

BCF CAREERGUIDE

Career Guide for Bio, Chemistry, Food & Pharma



**For all professionals
& students in Life
Sciences from MBO
to postdoc**

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Hyphen Projects
Moving careers forward in Life Sciences



MOVING CAREERS FORWARD IN LIFE SCIENCES

Welcome to BCF Career!



About this guide

This career guide is for everyone who is active in Life Sciences, Chemistry, Food & Pharma. This guide contains an overview of top employers that are seeking for new talent.



About BCF Career

Guidelines in your job search and career path are always welcome. Some people know exactly what kind of job they want, others are rather doubting among the multiple options this sector offers. For all people, BCF Career offers excellent services to support your career path: browse jobs, the opportunity to network, search for employers, read inspiring articles about i.e. personal development and sector news, expose your own CV continuously throughout the year, and much more! For more information: www.bcfcareer.nl

[Click here](#) to subscribe for the BCF Career Newsletters.



About BCF Career Event

BCF Career Event is the largest career event for the Life Sciences. It is the meeting place for everyone who is or wants to be active in Bio/Life Sciences, Chemistry, Food or Pharma. BCF Career Event offers you the opportunity to get into direct contact with a broad range of employers in the sector, but also with other organisations that can help you further and empower your career.

BCF Career Event offers you the following editions:

- » **28 May 2025** - BCF Career Event
Netherlands - Jaarbeurs Utrecht
- » **27 November 2025** - BCF Career Event
Belgium - Ghent ICC

Visit the [website](#) to discover it all! Registration is free of charge for these events.



About Hyphen Projects

BCF Career is powered by Hyphen Projects. At Hyphen Projects, we pride ourselves on creating and delivering programmes that support talents and companies in Life Sciences to move forward. We help build the next generation of leaders and ventures in biotech by fuelling them with valuable insights, the right connections and the necessary inspiration.

Discover all events we organise throughout the year in our [event calendar](#).

How to Stand out in the job interview

You've made it through the first-line selection, and now it is time to shine in person: the job interview. Here are some tips to help you stand out and ace the interview.

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 be 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. Dress appropriately and professionally, and make sure you feel comfortable. If the interview is online, check if the colour of your shirt is fitting well with the background on camera.
- » If the interview is online, make sure you have installed the applicable meeting application, and you have tested the microphone and camera settings.

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.

Examples of questions during a job interview

- » Why are you applying for this position?
- » What qualifies you for this position? or Why should we hire you?
- » What are your strengths and weaknesses?
- » What was a major failure that you faced at work? What did you learn from it?
- » Where do you see yourself in five years?

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?



From VMBO to a Ph.D. Degree

In school, grades serve as the currency determining one's success. However, in real life, it's one's skills, competencies, and the ability to apply them to create value that dictate financial compensation and success (depending, of course, on one's definition of success). Yet, 33% of high school students are placed at an educational level below their capabilities. Transitioning from VMBO to earning my Ph.D. seemed improbable when considering my early grades. While achieving the highest academic degree is a notable accomplishment, I'm sharing a more detailed version of my journey in hopes of shifting the focus towards nurturing competencies rather than merely judging individuals by their grades. This article is fueled by the numerous reactions I received from individuals who saw themselves in my story, which I shared on LinkedIn upon receiving my Ph.D.

Starting with VMBO-TL (vocational level), many view it as a less rigorous academic track. It's often regarded as a pathway for those who might find HAVO (applied sciences) too demanding. I moved from VMBO-TL to VWO (pre-university level) in my first three years in high school. Yet, I barely made it through VWO, scraping by with a grade of 5.5 (akin to a 'D' in the U.S. grading system, the bare minimum to pass). However, I achieved a 9 on my profile

on a Bachelor of Science in Pharmaceutical Sciences, then pursued a Master's in Drug Innovation at Utrecht University. I graduated cum laude from my Master of Science program, with an average grade of 8.8 – comparable to an A or 4.0 GPA in the US grading system – and a Honors distinction.

What was the catalyst? I discovered a genuine passion: molecular cardiology research, with the goal of devising new treatments for cardiovascular patients.

During my master's studies, I was presented with a Ph.D. opportunity, which I wholeheartedly embraced. Over the span of three years, my Ph.D. endeavors yielded 5+ first-author publications and a patent. The crowning achievement? Securing a Ph.D. in regenerative medicine, a domain on the edge of transforming healthcare by mending damaged tissues and organs.

I can't claim these achievements as solely my own. They were realized through the steadfast support of exceptional mentors, invaluable colleagues, caring friends, and family.

Looking back on a 17-year academic journey, from my first day in high school to the day I received my Ph.D., I value the seven lessons my parents taught me more than any academic achievement:

1. You don't get what you deserve, but what you negotiate.
2. Other people's opinions of you don't have



to become your reality.

3. Knowledge isn't power; applied knowledge is.
4. You cannot win if you are afraid to fail.
5. Stay curious; every day is a learning opportunity.
6. Your surroundings play a pivotal role; surround yourself with positive influences.
7. When faced with tough decisions, remember that each choice only adds to your experiences.
8. The education system often judges everyone by the same yardstick. However, each of us possesses unique talents. It's up to you to discover how to harness them to contribute to society.

A failing grade isn't the end of the world. I believe it's high time we move beyond labels like 'highly educated' or 'less educated' and start appreciating individuals for their unique talents and contributions.

The advice to 'go to school, get a job, and work until you can enjoy retirement' was relevant decades ago. However, with advancements in artificial intelligence, life sciences, and technology, specific jobs will

become obsolete in 10 or 20 years.

Focus on developing skills that align with your natural abilities. For me, that was conducting research that fits within the academic trajectory. For you, it might be something different.

Once you find the right fit, determine how to leverage your skills to provide value to society. "Those who can provide the most value to society will receive the equivalent financial contribution in return." – Alex Hormozi

The best advice I've received for those in the early stages of their career is to focus on working to learn instead of working to earn. What you learn early in your career can benefit you as you progress, rather than staying in a job you dislike with limited growth potential.

Key Takeaway:

Chart your own course and stay true to your vision for the future. Don't let societal benchmarks, such as grades, dictate your worth. Embrace continuous learning and growth. To truly succeed, you must be open to the possibility of failure.

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In the fast-paced world of scientific advancements, we stand at the forefront of improving patient's lives through innovative research and development. We achieve this by identifying the challenges of tomorrow.

To do this, we can count on over 5,700 dedicated employees in Belgium and a global presence spanning more than 265 operational companies across 60 countries.

In this joint effort, we never stop creating a future where disease is a thing of the past. We aim to transform lives by finding new and better ways to prevent, intercept, treat and cure disease. We reach this aim by bringing together the best minds and pursue the most promising science.

Advancing our Care

These best minds, accompanied by external partners, strive for new medical breakthroughs, and develop treatments and vaccines for some of the most devastating disorders and complex medical challenges.

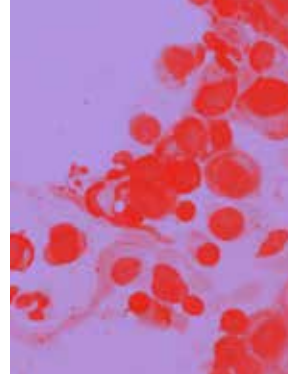
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We focus on areas of medicine where we can make the biggest difference: Oncology, Immunology, Cardiovascular & Metabolism, Neuroscience and Pulmonary Hypertension. A shining example of our innovative prowess is chimeric Antigen Receptor T-Cell therapy, or CAR-T therapy, a groundbreaking approach to treating various diseases, specifically in oncological personalized care.

CAR-T Therapy: Revolutionizing Medicine

With CAR-T therapy, we are spearheading the transformation of cancer treatment. This novel cell therapy harnesses the patient's own immune system to combat cancer. In this specific form of cell therapy, we collect the patient's T-cells and engineer them into CAR-T cells, capable of precisely targeting and destroying the patient's cancer cells.

