourself: Where do you see yourself in three, five or ten years from now? Most people change their career multiple times in their life. The best way to be prepared for all situations is to have a plan. This doesn’t mean you need to know exactly where, and in which position you will work, the goal is to know your general aim. This will help you steer your career and keep going in the right direction, without dismissing surprises or new adventures that arise unexpectedly. (As a bonus, it will also help you to answer that question in the next job interview!)

A career plan is not a one-time action, it is a continuous process that requires adjustments and dedication. It takes into account your current situation, skills and experiences; your interests, values and priorities; your career goals and the actions you intend to take.

Once you sit down ‘with yourself’, reflect on the time that has passed. What have you achieved so far? How did the last year go? Do you still have the same values, wishes and needs regarding your work? What do you like or dislike about work? What is important to you? What does success mean to you? Maybe your personal situation has changed, and with it the requirements a good position has to fulfil for you. It is also important to find something that engages and motivates you. Try to determine what you really need from your work. It may be that you want to make a difference about something, being financially independent; helping others or any other reason that gets you out of bed.

**Set up your plan**

To start, define for yourself which values you are looking for in a job; what your strengths are; and what tasks you enjoy. Then systematically look through jobs and career paths that could fit this description. Based on these career paths define which extra skills, experience and knowledge network you will need to achieve this, and how you can achieve it. Finally, set up a rough plan of when you will achieve this. If you are about to start your first job, then it is good to do this before you start applying. If you are already working, it is still good to sit down and get these things clear for yourself.

**Make it a regular event**

It may be easy to neglect, forget or repress, but it is very important to regularly reflect on your current situation and the path you want to follow. Put it in your diary, for example once a year an extended meeting with yourself, and shorter recaps during the year.

**Set goals**

Setting goals for yourself can help you to be more successful. What are your short-term (e.g. within a year) and long-term (three, five or ten years) career goals? You can use the SMART method to describe your goals in a Specific, Measurable, Attainable, Relevant and Timebound manner. If you would like to expand your network to increase your career possibilities, an example of a SMART goal could be: “I want to go to one networking event per month for the next twelve months to increase my network”. By making your goal specific and measurable in a certain timeframe, you will be able to measure and reach your goal. This is not possible for the vague goal “I want to network more”. It also helps to write down your goals and share them with colleagues and friends.

**Stay curious – explore opportunities**

Never stop learning. This can mean obtaining a certificate to increase your job options, soft skill seminars, mentoring, MOOCs, and any other possibilities that open up to you. Stay engaged and be brave enough to step out of your comfort zone. Not every goal or learning opportunity has to be uncomfortable, but challenging yourself will help you grow personally and professionally.

**Keep a record & celebrate achievements**

Don’t forget to recognize, celebrate and reward yourself for achievements! You can also keep a record of your accomplishments. This will be useful for updating your CV, and it will also help you to work towards your next career goal.

**Stay flexible**

Remember that your plan is not set in stone. If a great opportunity outside your scope arises and matches your values, needs and wishes – go for it even if it means leaving the original path. You cannot always oversee all options or opportunities in advance. You can always adapt your plan based on your current priorities.

Don’t lose focus. Often you need to take side-steps to gain skills and resources. This doesn’t mean you are not following your overarching direction anymore. Don’t lose sight of your objective in the process. In order to stay true to yourself, check in with yourself regularly and be honest with yourself.

Good luck with your next career step!

“A career plan is not a one-time action, it is a continuous process that requires adjustments and dedication.”
“Every day we celebrate science. And perseverance”

Jan Van Der Schueren, Discovery Site Head at Galapagos

Galapagos knows how to celebrate. The very day the biotech company celebrated its 20th anniversary in July 2019, it closed a megadeal worth 4.5 billion euro with Gilead Sciences. Talking about timing, the clock is now ticking towards a next historical milestone: the potential launch of its first medicine, in rheumatoid arthritis. With Galapagos well on its way to become a fully integrated biopharmaceutical company, it celebrates daily what is most important: science. If you need proof, just ask Jan Van Der Schueren, Discovery Site Head.

“I go without saying you need scientific expertise for medical breakthroughs to happen”, says Jan Van Der Schueren. “But even if you can rely on the smartest brains, innovation will not appear out of thin air. You want to discover? You want to pioneer? Then you need a huge amount of determination and optimism.”

The goal may not have been crystal clear yet, the drive was strong.

Jan Van Der Schueren: “You have to be able to cope with trial and error and failure – lots of failure. At Galapagos, we don’t fear failure, because we realize it’s inseparable from breaking new ground. It’s ingrained in our company culture to try out as many opportunities as possible, both in the development of technology and medicines. Does it work? Great, let’s explore the possibilities! It doesn’t work? That’s okay too, because at least we tried. So let’s focus on the next challenge.”

When did this ‘embryonic idea’ turn into reality?

Jan Van Der Schueren: “I won’t bore you with technical details, but for me there was a tipping point in 2002. A scientific publication mentioned some new biological insights. Galapagos picked up that piece of scientific news and had the guts to pursue something that could have been easily overlooked. We realized this could be a major thing in realizing our idea of a high throughput target discovery platform, and we acted on it. For me this is still one of the highlights in our company’s history.”

Does science still matter as much with Galapagos growing from a small biotech into a biopharmaceutical company?

Jan Van Der Schueren: “We are expanding, but we have no intention of changing our genetics. Pioneering in pursuit of medical breakthroughs has always been at the heart of what we do. So we have to stay alert in order to recognize the next scientific gem and be at the ready to act upon it, fast. You know, serendipity plays an important role in medical sciences. If you are looking for X, you may discover Y. It’s part of the art, if I can refer to it as an art, to know Y is also a valuable goal to pursue. Maybe even more valuable than your initial X. We have to follow the biology opportunistically. So yes, we keep on thinking big. With our eyes wide open.”

At the time we were still a bunch of young academics with little or no experience in term of production and output, building what is one of the corner stones of Galapagos. I’m still proud of what we realized back then.”

We had yet to find out where to start. Very fascinating!

When Jan Van Der Schueren mentions ‘pioneering’, you can take this quite literally. He was one of the first employees and part of a team of young scientists. “I remember that period very well. It was November 1, 1999, my first day at Galapagos in Mechelen. The idea was for us to create a technological, productive platform to find novel targets for new medicines. At the time, this concept – which would eventually lead to our high automated throughput target discovery platform – was embryonic. Some of us could imagine something like that existing in the future, but we had no real clue where to begin. Nor were we sure it could be done, altogether. And on top of all that insecurity, was what we had at our disposal at the time: a small room, a little bit of lab space, one robot, some pipettes, one incubator, and of course: coffee. Rivers of coffee. I’m not exaggerating when I say that in the beginning, there was almost nothing. We thought we had a concept that could work, but how exactly was a big unknown. Very fascinating!”
Hyphen Projects’ Products

BCF CAREER
bcfcareer.nl is the platform to offer year-round content for professionals in Life Sciences. BCF Career provides you with information, advice and opportunities for your professional development.

At bcfcareer.nl you can find:
BCF INSIGHTS for & by professionals, at BCF Insights you can find job application tips, career paths and personal stories, job role descriptions, career advice and more. Subscribe for the newsletter and receive the latest articles in your mailbox!

BCFJOBS – the place to find & be found for jobseekers and employers. This is a specialised job board for all positions in Life Sciences with employer profiles, where you can upload your CV to the database, search for employers and vacancies and directly apply for positions.

BCF CAREER EVENT – connecting employers and employees. For visitors an informal way to learn more about career opportunities, benefit from career support and get inspired by sessions and workshops. For employers, an excellent platform to strengthen their employer brand and recruit talent for their organisation. BCF Career Event Netherlands, BCF Career Event Belgium and BCF Career Event WeST are waiting for you!

BCF COURSES – courses and training to advance your career. Whether you are in industry or academia, entry level or CEO, we offer development opportunities to help you move your career forward – in business or in academia.

For more information: www.bcfcareer.nl

BUSINESS DEVELOPER PROGRAM (BDP)
BDP Life Sciences is an accelerator programme for professionals and entrepreneurs in commercial roles in Life Sciences. The programme enables them to grow and develop professionally. BDP offers a range of opportunities to learn from experienced and successful executives, experts and peers as well as expanding your professional business network. BDP activities include:
- Finance for Growth (Nov-Dec 2019);
- Global Investor Forum (12-13 Feb 2020);
- Global Scale-up Program (June-Oct 2020);

For more information: www.bdplifesciences.com

INNOVATION FOR HEALTH
Innovation for Health is the premier event for Life Sciences & Healthcare innovations in the Netherlands. During this conference you can present your research with a poster and pitch, meet leading innovators, catch up on the latest trends and attend a bootcamp on starting your own company. Innovation for Health features renowned speakers, showcases high impact innovations, highlights best practices and demonstrates inspiring developments in Life Sciences & Healthcare. The next edition takes place on 12-13 February 2020 in Rotterdam.

For more information: www.innovationforhealth.eu

BIOBUSINESS SUMMER SCHOOL
Many life scientists make a switch to industry at some point in their career. Knowledge of business aspects such as product development, IP, finance and business models are essential to succeed, yet in the academic arena these subjects are frequently ignored. The BioBusiness Summer School aims to fill this gap. The 5-day interactive programme introduces young scientists and professionals to the business world of Life Sciences and helps them in their career orientation. Participants learn the basic knowledge of BioBusiness, gain insight into the world of Life Sciences companies, meet leading business people and increase their international network. The next edition is from 22-26 June 2020.