This highly personalized therapeutic approach is fueled by cutting-edge technology, offering new hope to patients for whom other treatments have proven insufficient. CAR-T therapy is a testament to our unwavering belief in personalized care, understanding that one size does not fit all. Our treatments and medications are tailored to meet the unique needs of each patient, ensuring they receive the care that suits them best.



The Innovative Power of Belgium

Our choice to establish a state-of-the-art European production facility for CAR-T therapy in Belgium underscores our recognition of the local life sciences ecosystem, renowned worldwide for its innovative spirit. The development and production of transformative therapies like CAR-T cell therapy demand innovative strength and collaboration, and Belgium offers the infrastructure and talent essential for this ambitious endeavor.

Hence, we are wholeheartedly committed to enhancing our capacity for CAR-T treatments in Belgium. Currently, Johnson & Johnson is in the process of developing cutting-edge, state-of-the-art facilities for CAR-T therapy production in Ghent. Furthermore, various CAR-T-related initiatives also take place at our site in Beerse.

Innovation seeks Talent

Do you envision a future for yourself within the innovative pharmaceutical industry where, together, we can create real impact on the health of patients worldwide? A future where you work in an international environment and where you can continue to develop yourself? A future at a value-driven company that pays attention to people, the environment and society? In short, a future where we can make a difference together?



Then be sure to check out our current vacancies at jobs.jnj.com and seize your chance to join us in shaping the future of healthcare.



How to manage your career as a PhD

The number of PhD graduates is rising. One out of ten is able to pursue a stable academic career. A majority switch to jobs outside of academia either immediately after graduating or during the following one to ten years. Continue reading to learn more about PhD career management.

As a PhD you belong to the most highly qualified group of workers. PhDs are trained to do analytical and conceptual work and to create new knowledge. In 2005 the OECD started to collect data about the careers of doctorate holders worldwide. The results reveal how PhDs benefit from their doctoral training:

- » Worldwide individuals with doctoral degrees enjoy higher employment rates than the average higher education graduates (Auriol et al, 2013)
- » Doctorate holders are generally satisfied with their employment situation (Auriol et al, 2013)
- » PhDs are able to apply their analytical and conceptual skills in various roles and sectors (Smit, 2010).
- » HR managers put the performance of PhDs on complex problem solving tasks at a higher level than their colleagues in equivalent working contexts with Master's degrees (Smit, 2010).

Academic socialisation

Preparing for the next career step after your PhD graduation requires taking an in-depth approach. One of the biggest challenges is defining your professional goals. Having spent four or more years in an academic environment, you have adopted a social identity involving an academic orientation towards your work. Contributing to the knowledge base, working on long-term problems, working with technically competent colleagues are important job elements for the research community (Smit, 2010). Although only 5-10% of all PhDs have access to a tenure track position, abandoning the academic dream is not so easy. Many researchers love doing analytical work, have an outstanding publication record and love teaching. Climbing up the academic ladder is a desirable step. Moreover researchers have a skillset that is ideal for academic jobs and sometimes your boss might encourage you to stay a bit longer on this career path, since it is hard to let go of trained researchers who offer added value to the research department. As a result, four out of ten researchers stay in academia immediately after graduating, but most leave academia in the end.

Limited knowledge of career options outside academia In general we researchers have limited knowledge about career options



outside of academia. We are hardly aware of what kind of jobs would fit with our talents and competences and we have little idea of how PhDs are perceived outside of academia. Moreover we lack experience in applying for jobs outside of academia. What do employers look for when they hire new people? And are PhDs considered as fresh graduates or as candidates for a first work experience? Does one need to meet all the criteria when applying for a job? All these questions can make you feel insecure about yourself and your future career path. This feeling of insecurity can generate a limiting belief when looking at your future career options.

Exploring your professional goals

In our book *How to manage your career as a PhD?*, we help you explore your talents and align them to potential jobs. A career interests test will help you to ascertain which particular activities you like most in your work. Developing a career options plan will structure your thoughts and acts as the basis for informational interviews. The goal is to find out about the everyday content of the job, the skills that are needed and how your profile is perceived within the organisation. All these elements are key when it comes to defining your professional goals and motivation. And motivation is a key condition when you start

applying for a job outside of academia.

Career transitions and the need for a sound motivation

When you start working outside academia you will experience a career transition. A career transition refers to a switch to another type of activity (outside R&D) or to another sector (outside academia) or both. For HR managers, career transitions present a risk: you might make a wrong choice. HR managers want to avoid this and they will test your motivation in various ways. Therefore you need to be able to link the motivation in your current work (PhD) to your future career goals and show that you know what the job and the organisation entails

Required technical skillset

Technical skills involve the ability to use methods and techniques to perform a task. Employers refer to technical skills as having a specific qualification or prior work experience in a specific field of activity or sector. Having a PhD is only an explicit prerequisite for a few career paths. This does not mean that you cannot take advantage of the technical skills that you acquired during your PhD outside of academia or R&D. These skills can be very specific (expertise) or more generic (transferrable skills such as

project management, data analysis, IT skills, writing and editing skills, analytical and conceptual skills etc.). For PhD ascertaining if their skillset matches the required skills in job advertisements can be a big challenge. In our book we provide you with tools and insights to help you discover what employers are really looking for and to what degree your background matches their criteria.

Illustrating your soft skills

Interpersonal skills are the ability to understand, communicate, and work well with individuals and groups by developing effective relationships. During your PhD you will have worked in several groups such as your research team, your department, internal and external partners, your faculty, a doctoral school, granting organisations, etc. All these groups needed you to adapt your work to meet their standards. This implies that you had to develop effective relationships with them. What approach did you take? How well do you fare when managing a project? How do you manage expectations? In our book we help you to become aware of your interpersonal skills by providing you with a tool that will help you to build up a convincing, short and concise story.

Reviewing your CV and cover letter

Now that you are aware of the two ingredients (motivation and skillset) for successful job applications, we will show you how you can apply these guidelines to your CV and cover letter. When reviewing your cover letter and CV, please make sure that employers get an immediate impression of your professional goals, how your background matches their requirements (technical and interpersonal skills) and what kind of person you are.

Preparing for a job interview

Job interviews have a specific structure and also demand a specific tone. You want to

generate interest in your profile. The ultimate goal of a job interview is to be selected and to receive a job offer. In addition to verbal communication, non-verbal communication also plays an important role in how the interviewers assess you. In our book we describe all the important elements of a job interview. Doing job interviews gives you a chance to clarify your professional goals for potential employers.

Transitioning to a new professional context

When you start exploring your career options as a PhD you enter a new world. In academia we see ourselves as specialists in a specific field and we value our expert background and technical skills. When we present our work we go into detail. We tend to underestimate our level of expertise since there is so much more to be explored and learned. When you start exploring career options outside of academia you will find that future employers are interested in your generic skills. They want you to be concise and convincing. Details can be left out, but general assumptions and practical solutions are important. In our book we make you aware of the cultural codes outside of academia and how you can anticipate this in your communication to future employers. In so doing we hope you will gain new beliefs about your professional aspirations and competences as well as practical insights and skills to help you realise your professional goals.

More info?

How to manage your career as a PhD. 100 tips and tricks to prepare for your next step - Dr. Lucia Smit. This book helps you to structure your thoughts and to explore new career possibilities. It offers numerous tips and tricks and is illustrated with testimonials. ISBN 978 94 6344 210 7 – 2017 – ca. 130 pages

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"New therapies for patients: integrating expertise and sharing knowledge is the only possible way for successfully mastering together the complex and long route from idea to clinic. That is why the FIGON Dutch Medicines Days is year-after-year of utmost relevance."



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Romana: *"They matched me with a job of which I would never think about in the first place. It turned out to be a dream job that fits my strengths, skills and personality perfectly."*

At CLS, we want our candidates to be happy at work and help them build their careers through personal development. Similarly, we are keen to offer our clients excellent candidates, so their business can run smoothly and they need not worry about vacancies.

Challenging. Demanding. Stimulating. Relevant. That's working in chemistry and life sciences. The right environment for substantially motivated and ambitious professionals who like to tackle complex issues and improve their personal and professional development.

Fair treatment

"When people are happy, so are we. We aim to provide the best options for our clients, candidates, and employees." Jan Paul Favier, co-founder and co-owner of CLS Services, is unequivocal about the company's motivation: "We strive to do things right. At CLS, we don't work with rigid targets. This ensures that people genuinely choose the company, the role, and for us. Our focus is on creating a work environment we would want for ourselves –

one that fosters enjoyment. We always advise people to find a job they are enthusiastic about and enjoy, and be realistic at the same time."

Floris: *"At a time when the job market is becoming increasingly transactional, CLS's human approach is truly refreshing. They take good care of their employees and take the initiative in doing so."*

Welcome at CLS

CLS Services specialises in recruitment, executive search and secondment of functional specialists and managers at B.Sc., M.Sc. or Ph.D. level. At CLS Services we all have a professional background in Chemistry or Life Sciences. That is why we know exactly what talents and clients are going through.

René Kemps, co-founder and co-owner of CLS Services: "We prefer long term partnerships that align with our promise: Dedicated to Excellence. With our feet firmly in the worlds of food, medicine, industry, environment, diagnostics, sustainability, energy and agriculture, we understand your business inside out, too. Some of our clients have been with us for 20 years. These are major companies in the Netherlands, which speaks volume."



Miranda: *"CLS is the only agency I am working with that plans a yearly site visit and calls me now and then, apart from formal performance evaluations. They care about their employees and their clients, that shows."*

Suitable candidates

René continues: "Challenge us with a niche vacancy. We gladly accept the challenge of filling niche vacancies—it keeps us sharp. We will return with a carefully selected shortlist of suitable candidates from our network. Consider us an additional recruiter rather than a competitor to an organisation's in-house recruitment team. When it comes to those hard-to-fill niche roles, that's where we excel!"

Sander: *"CLS has always been there for me—first as an employee and now as a R&D Excellence & Quality Manager. I can engage in open discussions with them, they actively contribute ideas, and they possess a deep understanding of the job market."*

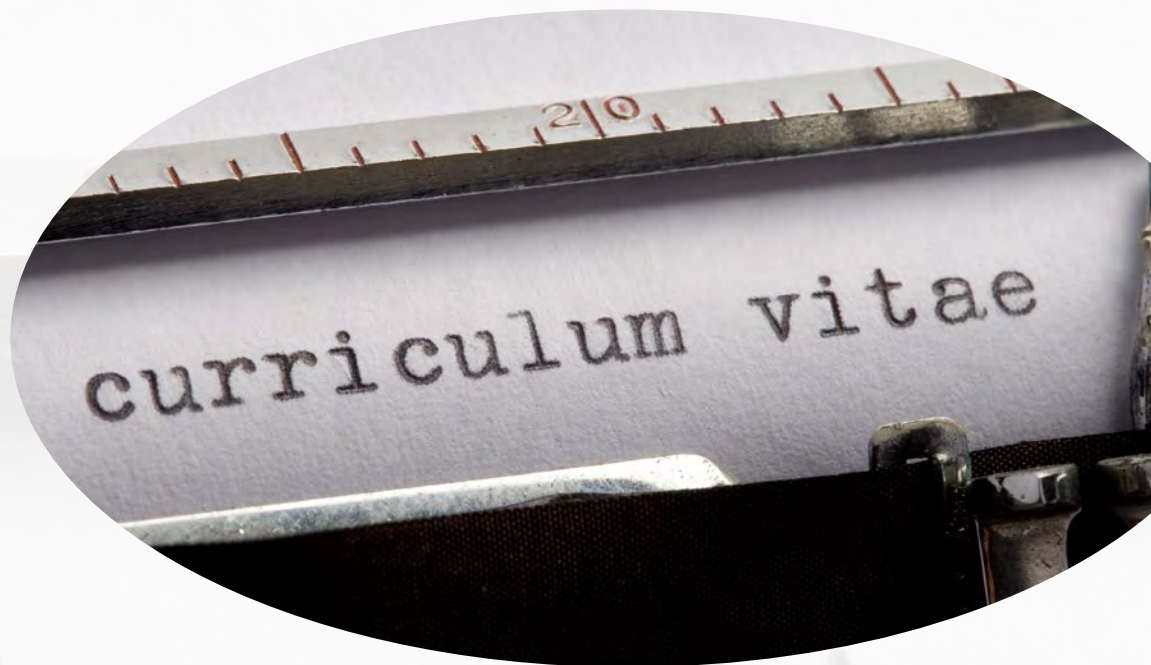
Discover opportunities

How to create the perfect match? Connect with us. We will discover what makes you both happy: candidate and client. We like to get to know you best before we introduce one to another: what team and culture would fit in, what skills are needed for the certain role? Candidates always have a personal in-depth interview. Keeping their qualities, personality and expertise in mind, we then think of which positions are available that could match those. Finding the right fit for candidates and clients. That is how we roll: Dedicated to Excellence.



How your CV can set you apart

Recruiters and HR professionals scan through hundreds of applications to identify the best fitting candidate. Studies and surveys have shown that HR professionals spend only 6 seconds (!) on average on each individual CV during the first selection stage. In large companies, the initial selection is often automated and occurs through Applicant Tracking Software (ATS). Your CV requires special attention to be picked out by this software. In other words: it is important to have an outstanding CV highlighting your main successes briefly, but complete. This article outlines 5 key elements for preparing your CV, and will help you increase your chances of being invited for an interview.



5 key elements of your CV

1) Tailor your CV

It is essential to always adapt your CV to suit each application you make. Prepare generic templates that highlight your specific skills and experience for a particular job position. These should effectively communicate your key performance indicators (KPIs) and illustrate your unique strengths and professional experience. You can then choose from these templates to quickly create a CV that ticks all boxes of any specific job of your interest.

2) Catch the reader's attention right from the start

The top third of your first page is the visual centre of your CV. This part is the first impression you give to an HR professional, and therefore, you have to make strong impact here. Not much can be scanned in 6 seconds and this part will be looked at for sure. Include

as a header your name, contact information, and a professional photo of yourself. Your CV should start with a summary of your major accomplishments and successes that are relevant and add substantial value for the position, team, and company you apply for.

3) Don't bury the lead

Always mention the most important information at the start, for example in bullet points in your CV, or when you list your major accomplishments at the beginning of your CV. This principle ensures that your main message reaches the reader. This can be achieved by stating the result first and only afterwards providing additional information that strengthens the respective skill, experience, or success.

4) Use the right keywords

Using the right keywords is essential to pass the initial stage when recruiters are picking highly potential applicants. When tailoring your CV to a specific role, you should align the keywords specific for that role. This is especially critical when applying to large corporations that are likely to use automated software systems (i.e. ATS) to select applicants. Software systems will scan your CV only looking for keywords that match the job posting. Don't be afraid to use the wording of the job advertisement.

5) Clear and Appealing Structure

Your goal is to increase readability of your CV. As said before, an HR professional only spends 6 sec to decide whether to continue with you or not. Your goal is to make a strong impression of your fit in only 2 pages. Make

sure you use a consistent font scheme and align your bullet points. Short and well-flowing sentences ensure clarity in your communication. A focused, clear structured, and pleasant-to-read CV also illustrates your ability to communicate effectively – a skill that is highly valued in corporate culture.

Summary & Conclusions

An outstanding CV is always accomplishment-focused, leading the reader to the conclusion that your expertise, experience, and added value for the team and company. In the summary of the first part of our CV, quantify your achievements, and give the most impressive ones pride of place. Underline your skills by giving examples of successful accomplishments and strengthen these by quantified results.



How to network successfully to clarify your job search

Leading experts on career development claim that the chance of getting an interview after a referral is as high as 50%, whereas applying to job openings online only yields an interview in 3% of cases. 3%! Not a highly successful strategy. Instead, it is far better to strengthen your networking activities! Not only are the chances of finding a new position much higher, but it is also informative, rewarding, and will result in interesting and inspiring conversations (on or offline).