For more information: www.biobusinesssummerschool.nl
Reasons a PhD is probably for you

> You have clear goals you want to achieve
This sounds like a circular reason, but it is true: If you follow a certain, specific objective with your PhD, it will keep you going. This can be different for everyone: maybe you want to follow an academic career or become a scientist in industry, or you want to contribute to solving a societal (health) problem. A PhD is a path or a means, not an end; and if you don’t have a goal to strive for, you will have a very hard time. On the other hand, if you are driven by something it can keep you going through hard times.

> Natural curiosity, persistence and passion for a topic
If you have always conducted small research projects as a hobby, like to immerse yourself into a topic until you know every smallest detail, have a lot of persistence and are curious to discover and learn something new – go for it.

> You like to work independently (but don’t want to be an entrepreneur)
As a PhD student, and/or in an academic career, you are required to work on your own. This is exactly what some people want and need to thrive. If you love to be independent, plan your work on your own and be responsible for your experiments, planning and other tasks, a PhD and subsequent academic career are probably for you.

Reasons a PhD is probably not for you

> You don’t know what else to do
It depends on your studies and the university you are at; but for some people it can still feel as if the PhD is the only option they have after studying Life Sciences. They see professors and teachers who do research, they read a ton of scientific literature, and they are also sometimes still unaware of other career options. So if you just want to do it because you are unaware of other options, don’t really know what else you would like to do, or would like to postpone the choice for a few years, then it is better to invest in a few weeks or months of research instead of pursuing a PhD lasting 3-6 years. A good option to prevent this from happening is participating in informational interviews at job fairs, reading job profiles and talking to professionals, etc.

> Prestige and expectations of others
Maybe you have always been the smart one, and people admire you for your brains. For some people, a PhD has status (which it of course does have to a certain extent), but there are plenty of other jobs which can be even more prestigious. There is also nothing prestigious about spending your nights and weekends in the lab. Some also think that the prestige of a PhD helps open doors for them in their future career. While this might be true for some positions, it can close other doors at the same time.

> Expectations of others
Another bad reason is to fulfill the expectations of others. If one or both of your parents have a title or would like you to have one, you should also ask yourself if this is what you want. It can also feel like proving that you are smart is only possible by obtaining a PhD title. Fulfilling the expectations of others is one of the worst reasons to do anything, and the same goes for a PhD. If you are purely externally motivated, you will most likely not complete it; and even if you do, you will probably not be happy or end up with subpar results due to low motivation.

Manage your own expectations
If you decide a PhD is for you, make sure to manage your expectations. Maybe you worked as a lab technician; or did student projects and internships at research groups. This is great, but it is not the reality of a PhD. None of the positions you may have had will give you a proper taste of what your PhD will be like, even if you stay in the same research group. As a PhD you are somewhat of an entrepreneur; you will manage your own work, you will work independently, withstand a lot of pressure, and fail countless times and have to deal with lots of insecurity. If you have the right motivation, persistence and fascination for your project, you can still succeed. It also helps to talk to people who have completed, or are still doing their PhD and get advice from them. Whatever path you choose to take – good luck!
Which six skill areas are most in demand in Life Sciences?

A labour market study conducted by flanders.bio identified six main skill areas which are in demand amongst employers. To address these shortages, the Health and Life Sciences (HELIS) Academy consortium was founded to enhance industry-readiness of young professionals in the Life Sciences & Health cluster in Flanders and the Netherlands. In this consortium, supported by the European Union (Interreg Vlaanderen-Nederland), ten Dutch and Flemish partners from academia and industry have joined forces to close the gap between university and labour market in the following skill areas:

1) Good Manufacturing Practices
2) Evidence Based Testing
3) Data Analysis & Stewardship
4) Business Development
5) Technology & Life Sciences
6) Product & Process Design

Improving the transition from university to workplace in BioBusiness
The first course of the Business Development theme, Talent Accelerator Programme for BioBusiness (TAP BioBusiness), started in May 2019. This training & mentoring programme in Belgium and the Netherlands lasts eight months and accelerates the learning curve of (junior) professionals in commercial roles. During the programme, they learn in a peer group from experienced executives, experts and each other by means of training, coaching, consultancy sessions and inspiring experience stories.

If you are interested in participating in the next edition starting in May 2020, or if you have any questions regarding the programme then visit: bdp lifesciences.com/TAP. To learn more about other HELIS training programmes to enhance your career from the other HELIS partners, visit the HELIS session or booth at BCF Career Event (14 Nov 2019 – Ghent). More information about HELIS also online via helisacademy.com.

HELIS Academy is financed by the Interreg V programme Flanders-Netherlands, the cross-border cooperation programme with financial support from the European Fund for Regional Development. More information: grensregio.eu

Do you want to meet leading innovators, catch up on the latest trends, present cutting-edge innovations and engage leaders and decision makers in healthcare innovation? Then attend the premier event for key players in Health & Life Sciences.

13 February 2020
De Doelen ICC | Rotterdam
Attend the premier event for key players in Health & Life Sciences!

For more information:
W: www.innovationforhealth.eu
E: info@innovationforhealth.nl
T: +31 35 303 5580

I4H 2020
Connect with key players in Life Sciences & Health!
Dario Melgari
Education: PhD
Current job: Postdoctoral researcher, UPMC Sorbonne Université

“I attended the 2019 edition of the BioBusiness Summer School and it was an amazing week. The high quality of all the speakers, and their passion for their jobs can really break down the prejudices that we in academia often have towards the industry world. For me it has been a paradigm shifting experience. As a postdoctoral researcher who always worked in academia, I never knew about all the possible career paths that are accessible with my skills and education. Now, I have a clearer view on this complex world. Plus, I had the opportunity to learn about subjects such as business development, IP, regulatory affairs and finance that are not usually included in our typical course of study. I really recommend this Summer School to any PhD student or Post-Doc who wants to expand his or her knowledge about the business world of Life Sciences.”

Claudio Derada Troletti
Education: PhD
Current job: Junior Consultant, ProPharma Group

“I attended the BioBusiness Summer School 2018 during the last months of my PhD mainly to explore different career possibilities besides academia. With its wonderful programme and top-notch speakers, the course exceeded my expectations. I learned a lot about finances, business development and entrepreneurship. What I also appreciated was the informal setting of this event, which allowed us to interact with the speakers. This stimulating environment was a key ingredient of the course. The incredible platform offered is extremely useful since it gives you the opportunity to network with the people who are in the front line in the pharmaceutical industry, at any level. The organisation was perfect from the very beginning prior the course started until it finished. After finishing the BioBusiness Summer School, I had a clearer idea of which possibilities I had and I started applying for jobs, mostly in the field of project management and Life Science consultancy. Since October 2018, I have been working as Junior Consultant in the ProPharma Group (Leiden), where I am contributing to make a positive impact in the fields of (bio) pharmaceutical products and healthcare. I am confident that having attended the BioBusiness Summer School helped give me a better understating of the complex ecosystem of Life Science, increased my network and opened new opportunities for my career. I would strongly recommend to anyone considering leaving academia, and even to those who do not, to attend to the BioBusiness Summer School.”

Mariana Cerdeira
Education: PhD
Current job: Consultant in BioPharma Strategy, Catenion

“I had high expectations for the BioBusiness Summer School, but they were all fulfilled. I learned so much in the small amount of time. The lectures uncovered the biotech and pharma industry from all sides: from drug discovery to investors in business development. The speakers shared their experience and lessons learned in a very honest, straightforward and efficient way. And we got to know in person some of the biggest names in the healthcare industry in the Netherlands. I felt inspired and motivated by the course. Right after my PhD, I started working as a strategy consultant in biopharma and am very happy with my position. In my daily work, I still apply some of the lessons I learned in the course. The BioBusiness Summer School was absolutely worth it and I can highly recommend it.”

The next edition of BioBusiness Summer School takes place from 22-26 June 2020. Registration is open until 2 June 2020 on: www.biobusinesssummerschool.nl

BioBusiness Summer School is a highly valued five-day course for academics who are contemplating a career switch to industry and young professionals in their first industry jobs. This course will help you jumpstart your career in the Life Sciences. You will learn basic knowledge of the main business topics, such as product development, intellectual property rights, business models and finance. You will also gain insight into the world of Life Sciences companies, meet leading business people and expand your international network.

Since 2008, more than 600 young professionals have joined this summer school. We asked a few BioBusiness Summer School alumni to share their experience with you:
Three business strategy tips to help your company grow

Turnstone Communications, the driving force behind BioVox news, is a consultancy agency catering to life sciences companies. Lending a hand with communications, marketing and business development, we’ve seen it all: the good, the bad and the ugly. Getting a startup off the ground is a challenging endeavor; there are so many things to be mindful of and so many possibilities for mistakes. Here are three pieces of advice to bear in mind when starting out in the life sciences industry. These bits of business strategy will help your company blossom into its full potential!

#1: Don’t do it all yourself
A common mistake that we see time and time again with new companies is a tendency to try to do absolutely everything in-house. This particularly seems to happen when it comes to communications, like websites, logos and house style, marketing materials, written content, social media and more.

One of the reasons people often fall into this trap, it the attitude that “I can do this, so why should I pay someone external to do it for me?” Unfortunately, this line of thought doesn’t take into account the amount of time and energy that goes into creating quality communications. When we are well versed in a particular skill, it will invariable go quicker and far smoother than it would for a person who’s learning on the go. We’ve seen relatively simple jobs, like creating a flyer, take much longer than needed and yield subpar results, because the company decided to do everything in-house.

Deciding to run your own company’s communications is also often a decision made without realizing how hard it can be to communicate science clearly. Communicating science is an art that requires skill and experience. Taking a complex subject matter, like science and technology, and distilling that information into accessible and effective messages is no mean feat. It can take years to learn how to communicate concisely without sacrificing the accuracy and integrity of the underlying scientific concepts.