How to identify which professionals to contact

If you have an idea of the position you aim for, you can search for professionals in that position and reach out to them to get real-life information about this role. A great way to find such professionals is using LinkedIn by searching for specific role titles. This will provide you with an overview of different backgrounds, and can lead to your target role. Look for people with a similar background or experience to your own. These are the most interesting people for you, because they can tell you how they managed to transition out of a similar position to the one you are in now. These people can tell you what was challenging and which skills from prior experiences helped them to excel in this role. Another way is to find companies that you are interested in, and apply the same strategy

to find people who work at these companies using LinkedIn and then reach out and contact them.

How to approach professionals

Once you have found people interesting to you, you need to reach out. But how do you contact these impressive professionals in a way that will make them willing to share their experience? First and foremost, it is important to always add value and never to ask for a job! Remember that you are seeking information to get a better idea of whether this role really suits you. Contacting them can be as simple as congratulating the person for their achievements and letting them know why you are interested in learning from them. It may be that you are interested in a similar job role, or that you have a similar educational background and would like to learn how

she or he transitioned into their current role or company. And yes, it is okay to be honest and share the similarities you identified with your own background or experiences. Well-received questions include: What helped you succeed in getting hired in your current role or company? And: Which skills did you need to acquire to be successful in this position? It can be tremendously helpful when writing an application letter or in a job interview, to know which challenges you will face in the position you are applying for.

How to handle rejection

Not everyone will respond immediately (or at all), which can be due to many reasons, including simple time restrictions this person may have right now. Therefore, it is important to be persistent and follow up on your request after an appropriate time has passed (1 week is appropriate – 1 day is not). This also shows that you are genuinely interested. Remind the person of your interest in learning from them. However, if you don't get an answer even after several follow-ups with appropriate waiting time in between, let it go and refocus your efforts on others. Never pressure or annoy anyone (!) who for unknown reasons is not willing or able to share their experience

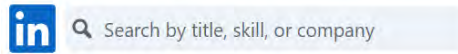
or simply has no time to respond. If you are respectful and truly add value by showing interest, it is only a matter of time until you find someone willing to share their experience with you. And once you do, make sure to tell your story, share your career visions and goals, and add value by asking questions about their career path.

Why go to all this effort if you don't have all the requirements?

You don't need to have everything and, by the way, usually nobody offers it. The perfect candidate who meets all the requirements listed in the job description, usually does not exist.

However, if you can convince the hiring manager that you have already identified the skills and topics you need to focus on to excel in the role, and you are confident in acquiring these skills, this may give you a competitive advantage over other candidates. The most reliable way to identify such focus areas is indeed to ask professionals who have experience in the respective position and can give you first-hand proven tips and tricks for fulfilling the role.

Job seeking via LinkedIn



The way we search and find job vacancies has changed considerably due to the influence of social media. A major force is LinkedIn. Job application and LinkedIn can no longer be separated. Organisations are also continuing to use this medium more when it comes to recruiting new staff. Not just for online job posting, but also for targeting new employees through the different LinkedIn search features.

Networking via LinkedIn

The purpose of LinkedIn is to connect professionals all over the world and create the perfect networking environment. By inviting people to connect, you can see at a glance who your connections are (first degree network), who the connections of your connections are (second degree network) and who the connections of your connections are (third degree network). Therefore, your network grows exponentially with every connection you make. Who do you invite? The answer to this question is rather simple: everyone that you think might be able to help you! This might be fellow students, colleagues, family, current friends, old friends, etc. Even when someone works in a different industry or perhaps doesn't have the same ambitions as you have, that person may be of help now or in the future. Invite people immediately after contact or collaboration to connect and if suitable, ask them for a recommendation. Keeping emails via LinkedIn is always more business-like than other social media; a friendly, decent tone makes a more professional impression. Do not forget to thank them after you have received their recommendation and consider writing one for

them in return. If you want to add someone you do not know in person, please indicate why you have approached them to increase the chance of getting your invitation accepted.

Job searching

Start your job search on LinkedIn by clicking 'Jobs' at the top of your homepage and type a job title, keyword or company name in the search box. Advanced search and filters enable you to refine your search criteria. Also putting search terms in quotes and using OR or AND between words can help refine your search. Click on the job titles to view details and look for matching jobs. It is important to be ready when the opportunity comes knocking. Don't leave your job search just because you have left your desk. 30% of job applications are submitted within the first three days a job is posted, if you also apply in this period, you are 13% more likely to land the position. Also for students, a LinkedIn profile can be very useful. It can be more difficult to fill your profile, but in the end it gives you the possibility to get in touch with your first employer at an early stage.

Get in contact with the company

If you would like to get in contact with a company because you are interested in a job, you can search via LinkedIn for people in your network who are already an employee of this company. Once you discover that you have a connection with an employee it is a lot easier to get in touch. Your connection could perhaps put in a good word for you with HR. At this point, it is important that your profile is up-to-date. You are not the only one looking on LinkedIn and once the HR-manager has heard your name, they will undoubtedly look up your profile. When you register on LinkedIn, you

are guided through all the steps to make your profile as complete as possible. Do not publish information which is not true. Everyone can see it and it is easy to check the authenticity of the information. Also use LinkedIn when you are invited for a job interview to check your interlocutor, this can help you with the preparation.

Switching jobs via LinkedIn

LinkedIn is widely used by people looking for another job. New jobs appear regularly online. Usually you will be notified by email. Of course you can also receive help from people in your own network to stay informed about interesting functions. Asking around always helps! Another way is to 'follow' interesting companies and keep updated about any vacancies. Maybe one of your connections can introduce you to the company? Or you can help somebody else because you know people in a particular organisation. This is how LinkedIn helps people in their job search.

Be active!

Being active on LinkedIn is smart. Become a member of discussion groups and participate in topics in your field of knowledge and/or in which you are interested. In such groups you are able to get in touch with like-minded people and perhaps also your future employer. Benefits of LinkedIn are that you are able to join discussions that interest you and follow people from the group to stay up to date and react quickly once new vacancies come available. Employers can post a job in the groups as well. This happens a lot since this is a free way of communicating their vacancy. These all combine to increase your chances of seeing interesting vacancies.

10 tips to get maximum benefit from LinkedIn during job application

1. It may seem logical, but reality proves the contrary. Upload a professional, recent and clear picture of yourself. Statistics prove that profiles with a picture have 30% more views.
2. Fill in the field next to your picture, the 'professional headline'. It is the first thing that visitors will see of your profile. Choose keywords rather than complete sentences to increase your findability, also in Google.
3. The status update: What are you working on? This will appear to your 'first network'. See it as your own personal newsletter and make sure you are regularly in the picture to show your network what you are working on. Be specific.
4. Describe in the summary in a short and powerful way who you are, what you have to offer and why people need to hire you. This is the spot to put forward your elevator pitch. Again think and choose the right keywords.
5. LinkedIn is more than just a CV. Be as complete and comprehensive as possible in your descriptions of 'Past experiences' and 'Education' but without too many unimportant details. Work in logical order and write result-based with the right job titles. Name at least 20 competences, otherwise you are being too modest.
6. Make sure your profile is always up to date. It is not a CV, which you can adapt when you need it.
7. Tick the option 'Career opportunities' at the bottom of your profile, so recruiters can find you more quickly.
8. Recommendations ensure that you will appear higher in the search results. Do not hesitate to ask your (former) manager(s) for a recommendation. Inform them about the achievements and actions you want to highlight.
9. Become a member of 'groups'. There is a maximum, but make sure that you are at least member of 10-15 groups and profile yourself as an active professional within your discipline.
10. Let your network do the work, invite people to connect, also those with a different expertise and do not limit yourself to your trusted circle of contacts.



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Career paths in industry and the public sector



When completing their studies many people wonder what kind of different positions and careers are out there. The most clearly understood career path is academia, either as a technician, scientific/educational staff member or embarking on the road to professorship. But what are the other options?

The possible career paths in industry are less clear for most people. When asked what kind of positions are out there, many come up with jobs such as company scientist or manager. To help you determine the right career for you, we provide an overview of the different careers in industry and the public sector. Keep in mind that the exact tasks and responsibilities of a job can differ between companies, even though the title may be the same (or, vice versa, job titles can differ even though the tasks are the same).