So, leave this one to the experts. Your time and energy are valuable; put your talents to optimal use. There are experts out there, consultants like us, who can help you deliver tailored and optimized communications that really give your business a boost.

#2: Take advice with a grain of salt
When you start up a new company, there will inevitably be a lot of people with advice and opinions on how best to run your business. All of these stakeholders possess valuable expertise and insights, but it is important to remember that they all also have a vested interest of some description. For example:

Professors/academics - These experts are naturally focused on the science behind your business and can provide you with vital advice on breakthroughs in your field as well as new avenues for exploration. This focus on R&D often comes at the exclusion of other important factors though, like your business model, communications strategy and market analysis.

How this might affect communications: academics have an unfortunate tendency to go on about technical details. Most non-scientists, including investors, are driven by both knowledge and other factors, so you will need to adapt your message depending on the audience and go beyond the scientific jargon and detail of academic language.

Investors - This group will obviously want for your company to succeed commercially and will be able to provide you with great financial advice on how to do so. They’ll like to make sure there is a theoretical market for your product, but they’re sometimes too detached from the market realities, meaning there is a distance between them and the actual market and scientific community.

How this might affect communications: Investors might want to play it safe and limit expenditures; the marketing and communications budget is often the first to get cut in this scenario. However, to grow your company successfully, you need to build brand recognition and get on the radar of the people who matter.

Industry partners – This group of stakeholders includes both present and potential future partners, like big pharmaceutical companies who are important for funding, collaborations and deals.

How this might affect communications: It may be in the interest of current partners to downsize your communications and visibility, as this limits the attention drawn by other potential partners who may otherwise swoop in and make competitive propositions. Industry groups may also want to keep their activities on the down-low, to keep competitors in the dark about their current R&D focus.

Most of these stakeholders will be present on your company’s board of directors. Again: these people can provide you with insightful advice specific to their area of expertise, but they may also have interests that don’t align with what’s best for your business. Our advice is not to rely exclusively on people with independent agendas. Have confidence in your own opinion and consider hiring external advisors, such as a consultant, who has no ulterior motives for the recommendations they give.

#3: Be innovative in both your R&D and communications
Speaking of innovation, our final piece of advice is to be daring and up to date with your communication methods. Too many startups have innovative science, but conservative communications. They often use poor channels which don’t reach the right target audience or fail to think about which platforms would work best for their purposes. Try to engage new technology when communicating about your breakthroughs, including blogs, webinars, videos and animations, social media (etc.). It is best to reach a modern audience by modern means.

So, outsource tricky tasks, don’t rely too heavily on biased advice and make sure to let your startup shine!

If you would like to get in touch with Turnstone Communications and see what we can do for you, please visit our website: https://turnstone.be/
Crazy for data
Hugo Ceulemans joined Janssen in 2008, where he currently leads the Machine Learning team that supports researchers in the early phases of their research. Machine Learning is a type of Artificial Intelligence: self-learning computers continuously get better at analysing data. The multidisciplinary team of Hugo has access to large data sets and uses complex analysis techniques that focus on computing power. Doing so, the team contributes to the development of new and effective medicines.

Data mining
Machine learning technologies allow Hugo’s team to make a selection of suitable molecules in advance. This increases the chance of finding a molecule that will eventually result in a new medicine. “The most complex analyses also the most interesting ones”, says Hugo. “Janssen already works together with different partners from the academic world, from the IT and pharmaceutical sector in the framework of the Innovative Medicines Initiative (IMI). Together we organise programs to analyse and interpret large data sets. We call this data-mining.” Hugo’s team therefore works trans-disciplinary, which will only become more important in the future.

“Health is the driving force of happiness.”

Privilege
Hugo’s work at Janssen must ultimately contribute to the health of others. “Health is the driving force of happiness”, says Hugo, who realises this even more as he becomes older. Being able to contribute to a healthier world is therefore a great privilege, which gives him the energy to continue his work with great enthusiasm. He relaxes by spending time with his family, which is very important to him.

Golden combination
Hugo started as a medical doctor and developed a passion for research. During his subsequent doctorate in molecular biology he realised that analysing (or ‘crunching’) data is time consuming. “Analysing complex datasets is more satisfying than generating the data itself”, says Hugo. “In other words: I enjoy eating more than cooking.” He therefore continued in the field of bio-informatics. Many of his team members also combine a background in data sciences with another discipline. This is also crucial to make machine learning a success in the healthcare sector: “In addition to the software, the interpretation of data is extremely important. Having conversations with chemists, biologists and medical doctors is easier due to our double backgrounds.”

Stronger together
Where data and science meet, and where innovative solutions must be found, ‘out of the box’ thinking is essential. Cooperating with other partners is just as important. Hugo is therefore proud of the partnerships initiated by Janssen: “It is clear that we will have to cooperate if we want to make the world a healthier place. My team is therefore continuously searching for new machine learning talent. One of my goals is to also incorporate real clinical data in our analyses. It would be amazing if Janssen could play a role in this”.

“We will need to cooperate to make the world a healthier place.”
How about a career in business development?

If you want to contribute to strategic planning and giving direction to a company, then business development is for you.

Well-planned business development is crucial to the success of small or medium-sized entities in the field of biotech and medtech, (digital) health, chemistry/pharmacy and other forms of Life Sciences. Any organisation that puts a lot of time and effort into growing needs dedicates time to business development. This doesn’t necessarily have to be a full-time position; in small or young companies it often is the CEO, or somebody else in part-time. If business development is not covered by the CEO alone, he/she usually works closely together with the business development unit.

Since it is often very important to thoroughly understand the product and the market (customers being targeted), former and current scientists are valuable employees in the role of business development managers. If you are interested in relations with partners, customers and markets, sales and strategic planning, business development might be for you. Starters and young professionals can make a lateral entry, but often due to lack of experience in business, sales and marketing, many need to learn a lot and sharpen their skills in a short period of time. This article points out important factors, qualities and challenges for business developers.

What is business development?
If you ask five people what they think business development is, you will get five different answers. The exact definition and responsibilities vary between different enterprises and different sectors; depending on the exact set-up, team size and distribution, and other factors. A rather broad definition is that business development aims at developing and implementing growth opportunities within (and also between) companies on a long-term basis to create and grow value. It also includes developing strategies to use a company’s USP to the right target group using the right marketing approach, and to acquire new customers as well as bind existing customers to the company. Sounds complicated? Let’s have a closer look.

Long-term strategic planning ...
Business development is concerned with the strategic planning of a business, including its marketing- and sales-plans for (new) markets. It is tempting to assume that by going with the flow and taking opportunities when they come along, goals can somehow be reached. This might be true in the short term, but in the long term every business needs a coherent strategy. The clearer and sharper this strategy is (not only in mind, but also on paper), and the more it is connected to the company culture and values, the more successful it will be.

… with the ability to adapt to new circumstances
It is not enough to develop a business development plan and then stick to it religiously. A good business developer is capable of continuously adjusting and fine-tuning the strategy based on changing (market) conditions and opportunities. Business developers need to be very flexible and versatile, and at the same time have a long-term vision. It is about consistent improvement, not about selling a lot today and nothing in the future. Last but not least it is important to communicate the strategy and integrate all employees in the process. This helps create team spirit, support and loyalty.

Know the market, your product and your customers
A comprehensive understanding of the market is indispensable for business developers. This doesn’t only mean knowing the market inside out, but also includes the ability to determine (in the best case even foresee) trends and developments. Only in this way, can a company make the most of all opportunities for its products and stay ahead of competitors. If you are targeting the wrong market or using the wrong approach to get into the right market, you will drown, no matter how great the product or service is. Along with the market come obviously, the customers. In start-ups or scale-ups, usually a big part of the daily business is dealing with customers and sales. This can be in a variety of ways and includes the generation of need leads, but also advising and helping existing clients with their problems and projects. It is indispensable to understand their needs and be able to communicate clearly with them.

Connect, network and mingle
There is a saying that having contacts only harms those who don’t have them. This is especially true for business development. The broader the network and the more known, the easier it is to establish strategic partnerships, get referrals, receive support and be aware of upcoming opportunities before others do. Creating visibility for your business and product is important, but you also need to establish a personal connection with your target group. The bigger your outreach, the better. Don’t forget that this is not a one-way street. Others are as interested as you in this; and helping each other out will be beneficial for both sides in most cases.

It all comes with experience
Taken together, business development is not only market analysis, not only sales, not only partnership, not only a fast-moving part of business. It’s rather the combination of all of these, a complicated and fascinating field. True for most jobs, especially in business development experience is key to success. If you make a lateral entry or start fresh in business development, the more and faster you can learn from own experiences and experiences from more senior colleagues or mentors, the more likely you are to thrive and make your business a success.
How do you manage a project like BCF Career Event?

Have you ever wondered what it takes to organise a fair such as BCF Career Event, what we need to take care of and how we manage the >1,200 people on the day itself? It’s all about project management. Let’s take a closer look at BCF Career Event.

After the event is before the event
The planning for the next BCF Career Event Belgium edition starts right after the current edition is over, since “After the game is before the game”. Step one: Evaluate the previous edition, both within the internal organisation but also based on feedback from visitors, exhibitors and speakers. What was good, what can be improved? How did the day itself go, and was everyone happy? Often the exact date for the event is already clear way in advance, because this also depends on national holidays, location availability etc. For BCF Belgium the location is Ghent ICC. Things like the setup of the event, catering and extra orders are discussed in this early stage and (preliminary) agreements are made.