This article describes different careers and jobs but does not discuss how to reach a certain role. Just as 'many roads lead to Rome', many paths can take you to the same position. If you are interested in personal stories and experiences, you can check out the career paths on our website, www.bcfcareer.com, to find out how others reached their current position.

Considering the myriad of different options when it comes to careers and jobs, this article doesn't aspire to be complete, but we hope it gives a good overview as a starting point for

your career orientation.

Technical roles

Research & Development (R&D)

In R&D your overall aim is to make new discoveries in a specific field and create new innovations. This can be a new compound to treat a disease, an innovative bioinformatics tool, a novel type of plant seed or a new chemical process, to name just a few examples.

You are involved in setting up and executing experiments as well as in analysis of the outcome. In academia the goal of research is often to deepen our understanding of certain topics, and therefore experiments don't always have a definite end. Industrial R&D focuses more on development of new processes and products for commercial purposes.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Technician, Analyst, (Assistant/Associate) Scientist, Researcher, Research Associate

Process/Product Development

As a process or product development technician/scientist you strive to improve the performance of already existing processes or products. You enhance the efficiency, reliability or other aspects of a product. This can mean increasing the yield of a chemical reaction; enhancing the stability of a drug to increase the shelf life; or improving the reliability of a pacemaker.

You are for example involved in testing existing production pipelines, advising on how to improve them and scaling up production methods.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Technician, Process Scientist, Process Engineer, Operator, Product Developer

Quality Control (QC) & Quality Assurance (QA)

In QC & QA, you ensure products are of good quality and safe for use. This can include e.g. assuring that there are no impurities in a drug; the safety of a food product; or compliance with company and/or governmental quality and safety standards.

While QA mainly addresses existing problems in products and solves them, QC follows processes to prevent problems and bugs occurring in the system. In these roles you monitor, adjust and advise on production processes. You work together with staff in R&D,

product development and with customers.

Required education level:

BSc. / MSc.

Examples of job titles:

QA/QC Technician, QA/QC manager, QC/QA Officer, Auditor

Application scientist

Application scientists give customer support for all the technical aspects of a product. Here you provide for example, customer courses on how to use certain equipment; or give them hands-on help to fix issues they encounter. Moreover you support them in solving a particular scientific problem by suggesting the right equipment and protocols.

You are also involved in helping the product development team come up with new, better or more user-friendly products. In this role you have frequent customer contact but are also still in close contact with lab and scientific work.

Required education level:

MSc. / PhD

Examples of job titles:

Application Scientist, Application Expert, Field Application Scientist

Commercial roles

Sales

When working in sales you are the link between your company's products or services and the customer. You sell the products/



services to other companies, individuals, medical doctors or governmental institutions. This can be e.g. pharmaceuticals, lab equipment, chemical substances, food products or consulting services.

Depending on the function you identify customers, initiate contact with them, convince them to buy your product, present your product at conferences and provide other outreach activities to convince stakeholders to purchase your product. This position often involves a lot of travelling, as you are in frequent contact with customers.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Sales Representative, Account Manager, Account Lead, Sales Manager, Sales Support Officer, Sales Specialist, Sales Engineer, Customer Service

Business Development

Business Developers are engaged in improving and expanding a business. You want to establish a match between product and market segment, customer or other stakeholder. Often you do this by developing ideas for new products, identifying market segments or targeting customers for the sales team or partners to collaborate with.

Required education level:

MSc. / PhD

Examples of job titles:

Business Development Manager, Business Developer, Business Development Associate

Marketing & Public Relations

Working in marketing or public relations you help improving the exposure, image and

brand awareness for a product or company. You achieve this for example by presenting at conferences, visiting health care professionals, writing press releases, updating website or social media content, writing brochures, information leaflets or other external communications.

You strategise and run campaigns and promotions on different media platforms, optimise and nurture relationships with clients, and/or manage products and brand.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Medical Science Liaison, Medical Affairs Officer, Marketing Manager, Marketing Director, Marketeer, Brand Manager, Communications Manager, Customer Engagement Specialist

Writing & Communication

Science journalism

As a science journalist you make science available and easily accessible for the general public, i.e. for non-scientists. Your job may entail producing video content or writing articles for a newspaper, popular scientific journal, website or blog regarding recent developments in science.

Companies employing science journalists are for example KJJK, Quest, New Scientist, governmental institutions or NGOs interested in making their science known to a broader audience. Many science journalists also work as freelancers.

Required education level:

MSc. / PhD

Examples of job titles:

Science Journalist, Communication Specialist, Content Writer, Content Marketing, Editor, Science Writer

Medical/Technical writer

Another job involving writing is as a medical or technical writer. You gather and write specialist information regarding pharmaceuticals, medical devices, chemicals or other products and services. This information often describes how a product or service works, what possible side effects or danger there may be, and any other important information. You write for example, user manuals for lab products, reference material for chemical or medical products, instructional and training documents or medical leaflets accompanying pharmaceuticals.

In this job you need a thorough understanding of the technical background of the products concerned and the relevant regulations regarding the content.

Required education level:

MSc. / PhD

Examples of job titles:

Medical Writer, Technical Writer, Medical Compliance Officer, Medical Document Manager, Medical Communications Manager, Medical Information Associate

Interpersonal Jobs

Career coach

Career coaches support others in their career decisions and career development. This can be either students or young professionals, but also people at later career stages who want to accelerate their career or switch careers. You help by setting up a personal development plan, provide feedback on résumés or cover letters and give advice regarding useful courses. In addition you may write articles or give presentations about career advice, provide up-to-date information regarding the chances and opportunities in the labour market.

You can work for universities or other educational institutions, large companies with personal development programmes, or as an entrepreneur for your own career coach company.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Career Coach, Career Advisor, Career Counsellor, Study Advisor, HR Advisor, HR Assistant, HR Administrator, Personal Development Coach

Recruiter

As a recruiter, it is your job to identify competent people and connect them to suitable companies looking for employees. You write job ads, identify good candidates through networking, reviewing cover letters and CVs, interview candidates and help them with the onboarding process. If you work for a recruitment agency instead of as an internal company recruiter, you also establish contacts with companies looking for new talent and convince them to take on your candidates.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Recruiter, Recruitment Consultant, HR officer, HR Consultant



Education

Secondary school teacher

Do you want to pass on your fascination for science? As a high school teacher in Biology, Chemistry or other subjects you help teenagers develop and shape their future. You prepare teaching plans, give lessons, prepare your students for their exams, create and grade exams. Furthermore, you are in close contact with parents and others involved in the development of the teenagers such as mentors and career advisors.

Required education level:

BSc. / MSc. / PhD

Example of job title:

Teacher

Lecturer in vocational education

If you prefer working with people a little older, you might consider lecturing in vocational education. You prepare students for their later careers by teaching them a specific trade. Similar to teaching at a secondary school you prepare lesson plans, give lessons to students, prepare students for their exams, create and grade exams. You guide students in their internship projects and grade theses.

Required education level:

MSc. / PhD

Examples of job titles:

Teacher, Lecturer

Teacher or course organizer in the private sector

Besides high schools, vocational education and universities there are also many other organisations offering courses and training. Usually these are shorter training programmes dedicated to specific skills or skill areas. The

courses are usually taught by experts from academia or industry.

Your responsibilities are similar to the teacher functions mentioned above, but also include marketing, sales and project management aspects. You promote and advertise the courses to get enough participants. Usually input and speakers from multiple sources are combined in creating such courses.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Training, Lecturer, Teacher, Coach, Mentor, Training Manager, Development Manager

Organisational roles

Project/Programme Manager

In a project manager role your task is to ensure the project or product is executed in time, within budget and scope and as efficiently as possible. You ensure the right people and resources are at the right place at the right time. Your tasks can include initiating projects, checking feasibility, setting goals, executing and monitoring the project.