Team management & communication
An event such as BCF Career Event would not be possible without a team effort. With an executing team of three and more people involved (such as e.g. our graphic designer), the tasks need to be divided clearly. Our specialists in Event Project Management, Laura and Eliske, lead the organisational part of the Dutch and Belgium edition of the career event. Katinka, with a background in Life Sciences, is responsible for content, programme and career support. We discuss who likes which tasks, and assign project leads for sub-projects. This doesn’t mean that the lead of these sub-tasks has to do it all by herself, but she is responsible for meeting deadlines and ensuring that tasks are taken care of. These tasks include for example marketing strategies; contact with sponsors, partners, exhibitors and visitors; inviting and contact with speakers, coaches and career support; setting up and editing the BCF Career Guide; designing and printing flyers and brochures; the website and app; necessities such as manuals and instructions; and more besides.

We hold a weekly meeting where we discuss not only BCF Career Event, but also other projects with the whole team. In addition, we schedule meetings to brainstorm and discuss specific topics on different occasions based on what is needed. We also check with each other if someone needs support. If for some reason a team member can’t meet a deadline or fulfill a task, this will affect the whole project and team. It is therefore sometimes advantageous if a colleague can step in. Helpful additions are web-based team project management tools, shared calendars and documents. It is indispensable to be on the same page and communicate clearly and effectively about everything that turns up.

Time management & planning
When dividing the tasks among team members, we also determine deadlines that make sense and don’t interfere with deadlines from other projects. This helps us prioritise during the year. While some deadlines can be adjusted when we see that we are faster or slower, other deadlines such as for example sending our guide to the printing service are fixed. In that case, we do not only depend on ourselves, but also on the other authors who contribute articles, interviews, pictures and profiles. It can also mean we have to chase some of them. Just because it is our top priority, doesn’t mean that someone else has the same priority.

Personal organisation & focus
Naturally, everyone has tasks that he/she prefers and other tasks he/she doesn’t like. A matter of personal organisation is to make sure that everything is still delivered on time and accurately. Sometimes it is worthwhile starting the day with something that is not your favourite task, because then you have it off your back. And you get better at some tasks the more often you do them. It is also important to make clear for yourself what has the highest priority at which stage of the project. While editing the BCF Career Guide and is not urgent in September, it becomes number one priority in the weeks before it goes to the printer.

The final weeks & the big day itself
We can’t do it all alone. In the final weeks before the event, everything gets busier and busier: exhibitors asking last-minute questions; mailings to visitors and speakers about the programme and practical details. We compile instructions and manuals for exhibitors, speakers, helpers and ourselves for the day before the event and the event itself. We have helpers for hosting the session rooms, at the registration desk, career support and other tasks.

We build up the event at the venue the day before in cooperation with Ghent ICC. The event day itself starts around 06.00 hrs with last checks before the exhibitors arrive at 07.30 hrs, and the fair opens for visitors at 09.45 hrs. During the day there is no time to rest, because we have to make sure everything goes smoothly. After closing the exhibition at 16.30 hrs, there are drinks for the exhibitors and crew before we break it all down and clean up. And then it’s time for evaluation, because there is just one year until BCF Career Event 2020…

Would you like to see what happens behind the scenes and help our team? Send your CV to info@bcfcareer.com, and maybe you will be part of the team next year!

<table>
<thead>
<tr>
<th>BCF Career Event Belgium in numbers (2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>crew members of exhibitors</td>
</tr>
<tr>
<td>coaches for career coaching &amp; CV-checks</td>
</tr>
<tr>
<td>speakers</td>
</tr>
<tr>
<td>visitors</td>
</tr>
<tr>
<td>external crew total</td>
</tr>
<tr>
<td>printed career guides</td>
</tr>
</tbody>
</table>
### Profile-index

For more organisation profiles go to www.bcfcareer.nl/search-employers

<table>
<thead>
<tr>
<th>Page</th>
<th>Organisation</th>
<th>Active in</th>
<th>Looking for</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Life Sciences</td>
<td>Chemistry</td>
</tr>
<tr>
<td>51</td>
<td>AKKA Belgium</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>52</td>
<td>Anacura</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>53</td>
<td>ARQ</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>54</td>
<td>Biocartis</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>55</td>
<td>Buro Nexus</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>56</td>
<td>ChipSoft</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>58</td>
<td>Covance Central Laboratories</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>59</td>
<td>Eurofins CDMO</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>60</td>
<td>Galapagos</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>61</td>
<td>GSK</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>62</td>
<td>Janssen</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>63</td>
<td>Kelly Science</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>64</td>
<td>Lonza - Capsugel</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>65</td>
<td>Luxembourg Institute of Health</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>66</td>
<td>Medisch Labo Medina</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>67</td>
<td>Milcobel</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>69</td>
<td>Novartis</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>70</td>
<td>Pfizer Manufacturing Belgium</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>71</td>
<td>PM Group</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>72</td>
<td>Select Projects</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>73</td>
<td>Snick Euroingredients</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>74</td>
<td>Solid Talent</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>75</td>
<td>tec</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>76</td>
<td>Thema Group - Partner in Life Science Recruitment</td>
<td>●</td>
<td>●</td>
</tr>
</tbody>
</table>
AKKA Belgium

Active in the sectors
- Bio/Life Sciences
- Chemistry
- Food
- Pharma

Type of organisation
- Other

Number of employees
950

General
The AKKA Group stands among the European leaders in engineering & technology companies operating in a wide range of sectors thanks to 16,300 talented employees all over the world.

Our values? Courage, ambition and respect motivate us every day to take up tomorrow’s industrial and innovation challenges.

Our strength? Being a global company close to you.

With 6 sites across Belgium & the Netherlands, we work together with our 950 colleagues to share our passion for technology and engineering, always eager to meet the highest quality standards.

Company activities
For 20 years, the Life Sciences, Pharmaceutical and Food Industries have been playing a decisive role in our activities.

Supporting our customers on their projects, our consultants operate all over the product life cycle, on several disciplines and topics including R&D, Engineering, Quality Assurance, Regulatory Affairs and many more.

We seek
We are looking for new colleagues to support the growth of our Life Sciences sector.

Whether you are an engineer, a scientist or pharma professional, pick your active ingredients from the list below and inject your personal touch!

- Qualification and validation
- Quality Assurance
- Quality Control
- Regulatory Affairs
- Process & project management
- HVAC, commissioning and piping
- Maintenance and automation
- Lean Manufacturing
- Computer system validation
- Supply Chain, Logistics & procurement…

We offer
As an AKKA consultant, you will be:
- In charge of transversal and empowering projects all throughout your career.
- Supported by your AKKA Manager.
- Actor of your training plan and your personal and professional development.
- Member of a dynamic and collaborative community of engineers.
- Benefiting from a permanent contract, including an attractive package and several extra-legal benefits.

BECAUSE WE NEVER GO BACK, BUT ALWAYS FORWARD TO HELP YOU BOOST YOUR CAREER, we will help you challenge the status quo so that you can use your creativity to develop your entrepreneurial spirit.
Anacura

Active in the sectors
» Bio/Life Sciences
» Pharma

Type of organisation
» SME

General
The Anacura laboratory group is an independent, analytical center of excellence active in the healthcare and Life Sciences sector. Our Life Sciences business unit supports ambitious small- and mid-size, as well as large and established drug companies worldwide. We provide analytical solutions in the field of drug characterisation and release and stability in a GMP certified and FDA approved environment. We are your best go-to provider for top quality laboratory solutions delivered with great human interaction. In context of our continued growth, we are constantly looking for motivated colleagues. You can follow our daily activities on our dynamic company page on LinkedIn.

Company activities
Our business unit Life Sciences has three divisions, each with a different focus. Hereby we give you an overview of our services in each division:

1) Pharmaceuticals:
» Analytical method development & validation;
» Batch release;
» Solubility;
» Stability study programs.

2) Biopharmaceuticals:
» Analytical method development & validation;
» Batch release;
» Stability study programs.

3) Cell-based Medicinal Products:
» Analytical method development & validation;
» Batch release;
» In-process control.

We seek
For our specialised laboratories, we are looking for International Business Development Managers, Project Managers and Lab Technicians. You have a first professional experience in combination with respectively a master’s, PhD in pharmaceutical/Biomedical/... sciences, or bachelor’s degree. You are a team player, always customer oriented and you are passionate about your job. Knowledge of GMP is an advantage.

We offer
We offer you to be part of the Anacura group, a family owned, long-term focussed and ambitious laboratory organisation. The organisation stimulates entrepreneurship and gives autonomy and responsibility to promising employees. We stand for a flat hierarchical structure in which everyone is very accessible.

Of course, you also have a competitive salary and flexible working hours.

ARCQ

Active in the sectors
» Bio/Life Sciences
» Chemistry
» Food
» Pharma

Type of organisation
» Recruitment office

Number of employees
70

General
As part of House of Talents, ARCQ is a full-service staffing company that employs high potentials to the Life Sciences industry. We are continuously looking for young graduates, academics and qualified professionals with a broad scientific background. Taking into account your competences, personality and future ambition, ARCQ gives you the opportunity to discover different positions in the industry. We partner with reputable companies that value your talent and take your personal growth seriously.

Company activities
ARCQ is a staffing and recruitment company mainly active in the field of Life Sciences. As a flourishing business, we are currently in the process of branching out into the chemical and food industries. ARCQ offers positions within the pharmaceutical and biotech industries as well as in the sectors of medical devices and consumer health.

We seek
At ARCQ, we are always looking for great candidates, whether highly qualified and experienced professionals or recent graduates and starters.

We offer
Just finished with your education and looking for your first job? We will help you take the initial steps in your professional career by introducing you to the many job opportunities in the Life Science industry, coaching and guiding you and doing our utmost best to make sure your first work experience is a truly excellent one.

We offer job opportunities in:
» Clinical Operations
» Drug Safety/Pharmacovigilance
» Medical Affairs
» Regulatory Affairs
» Sales & Marketing
» Quality Assurance & Compliance
» Validation Engineering
» Project Engineering

manufacturing, registration, safety, marketing, and medical support of medicine.
Biocartis

Active in the sectors
» Bio/Life Sciences

Type of organisation
» Growing mid-size company

Number of employees
470

General
Biocartis is an internationally active and highly innovative molecular diagnostics (MDx) company that today is revolutionising molecular testing with its unique proprietary Idylla™ platform. We develop and market a continuously expanding test menu addressing key unmet clinical needs in oncology. This represents the fastest growing segment of the MDx market worldwide.

Company activities
Biocartis’ proprietary molecular diagnostics (MDx) Idylla™ platform is a fully automated sample-to-result, real-time PCR (Polymerase Chain Reaction) system that offers accurate, highly reliable molecular information from virtually any biological sample, in virtually any setting, allowing fast and effective treatment selection and treatment progress monitoring.

Biocartis employs over 470 people and is headquartered in Mechelen, Belgium.

We offer
A job at Biocartis is unlike any other you’ve had. You are challenged, inspired and committed to our common purpose: bringing rapid and easy high precision diagnostics to every cancer patient across the world, as such enabling access to personalised cancer medicine. Whatever the job, you are part of something unique. Our team of highly skilled and passionate people share the Biocartis mission and live the Biocartis values.

We offer you a challenging job in an exciting environment, where you can be part of a very dynamic and fast-growing team in a highly innovative environment. You will have freedom to help shape your job within our common mission.

We seek
Have a look here: www.biocartis.com/careers. Several positions are available on our careers page for multiple regions ranging from the Belgian Headquarters to European and US based roles in various departments ranging from R&D to Production as well as Sales.

Information/contact
C: Petra Verlaak – Recruitment Manager
T: +32(0)15632686
E: pverlaak@biocartis.com
W: www.biocartis.com

Buro Nexus

Active in the sectors
» Bio/Life Sciences
» Chemistry
» Food
» Pharma

Type of organisation
» SME

Number of employees
>250

We seek
Higher educated technical colleagues (Bachelor/Master) for challenging projects in the field of Chemicals, Pharmaceutical, Food, …. New consultants can chose for an employment contract or a freelance statute.

We offer
Buro Nexus focuses on its team of consultants. At one hand by offering a challenging & respectful salary package, at the other hand by giving an intensive and personnel coaching. The development of the potential of our consultants within challenging projects is the primordial focus of Buro Nexus.

Salary package:
» Indefinite contract
» Competitive salary
» Groups- & hospitalization insurance
» Meal Vouchers (€8/d)
» Mobility Arrangement
» GSM & subscription
» 1-on-1-coaching

Information/contact
C: Anton Vancauwenberghe
T: +32(0)472402574
E: anton.vancauwenberghe@buronexus.be
W: www.buronexus.be

Buro Nexus
ChipSoft

Active in the sectors
» Bio/Life Sciences
» Pharma

Type of organisation
» SME

Number of employees
700

General
Together we stand for better healthcare by developing the best healthcare software since 1986. More than 700 employees get the chance to develop themselves through courses, but also by having the freedom to explore their own ideas. At ChipSoft we believe in ideas, all ideas.

What is typical of ChipSoft? On one side, teaching a medical specialist the fine details of our software, but on the other side also organising events such as sports activities for colleagues. However, what we do, we have one goal in mind: strengthen our lead position in the world of healthcare ICT.

Company activities
We develop a user friendly, all-round solution to support every healthcare professional, in every single step in the healthcare chain.

HiX focuses on the future healthcare; more data warehouse, more patients taking care of their healthcare from home, more caregivers making use of smart apps on the go, and more health providers sharing data in a safe and efficient manner. That is HiX and you can be a part of it.

We seek
ChipSoft is non-stop looking for programmers, consultants and sales talents.

We offer
» An attractive salary;
» Excellent secondary employment conditions;
» Extensive internal and external training options;
» Lots of freedom in performing your work;
» Informal working atmosphere with social activities after working hours;
» Use of a gym, including a personal trainer.

Information/contact
C: Lillian Bouw
T: +31(0)204939000
E: Campusrecruitment@chipsoft.nl
W: www.chipsoft.be

TALENT ACCELERATOR PROGRAMME FOR BIOBUSINESS
A HELIS Academy Programme

Developing the next generation of BioBusiness Leaders in Life Sciences & Health

Do you want to accelerate your learning curve in BioBusiness? Then join TAP BioBusiness and learn in a small-scale setting from senior BioBusiness professionals and your peers. Expand your knowledge and insights with inspiring experience stories, interactive consultative sessions, roleplay and practical case studies by seasoned professionals with successful track records.

You can join one or more of the modules of the programme covering i.e.:
» Negotiation, deal closing and deal structures
» Tech transfer, partnership, alliance & client management
» IP, licensing, contracts & legal factors
» Personal development
» Finance & valuation

Programme runs from May-November 2020 and takes place in the Netherlands and Flanders. Visit the link below for the dates and registration deadlines of the modules.

More information and registration:
www.bdplifesciences.com/TAP
Covance Central Laboratories

**Active in the sectors**
- Bio/Life Sciences
- Chemistry
- Pharma

**Type of organisation**
- Multinational

**Number of employees**
16,000

**General**
As the drug development business of Laboratory Corporation of America Holdings (LabCorp) and the world’s most comprehensive drug development service company, we have helped pharmaceutical and biotech companies develop each of the top 50 prescription drugs in the marketplace today. At Covance, we engage a global workforce of 16,000+ with mentoring, training and career development to anticipate tomorrow’s drug development challenges, shaping new possibilities for our clients - and our employees.

**Company activities**
As a top global contract research organisation (CRO), Covance is dedicated to advancing healthcare by providing high-quality nonclinical, preclinical, clinical and commercialisation services. We also offer laboratory testing services to the chemical, agrochemical and food industries and are a market leader in toxicology services, central laboratory services, discovery services and a top global provider of phase III clinical trial management services. Driven by a passion for excellence and a relentless commitment to quality, we unlock opportunities that advance innovation and deliver on the promise of a healthier world.

**We seek**
Taking on today’s healthcare challenges requires new solutions and innovative ideas. That’s why we’re searching for pioneers looking to bring their unique perspectives and bold ideas. We recognise and truly believe in our employees’ role in driving industry advances and are looking to expand our team with dynamic individuals who are dedicated to improving the lives of patients around the world. Learn more about life at Covance and explore vacancies at www.careers.covance.com.

**We offer**
We’re committed to ensuring you have the resources you need to be successful. Our comprehensive benefits package was designed to enhance your personal well-being and ranges from health and wellness programmes to flexible working arrangements that help you balance work and your personal and professional life. Site perks and benefits vary by location, but they all recognise the talent and inventiveness that drive our success. Here, you can take advantage of a wide range of unique career development paths across both Covance and LabCorp. And, because we span a complete range of end-to-end drug development solutions, you’ll have endless opportunities to gain exposure to diverse viewpoints from exceptional colleagues across the globe.

---

Eurofins CDMO

**Active in the sectors**
- Pharma

**Type of organisation**
- Multinational

**Number of employees**
90

**General**
Eurofins CDMO is one of the leading CDMOs in Europe providing high-quality, customized drug development solutions for specialty and biopharma clients. Our focus is to support clients on the earliest phases of their development pathway (from API to the clinical packaging). Its Belgian subsidiary, Eurofins Amatsigroup NV, is based in Ghent, offering a complete drug development package for new drug entities (biological and chemical) up to early clinical phases to third parties to help them in speeding up the development and manufacturing of their drugs.

**Company activities**
- Drug product development focusing on difficult to formulate small molecules and biological drugs within preclinical, phase I or II clinical development. The company offers preclinical, pre-formulation, formulation, analytical and dosage forms development, scaling-up and GMP manufacturing.
- Drug substance biological process and analytical development and production, including GMP manufacturing. The main expertise is production and purification of recombinant proteins derived from microbial and eukaryotic systems, for research, toxicological studies and clinical trials. The company has extensive expertise in the manufacturing of viruses and living cells for vaccine purposes and in-depth knowledge of working under GMP quality requirements.

**We seek**
We are looking for highly qualified and experienced professionals or recent graduates and starters. Have a look at our vacancies: careers.eurofins.com.

**We offer**
We offer a versatile and challenging job with a permanent contract combined with an attractive salary package. You will join a young, dynamic and experienced team of technologists, analysts and project managers.
Galapagos

Active in the sectors
» Bio/Life Sciences
» Chemistry
» Pharma

Type of organisation
» Multinational

Company activities
Galapagos’ mission is to develop first-in-class medicines based on the discovery of novel targets. Using human primary cells and patient cells, the company discovers which proteins (‘targets’) play a key role in causing diseases such as rheumatoid arthritis, inflammatory bowel disease and fibrosis. Galapagos aims to develop small molecules that inhibit these targets, restore the balance and thereby positively influence the course of the disease. Galapagos’ aspiration is to make a lasting positive contribution to society through discovery of breakthrough therapies for diseases with large unmet medical need.

We seek
We’re looking for people who want to dig deep in order to achieve something bigger. People who feel success is not all about a job title, but a result of working together on something far bigger. Something that lasts. Something that changes lives. At Galapagos, we pursue medical breakthroughs. We won’t use need words or empty promises for that. Because we create value through science. Not through advertising. That’s why we’re looking for people who want to play a crucial role in something vital: developing life-changing medicines and delivering them to the people who need them most. Pioneers, with resolve and determination. People who read this all the way to the end. People who want to raise the bar and make it happen.