Projects have clear start and end dates as well as budget and time constraints. Your success is measured by product quality and cost effectiveness, compliance, customer satisfaction and/or timeliness. While programme managers use similar methods and share similar responsibilities as project managers, their focus is more on long-term development by combining sets of linked projects complementary to each other.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Project Manager, Programme Manager, Project Assistant, Project Coordinator

Clinical Research

A specialised form of project management is clinical trial management. When working in clinical trial management you develop trial protocols, have them approved, design the data collection methods, choose where to conduct the trial, establish connections with physicians on site, ensure appropriate and timely collection of the data and write the trial reports.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Clinical Trial Associate, Clinical Research Associate, Clinical Trial Manager, Clinical Trial Coordinator, Clinical Site Manager, Clinical Trial Assistant, Clinical Project Manager, Clinical Project Leader

Consultancy

(Management) Consultancy

Consultancy, or essentially providing advice, can come in many different forms. In management consultancy you give advice regarding the strategic course of a company based on extensive operations and market research. Management consultants use business skills and life science expertise to provide objective advice to maximise the growth and business performance of a company.

In this role you analyse a company and the corresponding sector based on quantitative and qualitative data, write and present reports and business proposals and oversee their implementation. You can work for a consultancy firm or in-house for strategic advice within a company.

Required education

level: BSc. / MSc. / PhD

Examples of job titles:

(Junior/Associate) Consultant, Management Consultant, Business Improvement Consultant, Partner, Principal, Engagement Manager

Technical consultancy

Technical consultants provide expertise for a specific product or topic, such as for example grant writing, regulatory affairs or certain scientific knowledge. You provide and use your specialised knowledge to help companies tackle certain problems which they are unable to solve themselves because they lack the expertise or manpower.

In this job you identify and scope the problem the company is facing, solve it or provide guidance on how to solve it, document and report the process and evaluate the outcome of the project.

Required education level:

MSc. / PhD

Examples of job titles:

(Junior/Associate) Consultant, Partner, Principal, Technical Consultant

Law

Patent Attorney or Patent Examiner

If you fancy a career in the law sector, you can work as a patent lawyer on filing patents (Patent Attorney) or examine and evaluate the patents that are filed (Patent Examiner).

As a patent lawyer you usually work for a private company or university, helping companies or researchers through the patent application process. You evaluate whether an invention is new, useful and innovative based

on previously filed patents, draft the patent application and submit it to the relevant authorities.

As a patent examiner you usually work as a civil servant at a patent office. You receive patent applications and evaluate whether patents are novel, inventive and clear.

Required education level:

MSc. / PhD

Examples of job titles:

Patent Attorney, Patent Examiner, Patent Trainee, Patent Lawyer

Regulatory Affairs

When working in regulatory affairs your main task is to ensure compliance to all relevant regulations concerning a pharmaceutical, medical, agricultural or chemical product. You are the contact person for the regulatory authorities and make sure that the products or services produced and sold by your company comply with legislation.

In this function you need to provide scientific and legal background for licence applications, read up on the relevant national and international laws and guidelines, ensure documentation, leaflets and labelling of the products are according to appropriate legal standards and make sure (clinical) trials adhere to regulations.

Required education level:

MSc. / PhD

Examples of job titles:

Regulatory Affairs or Compliance, followed by the terms: Assistant, Associate, Consultant, Coordinator, Expert, Manager, Officer, Project Manager or Specialist

Entrepreneur

When starting your own business, regardless of the type, you will find yourself doing a bit of many of the job profiles discussed above. You handle the commercial, technical, legal and organisational aspects of your company.

You can use some of the skills you learned during studies, PhD or postdoc such as critical thinking, presenting, managing your (research) project. However, you need to be willing to continuously learn and develop yourself to learn the skills that your business needs at that moment. If you would like more insight on what it is like to be an entrepreneur, continue reading on page 15 of this guide.

Required education level:

BSc. / MSc. / PhD.

Examples of job titles:

Director, Owner, CEO, Managing Director



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ABOUT BOUNDARIES AND SAYING NO

Written by Dr. Samula Mescher



Knowing your boundaries and setting and maintaining boundaries are crucial for you making the impact you want to make and crucial for you feeling energized and balanced!

But we often struggle with our boundaries.

Not feeling our boundaries anymore
Sometimes we are so used to ignoring our boundaries that we cannot feel our own boundaries anymore.

Sometimes it is difficult to know what our boundaries are because we are so used to living up to all sorts of external expectations that we have lost touch with our own wants and needs.

Finding time for stillness and silence helps you to connect with your own wants and needs and helps you to feel your own boundaries again. So build in a few minutes of stillness every day. This could be just sitting in silence with your cup of coffee/tea, no phone, nothing to read. Or doing a short mindfulness exercise.

Saying no is just so difficult

Sometimes we do feel what our boundaries are. But we struggle with setting or maintaining healthy boundaries because saying no is just so difficult.

Saying no to people or opportunities often comes with uncomfortable emotions such as fear or guilt. And if you really like to help other people or are really concerned what other people might think of you, then saying no is even more difficult.

We often think that saying yes, is easier - less hassle and less uncomfortable emotions. We often say yes to something that actually should be a no, to avoid a peak in uncomfortable emotions. And we think it is better for the other party as well, because hey... after all you are helping them out!

But here's the thing.... saying yes is NOT easier and is NOT better for the other party

Let me share a story of a friend of mine who is also an entrepreneur. She got an invitation from another entrepreneur she did not know to meet for a cup of coffee and talk about possibly working together. My friend's initial reaction was- no I am not interested and no I don't have time for this. But that is not what

she said. Her internal critic started talking to her, all kinds of thoughts came by. She told me: "I was afraid she would think I was a bitch, if I said no". She also thought: "Well what's a cup of coffee, how much time is that? It is not worth the hassle of saying no. That's more difficult. So, I just said yes to get it over with". She ended up saying yes to something she didn't want to do and didn't have time for. They agreed to meet for a cup of coffee and that they would meet somewhere in the middle of where they both lived. After they agreed on a date, it turned out this other person lived at the other end of the country. So meeting for a cup of coffee would take my friend half a day, instead of an hour.

Why saying yes is NOT easier

When I talked to my friend, it was already a couple of weeks ago she had made the appointment. The coffee would take place the week after we talked. During all those weeks, thoughts about this appointment came popping up all the time- every time accompanied by unpleasant feelings, because she actually did not want to go. So she thought about it a lot, it took up a lot of bandwidth in her mind and emotionally as well. This also caused her to lose a lot of energy.

When you say yes to something that should be a no, it takes up a lot of bandwidth. Not at the moment of saying yes, but the period after you have said yes. It causes you to lose a lot of energy. My friend said yes to avoid the difficult peak in emotions she expected if she were to say no. Her saying yes indeed helped her to avoid this peak in emotions. But she ended up with a lot of uncomfortable emotions in the days and weeks that followed.

If you would spread out the peak of emotions she was avoiding over the weeks and compare it to the emotions she felt after having said yes.... You would see that actually that the emotions of saying no were far less energy draining and emotionally uncomfortable than her saying yes. Because saying yes kept on asking bandwidth, occupied her thoughts and emotions so often and for such a long time.

So we often think that saying yes is easier. But this is actually only easier in the very short run. In the longer run it is not easier. It causes more difficulties!

Why saying yes is NOT better for the other party

When I put down the phone with my friend, I thought about the favour I wanted to ask my friend. Something that was really important



I was really hesitant to ask her. Why is that? Because I could not be sure that if she said yes to my request, it really was a yes. That she really had time for it and really wanted to do it. And that it would not cause problems for her. I just could not be sure that her yes would be a real yes.

When you often say yes to things that should be a no, you run a big risk that you to later have to say... "I am so sorry but I haven't had time to do it yet." Then the other party has to find a different solution really quickly. Which is not helpful at all! Or you make sure you do it on time but in the process ask far too much of yourself and end up feeling overwhelmed, stressed and you overexert yourself. Or you do it but feel angry and grumpy because you did not want to do it in the first place. Which mostly is not what the other party would want! Not for you, but also because the quality of your work often suffers because of this.

This way you are not a reliable partner for the other person. If I had known that my friend was really good at saying no and would honestly tell me if she couldn't do it, I would have happily asked her to help me.