We offer
The employees are the strength behind Galapagos. They form a highly motivated team, eager to maintain Galapagos’ leading position and achieve breakthroughs in pharmaceutical research. Besides a competitive remuneration package, Galapagos offers you a dynamic, enthusiastic work environment that maximizes your potential. We are Galapagos: together we can make it happen!

GSK

Active in the sectors
» Bio/Life Sciences
» Chemistry
» Pharma

Type of organisation
» Multinational

Number of employees
8,000 - 9,000 employees in Belgium

General
GSK is a science-led global healthcare company with a special purpose: to help people do more, feel better, live longer. We have 3 global businesses that research, develop and manufacture innovative pharmaceutical medicines, vaccines and consumer healthcare products. We aim to bring differentiated, high-quality and needed healthcare products to as many people as possible, with our 3 global businesses, scientific and technical know-how and talented people.

Company activities
Pharmaceuticals – Our Pharmaceuticals business has a broad portfolio of innovative and established medicines. We currently focus on developing new medicines in respiratory diseases, HIV, oncology and immunoinflammation; with discovery research exploring these and other areas.

Vaccines – Our Vaccines business has a broad portfolio and innovative pipeline of vaccines to help protect people throughout life. We deliver over two million vaccine doses per day to people living in over 160 countries.

We seek
The Future Leaders Programme is GSK’s global graduate training programme. Every year we select talented ambitious people from countries across the world to join us and prepare for a future career as a leader in healthcare. We are looking for scientists to develop and discover treatments and products, engineers and supply chain experts to deliver them, and commercial teams to understand our market. We are also looking for tomorrow’s experts in IT, finance, HR and procurement to achieve outstanding business performance. We aim to create an inclusive workplace where all employees feel engaged, supportive of one another, and know their work makes an important contribution.

We offer
In return for strong performance, dedication and commitment, the Future Leaders Programme offers you a rich variety of training, development and mentoring to help boost your career. You’ll experience diverse aspects of our business and will build breadth into your career by taking rotations within your business unit, by moving into a different business area or even by working in a different location. At GSK we provide a supportive working environment, and a range of development challenges and opportunities. We also offer competitive benefits and compensation packages.
### Janssen

**Active in the sectors**
- Pharma
- Bio/Life Sciences

**Type of organisation**
- Multinational

**Number of employees**
- >7,000 in the Benelux

**General**
Janssen develops treatments for some of the most devastating disorders and complex medical challenges of our time, including cancer, hepatitis, HIV/AIDS, diabetes, arthritis, dementia, and mental disorders. We focus our research on six strategic pathological areas: oncology, neurosciences, infectious diseases and vaccines, immunology, cardiovascular, and metabolic disorders and pulmonary hypertension. Dr. Paul Janssen founded the company in 1953 with only one thing in mind: saving people’s lives thanks to the development of better medicines. In 1961, the company affiliated with the Johnson & Johnson Group, global market leader in healthcare products. The group has more than 265 operational companies in 60 countries today and more than 128,000 employees worldwide. Janssen has divided its different fields of expertise in Belgium into separate offices in Beerse (Beerse I and II), Geel, Olen, Merksem, Diegem, La Louvière, and Courcelles. Together these organisations discover, develop, and produce medicines and therapeutic solutions for patients worldwide. Activities range from initial basic research and production to commercial and support services and sale of medicines. And so, Janssen in Belgium controls the entire pharmaceutical cycle, something which is unique in the pharmaceutical world. Janssen also has several branches with different core activities in the Netherlands. In Leiden, Janssen Biologics has expertise in the field of monoclonal antibodies. Unique biopharmaceutical drugs are developed and produce. Janssen Prevention Center investigates how people can stay healthy and vital throughout their lives and strives to find innovative solutions. It focuses particularly on the prevention of chronic diseases that mainly occur in later life, such as cardiovascular disease, cancer and Alzheimer’s disease. Additionally, Janssen Vaccines, the former Crucell, focuses on the development of vaccines and antibodies for the control of infectious diseases such as Ebola, HIV and malaria. In Breda, Janssen-Cilag B.V. is responsible for all sales-related activities of all Janssen medicines in the Netherlands.

**Company activities**
Since 2011, all Johnson & Johnson pharmaceutical activities have continued under one name: Janssen Pharmaceutical Companies of Johnson & Johnson. The group has more than 265 operational companies in 60 countries today and more than 128,000 employees worldwide. Today, Janssen is one of the most innovative pharmaceutical companies in the world with more than 40,000 employees.

**We seek**
In the Benelux, we employ nearly 2,500 colleagues in R&D. And we're looking for new innovators to join us: Postdoctoral researchers, Scientists in (cell) biology, immunology, oncology, neurosciences, chemistry and various other disciplines (PhDs), Specialists in Regulatory Affairs or Quality Assurance, Biostatisticians, Medical Doctors i.e.

Please visit our website www.careers.jnj.com

### Kelly Science

**Active in the sectors**
- Pharma
- Chemistry
- Bio/Life Sciences

**Type of organisation**
- Recruitment office

**Number of employees**
- 10

**General**
Kelly Science Belgium is a world leader in workforce management services and human resources solutions headquartered in Troy, Michigan, offering several staffing services to clients on a global basis: permanent placement, vendor management (outsourcing & contracting), temporary staffing, master vendor in temping services, HR solution management services and payroll services. Kelly provides employment to nearly 520,000 employees annually, with skills ranging from science, health care, engineering, marketing, customer care, accounting, insurance, office services, IT, to HR.

In Europe, Kelly is located in 18 countries. In EMEA Kelly’s focus lies on two different fields of expertise: Life Sciences and Professional Talent.

**Kelly Science Belgium**
Specialized in Life Sciences: Pharma, Clinical Research, Medical Devices and Technology, Biotechnology and Chemistry.Kelly Science Belgium has the expertise and proven track record for recruiting and selecting highly qualified scientific experts. In fact, 70% of the HR consultants that are dedicated to work with you, are themselves experts in the requested field of expertise. They understand your needs and are able to attract, understand and evaluate the talent that you are looking for.

**We seek**
Contacts both with employers who need our specialist services and candidates who are looking for new opportunities.

Candidates with a Life Science background that are looking for a next step in their career or are looking for a first industrial experience. We work together with profiles with all kind of backgrounds: lab technicians, production directors, validation engineers, scientists, research associates, ….

**We offer**
We guarantee qualitative and efficient search & selection process that results in the perfect match between company and candidate. To achieve this, Kelly combines market knowledge with an in-depth selection and testing methodology. We qualify candidates on both hard skills (diplomas, knowledge and experience) as well as on soft skills (suitability, attitude, competencies and ambitions) and match with your company DNA to determine whether a person is a perfect match for a specific role within your company.

---

**Janssen**

**Kelly Science**
Lonza - Capsugel

Active in the sectors
» Bio/Life Sciences
» Chemistry
» Pharma

Type of organisation
» Multinational

Number of employees
Worldwide: 15,500 | Bornem site: 500

General
Founded in the Swiss Alps in 1897, Lonza has a proud history stretching back more than 120 years. Today we are a global leader in life sciences and employ thousands of people all over the world. We develop and manufacture innovative products that support healthier and advanced lives. At Lonza, you can contribute to the ongoing reinvention of our business and the innovative solutions we deliver. You can help redefine not just the industries we serve, but the future of people around the world. Our work makes a meaningful difference!

Company activities
Lonza is an integrated solutions provider that creates value along the Healthcare Continuum®. We focus on creating a healthy environment and lifestyle and preventing illness through preventive healthcare, as well as improving patient healthcare by supporting customers to deliver innovative medicines that help treat or cure diseases.

In Bornem, we design, develop and manufacture capsules for the biopharmaceutical and consumer health & nutrition industries. We sell filling and sealing machines and offer services to our worldwide customers. Bornem is the technological R&D centre for the Lonza capsule business worldwide.

We seek
If you possess the ingenuity to find innovative solutions to customer’s most pressing challenges, the credibility that comes with conducting business with the utmost integrity, and the flexibility to work, grow and thrive in a dynamic, challenging and inclusive work environment, come grow with us and make a meaningful difference!

In Bornem, we have available job opportunities in:
» Operations
» R&D
» Maintenance & Engineering
» Quality
» …

We are regularly looking for project engineers, electrical maintenance engineers, process engineers, etc. We are looking for experienced professionals, young professionals and starters (www.lonza.com/careers).

We offer
We offer an excellent work environment where you can develop your skills and knowledge, the opportunity to work in a team of highly collaborative experts in a fun and dynamic atmosphere, and competitive salary and benefits. At Lonza we invest in great people. We encourage our employees to challenge themselves, and we offer an environment that fosters creativity and success. Because their ideas, big and small, genuinely improve the world, and that’s the kind of work we want to be part of. Together we make a meaningful difference!

Luxembourg Institute of Health

Active in the sectors
» Bio/Life Sciences

Type of organisation
» Research Institute

Number of employees
367

General
The Luxembourg Institute of Health is a public biomedical research organisation. Striving for excellence, its researchers, by their creativity, enthusiasm and commitment, generate knowledge on disease mechanisms and contribute to the development of new diagnostics, innovative therapies and clinical applications that have an impact on the healthcare of Luxembourgish and European citizens. The activities of the Luxembourg Institute of Health are developed within the following research topics: Oncology, Infection and Immunity, Population Health.

At the forefront of biomedical sciences, the Luxembourg Institute of Health is deeply involved in implementing national and international research programs in personalised medicine. It acts as a catalyst for promoting research collaborations with healthcare providers, hospitals and other public and private biomedical organisations. To create economic and societal value, it purposes the transfer of its scientific discoveries and technological developments. As the first supplier of public health information in Luxembourg, a dynamic multicultural country in the heart of Europe with a strong research and development culture supported by important financial and organisational resources. It offers state-of-the-art facilities and an excellent training environment for early-stage researchers, in particular in Life Sciences. The landscape of languages in Luxembourg is very diverse. Besides the three official languages of Luxembourg: Luxembourgish, German and French everyone speaks English, creating a real multilingual environment.

Company activities
At the Luxembourg Institute of Health, devoted scientists investigate disease mechanisms to develop new diagnostics, innovative therapies and effective tools to implement personalised medicine. The institution is the first supplier of public health information in Luxembourg, a dynamic multicultural country in the heart of Europe with a strong research and development culture supported by important financial and organisational resources. It offers state-of-the-art facilities and an excellent training environment for early-stage researchers, in particular in Life Sciences. The landscape of languages in Luxembourg is very diverse. Besides the three official languages of Luxembourg: Luxembourgish, German and French everyone speaks English, creating a real multilingual environment.
Medisch Labo Medina

Active in the sectors
» Bio/Life Sciences

Type of organisation
» SME

Number of employees
210

General
Medisch Labo Medina is an independent clinical laboratory active in the first line healthcare.
With over 40 years of experience in clinical healthcare, we belong to the top of the industry.
Ever since the beginnings of our company, quality, innovation and diagnose have formed our core values. We strive to go beyond delivering reliable and quick results and create our added value with our professional advice.

Company activities
Medina analyses in the field of clinical biology and anatomical pathology.
Clinical biology includes the following areas: clinical chemistry; hormonology; toxicology; haematology; radio-isotopes; serology; microbiology and more.

We seek
To see our current vacancies, have a look at our website www.medina.be.

We offer
We offer you the unique chance to work in a laboratory with progressive technology in terms of medical equipment. Moreover we provide the opportunity for you to further develop yourself on a personal and professional level.
We invest in healthy environment and therefore provide fruit, soup, coffee and water.

Milcobel

Active in the sectors
» Bio/Life Sciences
» Food

Type of organisation
» Other

Number of employees
2,000

General
Milcobel, with headquarters in Kallo, is the number one dairy producer in Belgium. Every year we collect, process and commercialize 1.6 billion liters of milk from 2,600 dairy farms. With the help of 2,000 employees in 7 branches and an export to 110 countries, a turnover of 1.2 billion euros is achieved.
As a Belgian cooperative, Milcobel focusses strongly on sustainable growth. To realize this growth, we are always looking for talents that want to make a difference together with us.

Company activities
At Milcobel we have one common goal: the processing of local milk into high-quality dairy products. In addition to our famous Bruges cheese, we also produce ice creams, industrial cheeses (such as the mozzarella on your pizza), milk powder (used for example in your delicious chocolate or cookies), butter, cream, milk drinks, etc.
Feel like taking up the challenge of working at the largest Belgian Milk Cooperative? One thing is certain, you have an impact from day 1!

We seek
Motivated people with courage and an open mind for the future. It doesn't matter if you are a starter or an experienced professional. You will find your place at the largest dairy cooperative in Belgium.

We offer
At Milcobel you get the opportunity to work in a dynamic growth company where you are surrounded by amazing colleagues. In addition, our Belgian decision center and our flat structure ensure an environment with room for entrepreneurship and improvement. Here you get the chance to have an impact from day 1 and to grow in a career that really suits you.
Our purpose is to reimagine medicine to improve and extend people’s lives. We use innovative science and technology to address some of society’s most challenging healthcare issues. We discover and develop breakthrough treatments and find new ways to deliver them to as many people as possible. We also aim to reward those who invest their money, time and ideas in our company.

Company activities
Novartis Puurs is dedicated to production of pharmaceuticals (Aseptic). Biggest eyedrops and visco-elastic plant of Novartis worldwide. We also launched our biological line this year.

We seek
Master’s and Bachelor’s in scientific fields with or without experience (bioengineers, industrial and civil engineers, pharmacists, …) who want to reimagine medicine together with us.

We offer
We offer you a challenging, international and interdisciplinary work environment. Investment in people is a priority for Novartis (training). We offer a range of possibilities for personal development and career opportunities within the group to motivated, qualified people. We offer you a competitive salary and benefit package. Your office will be based in Puurs. Novartis supports a flexible work-life integration.

Information/contact
C: Julie Leperre
T: +32(0)38902100
E: julie.leperre@novartis.com
W: www.novartis.com
Pfizer

**Active in the sectors**
» Bio/Life Sciences  
» Pharma

**Type of organisation**
» Multinational

**Number of employees**
3,000

**General**
Pfizer wants to contribute to a better health and well-being of everyone in every phase of life. Together with other health partners and the government we work on affordable and accessible healthcare of the best quality. For this we have a strong product portfolio that brings the prevention, treatment and cure of diseases within a wide range of therapeutic domains. In addition, we have a solid pipeline of promising new products that have the potential to cope with diseases that determine our view on the world today.

**Company activities**
Pfizer has four sites in Belgium: Puurs, Brussels, Zaventem and Anderlecht. The site at Puurs is Pfizer’s second largest production site worldwide. Together with more than 2,350 colleagues, we produce and package more than 300 million sterile injectables each year. These drugs are exported to over 170 countries. We often work together with organisations such as the WHO, UNICEF, USAID, UNFPA or GAVI Alliance. Over the last five years, more than 500 million euros have been invested in this site. The investments are not only aimed at production: We generate green energy with our wind turbines and co-generation. Due to these investments we created 1,000 additional jobs.

We seek
For our production site in Puurs, we are looking for Technical Operators, Technicians, Industrial Engineers, Civil Engineers, Bio Engineers, Laboratory Technicians and Masters in Pharmaceutical Sciences.

We offer
At Pfizer you will find an innovative, human-oriented, expansive and hi-tech environment where autonomy and personal development are important. All of this within a no-nonsense corporate culture where entrepreneurship, dedication, respect and transparency are important values.

PM Group

**Active in the sectors**
» Bio/Life Sciences  
» Food  
» Pharma

**Type of organisation**
» Multinational

**Number of employees**
2,600 (+/- 70 p in Belgium)

**General**
PM Group designs and delivers complex, state-of-the-art pharma, biotech and food facilities for Bluechip multinational clients in Europe, the USA and Asia.

Get started on an exciting and meaningful career path, working on innovative, challenging projects and learning from industry experts as part of PM Group’s world leading multi-discipline team.

As a graduate professional at PM Group, your first two years will bring opportunities to develop your knowledge and experience across a multitude of areas, with a rich variety of new challenges in design, operation and commissioning. Your work assignments will involve rotation through different projects, covering a range of exciting sectors.

We’re not only hiring young professionals. Also more experienced engineers are welcome in our team!

We seek
Are you a talented and enthusiastic engineering, project management or construction services Master or Bachelor? If so PM Group’s Next Programme is your ideal next step.

We offer
As a Next Programme participant, we will help you to reach your full potential, guiding you through the transition from graduate to experienced professional. You will benefit from a range of office and site-based assignments in diverse environments, working on projects in our key sectors.

The Next Programme incorporates on-the-job mentoring, internal and external training courses, site visits and site-based assignments. You will work as part of a multi-discipline international team on a variety of innovative projects for multinational clients. There will be opportunities to travel and work abroad for international assignments and will provide you with key competencies to achieve professional status.
Select Projects

Active in the sectors
» Bio/Life Sciences
» Chemistry
» Pharma

Type of organisation
» Others

Number of employees
220

General
Select Projects is an international service provider in the area of Project Sourcing that operates in the technical and industrial sectors. We believe that it is our staff that make a difference. Their motivation, passion, and effort combined with the expertise that we collectively offer, form the basis of our success formula.

Company activities
As a technical partner, we provide project support for customers in different fields, namely Life Sciences, Maritime & Offshore, (Petro)chemistry, Rail and Power. Industries where speed, quality and reliability are required.

We offer
The way we see it, every employee is unique and so are you. And understanding that takes time. You can count on our consultants to take that time and be at the forefront of your career. With our elaborate network covering a broad spectrum of employers, we go above and beyond for our clients, after an elaborate analysis of your dreams and needs. What does this mean for you? You gain direct access to the very depths of the recruitment departments of your dream employers through one single contact point.

Snick Euroingredients

Active in the sectors
» Food

Type of organisation
» SME

Number of employees
26

General
Founded in 1993 by bioengineer, food technologist and flavourist, Philippe Snick, Snick Euroingredients has become a leading knowledge center, developer, producer and supplier of functional blends and taste mixtures and ingredients. Snick Euroingredients is fully committed to the creation of innovative concepts and products that facilitate the competitiveness of our food industry. Since 2009, Snick Euroingredients has been part of the Dutch ACOMO group, a global player in herbs, spices, nuts, edible seeds and tea.

Company activities
» Blending operation & facilities
» Product development & innovation
» Customer presentations
» Distribution
» Toll blending

We seek
Ambitious and talented food technologists flavoured with a passion for food.

We offer
» Every day is different at Snick Euroingredients.
» We offer a dynamic and state-of-the-art working environment, within a strong team of food technologists in a growing company with international contacts and worldwide network.
» Our company can be reached quickly and without traffic jam.
» We offer competitive salary, supplemented with meal vouchers, hospital and group insurance.
» You follow various internal and external training courses to get to know our products.
» Our working hours are from 8.30 am to 5 pm, and on Friday until 4 pm. In addition to the 20 statutory holidays, you are entitled to 6 ADV days. There is no collective leave.
**Solid Talent**

**Active in the sectors**
- Chemistry
- Food
- Pharma

**Type of organisation**
- Recruitment office

**Number of employees**
200

**General**
Solid Talent is a Project Sourcing Agency with offices in Antwerp, Ghent and Breda. We are specialised in staffing solutions for Engineering and Construction Professionals in Oil & Gas, Pharmaceuticals, Food, Buildings, Infrastructure and Facility Management. Solid Talent was founded in 2006 and currently employs about 200 consultants with permanent or freelance contracts.