The morale of this story is that it is not better for the other party if you say yes to something that is a no. It only appears to be better in the very short run, but causes much more

problems in the longer run. It is much better to be clear about what is a yes or what is a no. Because this makes you a reliable partner.

Please remember this the next time you have to choose between saying yes and no. Give yourself permission to be clear about your boundaries!

Where can you set a boundary this week to give yourself space, time and joy?

What boundary needs to be in place for you to say YES to yourself?

About the author

Dr. Samula Mescher is an international coach and trainer for scientists / driven professionals. Samula obtained her PhD on the topic of work-life balance in 2011 and has worked in academia for 11 years. In addition, she also brings 15 years of experience in different sectors where she worked as a management consultant, policy advisor, HR advisor and entrepreneur. She uses this rich background to help her clients with making career choices that bring them energy & joy and with finding more energy, balance & impact at work.

Want to know more?

www.samulamescher.nl or find her on social media: LinkedIn, Instagram or Facebook.

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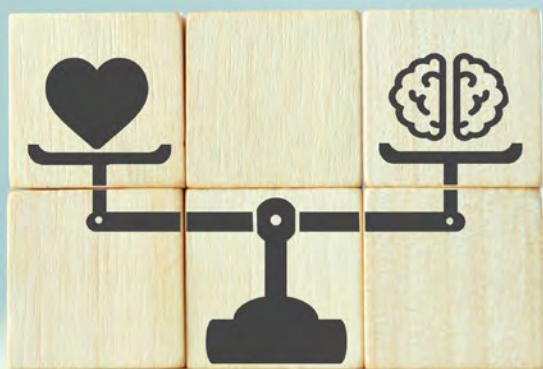
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Hard skills on your resume: explanation, good examples & tips

A potential employer is looking for employees who have the skills to perform in a certain position. It is therefore important that you, as an applicant, show that you have those skills. We can distinguish between the so-called 'hard skills' and 'soft skills'. In this article we will talk about the 'hard skills'.

What are hard skills?

'Hard skills' are skills that are easier to measure or define. They are focused on a specific task or processes, such as using a particular tool or software. You get them through years of experience or you have been trained in this skill because you have followed an education, course or training.

For example, a functional manager must be able to demonstrate that he can work according to BiSL and is aware of Prince II, among other things. A music teacher will have to demonstrate that he can play certain instruments, but also has skills in teaching methods.

As mentioned, there is a difference with 'soft skills'. These are skills that describe how you deal with yourself, others and situations. For example communication and leadership.

Where do you put hard skills on your resume?

Now that we know what 'hard skills' are and how to recognize them, we can look at their place on your CV. Where exactly do we put the 'hard skills'?

You will have to do research first. Take the vacancy text and read it carefully. Make a list of all the hard skills they require. What 'hard skills' do you have? Only mention the skills you have. Lying on your resume is never a good idea.

Now that you have a list of appropriate and relevant 'hard skills' (skills that the organization is looking for and that you have), review your own 'hard skills' to assess whether you have any more skills that could be relevant to the function. Are they there? Then put them on your list!

Now it's time to put your 'hard skills' on your resume. You're not going to have them come back in one section, but in three! It is not sufficient to only include hard skills in the skills section. In the other parts of your CV you will also have to provide evidence that you actually possess these skills.

1. Skills

You usually have a separate skills section on your resume. Here you can distinguish between your 'hard skills' and 'soft skills'. In this section you put the most relevant 'hard skills'. You also link it to a level, where 1 is the basic level and 5 is the expert level.

2. Work experience

In this section you will demonstrate some 'hard skills' by describing a situation.

Bioinformatician, [company name],
January 2019 – Present
Responsible for designing and maintaining SQL databases, which improved data retrieval speed by 40%.

Led a team of 5 developers in an Agile/Scrum environment, allowing us to consistently deliver projects within deadlines and budgets.

The first bullet point highlights the hard skill "Database Management". In the subsequent bullet point we see "Project Management" which is here defined as a hard skill (technically it is a combination, but for the sake of argument it is listed here as a hard skill).

3. Personal profile

Finally, you can mention a number of (maximum three) 'hard skills' in your profile sketch. Especially when it comes to a position that requires many 'hard skills', such as an bioinformatician.

4. Certificates

If you have certificates that support your 'hard skills', you should definitely mention these on your CV. This is best done in a separate 'certificates on your CV' section. Also include the year in which you obtained this.

Examples of good hard skills

It is of course impossible to put all 'hard skills' on paper, but it is possible to distinguish between the different 'hard skills'.

1. Computer skills

Computer skills mean that you can handle hardware and software. A distinction can also be made between basic level (you can switch the computer on and off, print, send an email and look up something on the internet) up to and including a specialized level.

In principle, you do not put basic computer skills on your CV, because an employer can assume that you have mastered these skills. Unless they specifically ask for it in the vacancy text, then it is of course wise to mention them. You should definitely include specific computer skills that can help you get a job interview on your resume. Examples of computer skills are: Java, Python, MS Office, SQL.

2. Technical skills

Technical skills involve specific knowledge in a particular area. These are skills for working with specialized software and machines. This includes lab machines, data collection programmes, payment programs, customer relationship management software etc.

3. Design skills

If you are a graphic designer or web designer you will certainly have skills in this area. But these skills are not only useful in these positions. For some employers it is very attractive if other employees also have these



skills. For example as a researcher to present your data in a clear and convincing way. Or consider a small organization where there is no room for a graphic designer, but it is useful if one of the employees has these 'hard skills' and can use them for the organization. Examples of 'hard skills' are: Photoshop, Illustrator, InDesign, Canva etc.

4. Analytical skills

With these skills you are good at collecting data, analyzing it and presenting it in a good way. Further conclusions can then be drawn from the research and plans can be made to work on this. You can think of SPSS, Qualtrics, R Studio etc.

5. Language skills

Mastering a foreign language is a 'hard skill'. If you are applying to an international organization or if it is specifically requested in the vacancy text, you will certainly have to mention this on your CV. For example when working for EU organisations such as the European Medicine Agency in Amsterdam or the European Patent Office in the Hague this is a must.

By the way, it is a bit of an odd one out. While the other 'hard skills' can be mentioned in one section, language skills get their own section on your CV. This way they are clearly arranged together.

6. Project management skills

Having project management skills shows that you will actually complete things within a certain timeframe and budget. You know how to divide large projects into sub-projects and how to work with deadlines. For this you need a number of 'hard skills', such as strategic planning, SCRUM or Agile workflow, financial planning and working with software such as Monday or Microsoft Planner.

7. Writing skills

Writing skills are skills that are often forgotten on a resume. After all, we all assume that if you apply for a certain position, you will also be able to write thorough documents. However, this is not always the case. Some people are really naturals with computers, but find it difficult to write a piece in a good and correct way.

If the position requires a certain degree of writing skills (writing policy documents, reports, advice, research papers etc.), it is good to mention your writing skills on your CV.

Article written by Reinier van der Galiën
www.lerensolliciteren.nl/blog

TOPX Leadership Summit 2025



The next edition of the annual TOPX Summit will take place on 13-14 November 2025 at the CORPUS Congress Centre in Leiden & Accelerator in Utrecht! With the theme "Leading Together in Life Sciences & Health," this event focuses on building high-performing teams, driving innovation, and fostering diversity and inclusion. The summit will offer keynote presentations, interactive workshops, panel discussions, coaching sessions, and valuable networking opportunities with leaders in the life sciences sector.

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13 November 2025 at Corpus Congress Centre in Leiden
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For more information and registration:

www.hyphenprojects.nl/topx/summit



The **hidden** reasons behind your **procrastination**

Written by Steffi van Kessel



Why you procrastinate on things you really want to do

I believe we all recognize the feeling where you really want to do something, but you can't get yourself to actually do it. There is this project you really care about, maybe you want to start your own business or apply for new opportunities. You may not always see the full path ahead, but you know there are certain steps you can take that will take you closer to where you want to be. And yet, it is such a challenge to sit down and take those steps.