At Solid Talent, we are looking to build and maintain a long-term relationship with our customers and consultants. Finding the right project for our consultant and the ideal consultant for our customer is what we do.

**Company activities**
We recruit professionals for jobs in Pharma, Food and (Petro)Chemicals, both for permanent and temporary positions. Our wide range of career opportunities include:
- Project Management
- Design and Engineering of Installations
- Process Improvement
- Quality Assurance
- Validation and Qualification

We seek
Solid Talent is continuously looking to welcome new professionals, from young potentials to senior profiles, to increase the growth of our company. To find out more about our current projects, we would like to refer you to our website: www.solid-talent.com

We offer
We invest in your future through personalised training, career advice and on-the-job coaching. Our rich experience and broad customer portfolio combined with your professional potential guarantees the successful development of your career.

We offer an attractive salary with various fringe benefits such as a mobile phone, meal allowance and travel allowance or a company car with a fuel card. Solid Talent always strives for a captivating and stimulating working environment within technologically advanced companies.

Our core business is to continuously meet the changing employment needs. When working through our extensive network of companies, you can fully develop your unique talent!

**TEC**

**Active in the sectors**
- Bio/Life Sciences
- Chemistry
- Food
- Pharma

**Type of organisation**
- Recruitment office

**Number of employees**
500

**General**
TEC is a technical consultancy agency. With an extensive team of more than 500 consultants and 30+ years of experience, we belong to the leading players in the Benelux. We are active in oil & gas, pharma, construction, IT and telecom. Our experience in human resources helps our clients in project sourcing, try & hire and search & selection.

Company activities
We help navigating the permanently high need for experts, varying from short period assignments to long term projects. We help our clients with their technical challenges, by providing solutions and services that are flexible, reliable and affordable.

Our biggest assets are our consulting experts, high potentials and young talents. We strive to keep our professionals motivated, happy and constantly evolving while also building long-term partnerships with our clients. Customer intimacy is in our DNA. Our recruitment team selects the right candidate while our account managers act as a single point-of-contact. Finally our office management team provides smooth payrolling and invoicing.

Our biggest assets are our consulting experts, high potentials and young talents. We strive to keep our professionals motivated, happy and constantly evolving while also building long-term partnerships with our clients. Customer intimacy is in our DNA. Our recruitment team selects the right candidate while our account managers act as a single point-of-contact. Finally our office management team provides smooth payrolling and invoicing.

We seek
Our wide range of career opportunities include:
- Project Management
- Design and Engineering of Installations
- Process Improvement
- Quality Assurance
- Validation and Qualification

We offer
In addition to a contract with an attractive salary, we offer you:
- a fascinating employer in full expansion that offers many future opportunities for your further career in the technical sector;
- a lot of fringe benefits that match your contract type and your own preferences (such as a company car / bicycle, group insurance, daily allowance);
- TEC Plaza’s (better known as afterwork or network drinks) that you should not miss;
- company events in a real TEC atmosphere (Ten Miles), an end-of-year dinner, a family day (film day), etc. You name it!
- the opportunity to further develop your own talent through our Competence Center (expert classes where one guest speaker will tell you about a technical subject) and thanks to our online Cevora training courses (for both your soft and hard skills);
- personal contact with and support of our close team of office managers, account managers and recruiters;
- a personal gift on special occasions (birthday, anniversary, …);
- occasional treats at the customer site;
- and last but not least: the chance to build a large network and to share your experiences and knowledge with other technical profiles.

In addition to a contract with an attractive salary, we offer you:
- a fascinating employer in full expansion that offers many future opportunities for your further career in the technical sector;
- a lot of fringe benefits that match your contract type and your own preferences (such as a company car / bicycle, group insurance, daily allowance);
- TEC Plaza’s (better known as afterwork or network drinks) that you should not miss;
- company events in a real TEC atmosphere (Ten Miles), an end-of-year dinner, a family day (film day), etc. You name it!
- the opportunity to further develop your own talent through our Competence Center (expert classes where one guest speaker will tell you about a technical subject) and thanks to our online Cevora training courses (for both your soft and hard skills);
- personal contact with and support of our close team of office managers, account managers and recruiters;
- a personal gift on special occasions (birthday, anniversary, …);
- occasional treats at the customer site;
- and last but not least: the chance to build a large network and to share your experiences and knowledge with other technical profiles.

Information/contact
C: Nesrine Ellamzi
T: +32(0)32709716
E: nesrine.ellamzi@tec.be
W: www.tec.be
Active in the sectors
» Bio/Life Sciences
» Chemistry
» Food
» Pharma

Type of organisation
» Recruitment office

Number of employees
21

General
Founded in 1989, Thema Group is a Life Sciences recruitment company that works for national and multinational businesses. With more than 20 experienced employees we constantly expand our network operating from our offices in Belgium, the Netherlands and Germany. We successfully achieve the desires and ambitions of our clients and candidates by providing needs-based staffing solutions for the following markets:
» Laboratory technology
» Biotechnology
» Medical devices
» Pharmaceuticals

Company activities
We focus on recruitment for positions from Bachelor level up in the fields of:
» Technical and Scientific Support
» Sales and Sales Support
» Marketing
» Research and Laboratory
» Management (General, Quality, R&D, Production, Regulatory, Finance...) ...

Engagement through trust is our starting point. Besides our specialized experience in the markets we serve, our method is based on extensive cooperation and strong relationships with our customers and candidates. If you take your career in the Life Sciences seriously, you should choose a professional recruitment agency that can coach you and offer you the best possibilities. For both entry-level candidates as those with professional experience, we create access to new exciting opportunities at leading and innovative organisations.

We can help you achieve your professional goals and support your search for new exciting challenges!

We seek
We look forward to meeting motivated young potential at the BCF Career Event! Our aim at the fair is to give advice and information about the markets and functions we serve and match them with your ambitions and skills... So above all we want to get to know you!

So come visit us at our stand for information, orientation, advice and check out our vacancies!

We offer
If you take your career in the Life Sciences seriously, you should choose a professional recruitment agency that can coach you and offer you the best possibilities. For both entry-level candidates as well as people with professional experience, we create access to new exciting opportunities at leading and innovative organisations.
PhD associations/doctoral schools

**Doctoral School for Medicine and Life Sciences**

**Doctoral School of Life Sciences and Medicine**
my.vub.ac.be/phd/lsm

**Ecole Doctorale Thématique Immunologie**
www.edt-sbp.be/immuno

Student associations

**Chemika**
Chemistry, Biochemistry & Biotechnology – KU Leuven
www.chemika.be

**Farmaceutica**
Pharmaceutical Sciences - KU Leuven
www.farmaceutica.be

**Gentse Farma Kring**
Pharmaceutical sciences - Ghent University
www.gentsefarmakring.be

**ISA Umami**
Health Food Innovation Management - Maastricht University
www.isa-umami.com

Universities & alumni associations

**Alumni BMW Leuven**
Afgestudeerde studenten BioMedische Wetenschappen aan de KU Leuven
www.alumnibmwleuven.be

**Alumni UMONS**
www.umons.ac.be/Alumni

**The alumni association for Gembloux Agro-bio Tech**
www.gembloux-alumni.org

**VBI - Vereniging van alumni van de Faculteit Bio-ingenieurwetenschappen van de KU Leuven**
www.ie-net.be

**Vlaams Instituut voor Biotechnologie**
www.vib.be

Exclusive Recruiting partner

**Jobat**
www.jobat.be

---

**Laborama**

Looking for work within the Life Sciences sector? Discover the less obvious career options.

You would like to work in the Life Sciences sector, but are wondering what career options there are? In addition to the obvious careers at large research labs or universities, there are plenty of other career options available.

The Life Sciences sector is in fact much larger than just the laboratories and organisations where research is carried out. All the equipment used in these labs has to come from somewhere. It is precisely these suppliers of laboratory equipment who are looking for profiles such as yours. Product Specialist, Account Manager, Sales Engineer, Service Engineer, Application Specialist, Cell Culture Scientist, Product Manager, Lab Technician, Business Developer, ... are all jobs that laboratory equipment suppliers are constantly seeking to fill.

Don’t know where to find these companies? On www.laborama.be, the website of Laborama, the trade association for manufacturers and distributors of laboratory equipment, you can find more than 100 different companies that are active as suppliers in Belgium. Contact them and maybe you will find the less obvious career you never knew you wanted.
Supporting you year-round with:

**BCF Insights**
career advice, personal stories and inspiration from and for professionals

**BCFjobs**
jobs and employer profiles from the sector

**BCF Career Event**
events & meetings to support your career orientation

**BCF Courses**
training programmes to enhance your career development

WWW.BCCFCAREER.COM
We’re looking for people who want to dig deep in order to achieve something bigger. People who feel success is not all about a job title, but a result of working together on something far bigger. Something that lasts. Something that changes lives.

At Galapagos, we pursue medical breakthroughs. We won’t use need words or empty promises for that. Because we create value through science. Not through advertising.

That’s why we’re looking for people who want to play a crucial role in something vital: developing life-changing medicines and delivering them to the people who need them most.

Pioneers, with resolve and determination. People who read this all the way to the end. People who want to raise the bar and make it happen.

Think big. apply at www.glpg.com/careers.