This step you want to take is constantly on your mind. You really WANT to create that change for yourself. But every time you sit down to do it, you find yourself doing other things. You spend hours scrolling mindlessly on social media. Suddenly you notice all the chores around the house you still need to do. Or you find yourself coming up with reasons why now is not the right time, maybe you should wait till you feel more ready.

Since procrastination is such a deeply human experience, there is a great number of resources that focus on overcoming this problem. Generally, these articles focus on being more productive, efficient and removing distractions. While I definitely believe there is a place for these productivity hacks as helpful tools in setting up a routine, they fail to address the deeper issues. Procrastination

is often not some character flaw to overcome, but rather a way to avoid feeling the deeply uncomfortable feelings that the task or project brings up.

Because procrastination is not laziness. Often, it is a protection mechanism from feeling intense emotions like fear, anger, frustration and disappointment.

We tend to look at procrastination and see it as a sign of laziness, or a lack of motivation. The answer is then to remove distractions as much as possible, to create a routine and stick to it consistently.

But what I notice with lots of clients that struggle with procrastination is that they are not lazy, and they have plenty of motivation. They feel a deep longing for the change they are looking to create for themselves. Often, they are very disciplined in other areas of their lives. They know that they are smart and capable, and able to show up for what matters to them. They are committed to the things that matter to them, and deeply care about doing their best.

It's just that with this particular task or project, they feel a strong resistance every time they sit down for it. The resistance is often not

just mental, but physical as well. They may feel a heaviness in their limbs or a pit in their stomach whenever the subject comes up. The task can bring up feelings of panic and frustration.

Sometimes, procrastination comes up when you don't have clarity on your goals. When you are not sure on where to put your time and effort, procrastination often kicks in. It is hard to get yourself into action mode when you are not sure what direction to move in, or if you aren't clear on what truly matters to you.

While putting off tasks may seem like you are not taking it seriously, I have noticed that the opposite is often true: perhaps you put so much pressure on yourself in that specific area that it becomes overwhelming.

When your sense of self-worth is tied into how well you perform, or on the outcome of your efforts, it can be paralyzing. Your nervous system goes into a freeze response, and out of self-protection it chooses to avoid the task.

Behind procrastination is often a fear of failure and making mistakes. There might be some unprocessed disappointment from the previous times you have tried and failed. When your disappointment is not acknowledged, you can become discouraged over time.

Underneath it all is often the most human feelings of all: the fear of not being good enough, of not being worthy of what you deeply want for yourself.

If you grew up experiencing a lot of criticism in your environment, it can become your default to give everything only a little bit of effort. Perhaps you even started seeing it as part of your personality, when really it is a coping strategy. Criticism on your lack of effort is often a lot less painful than criticism on something you put your heart and soul into.

When these feelings are not acknowledged and integrated, your mind and body will subconsciously protect you by inventing distractions to ignore the uncomfortable thing you have to do.

Every time you show up for what you want to do, these feelings get triggered, leading to you withdrawing from it. Over time, procrastination often becomes a source of shame and guilt. These feelings make it even more challenging to show up, as they add a new layer of heaviness to the task.

The common reaction to procrastination is to either push through and ignore the feelings, or to give up altogether. It can be tempting to force yourself to move forward regardless and



"Because procrastination is not laziness. Often, it is a protection mechanism from feeling intense emotions like fear, anger, frustration and disappointment."

bypass the feelings. But the more intense your feelings become, the harder it will be to show up. Rather than pushing through, exploring and integrating these uncomfortable emotions will help you move forward.

When you feel like you have to push and force yourself to show up for your project, it takes away all the joy and excitement that come with creating positive change for yourself. Rather than feeling motivating and uplifting, your goal will feel like a burden.

While force can be a powerful motivator for a short period of time, it is exhausting for your mind and body. It is easy to feel overwhelmed when you continuously push yourself to do something that feels so uncomfortable, while feeling none of the fulfilment that normally comes with moving towards your goals.

When you have the courage to explore your procrastination and the feelings behind it, you can process these feelings in a healthy way. Your project or goal will then feel like a clean slate: there are no longer these intense feelings attached to it. When you no longer feel the need to protect yourself by avoiding these feelings, you can move forward with a lot more ease.

Rather than feeling ashamed for your procrastination, you lovingly explore the part

of you that feels overwhelmed. You have an honest look into the narrative you have created for yourself around that task or project and learn to calm your nervous system when you feel triggered.

As you gently release the emotions behind that task, you grow your capacity for the discomfort that comes with it. One step at a time, it won't feel so overwhelming anymore.

As the narrative around these tasks changes, you learn to trust yourself more. This gives you the freedom to move forward, one step at a time, towards what you truly want to create for yourself.

Written by Steffi van Kessel, holistic career coach. Interested in more articles by her or coaching? Then visit her website: <https://steffivankessel.com/my-blog/>



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*Janssen Belgium won the 2021 Randstad Award for most attractive employer in Belgium, and won the Decade Award in both 2010 and 2020.

Shaping Careers: Insights and advice from former jobseekers at BCF

The BCF Career Event has helped countless job seekers take their first or next step in the life sciences sector. Below feature two inspiring stories of Franziska Mortensen and Juliette de Vries, who leveraged the BCF Career Event to not only secure rewarding jobs but also to advance in their respective fields. These testimonies underscore the practical impact of the event's extensive networking opportunities, targeted sessions, and direct access to industry leaders. Read on to discover their professional journeys and gather insightful advice for those on the hunt for their next career opportunity.

Name: Franziska Mortensen

Found a job: at Merus as Scientist in 2018

Currently working as: Associate Director at Merus



How has BCF helped you?

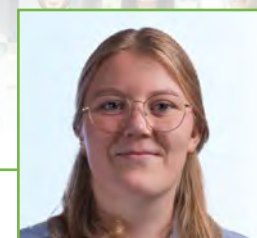
The exhibitors and sessions at the event were very useful. Particularly the session about entrepreneurship because it helped me to understand that people that work in Biotech take risks and need to make sure that things happen.

What advice would you have for jobseekers?

Step into the shoes of the hiring company: what are their challenges, and how could you help them to succeed. The BCF platform provides great sessions to find answers to both questions.

About Merus

Merus NV (Merus) is a clinical-stage biotechnology company developing multispecific antibodies referred to as Multiclonics® to address unmet needs of patients with various types of cancer. The therapeutic candidates are designed to engage cancer antigens and harness the power of the immune system to kill tumor cells in unique and powerful ways. The clinical pipeline is composed of several bispecific antibody candidates, with several other candidates in pre-clinical development. Merus has been a publicly traded company on the Nasdaq since 2016. Merus' headquarters are located in Utrecht, the Netherlands, with a subsidiary, Merus US Inc. located in Cambridge (MA) in the USA and collaborators, licensees and clinical trial sites located around the world.



Name: Juliette de Vries

Found a job: at GenDx as Junior bioinformatician in 2023

How has BCF helped you?

There were several aspects which helped me in finding a job. First of all, I followed a presentation of GenDx during one of the sessions. After that talk, I went to find some colleagues of GenDx among the exhibitors, and here I had an inspiring conversation that made me apply for a job later that week. In the presentation, I learned about the company values, the molecular diagnostic tools they develop and market (for transplantation purposes) and how people at GenDx experience their work on a daily basis. The same enthusiasm I felt during the presentation, I encountered during the conversation I had at their booth.

What advice would you have for jobseekers?

Remember, beyond technical skills, the culture and values of a company matter greatly. When I started looking for a job, at first, I mainly looked at (online) vacancies that matched my interests in performing research within the field of genetics. Due to the career event, I started looking for companies that I would like to work for instead. My experience has shown me the importance of finding a workplace aligned with my values. GenDx not only offers exciting work in genetics, but also a culture of helping patients and sharing knowledge.

About GenDX

GenDx is a science-based company, located at Utrecht Science Park. We combine our renowned software and reagents for high-resolution HLA typing (Next Generation Sequencing), post-transplant monitoring (Chimerism monitoring) and related molecular diagnostic testing, with excellent customer support and education. Our mission is to improve the quality of life and survival of transplant patients and to advance the field of transplantation by offering excellent molecular diagnostic tools, and sharing knowledge. Per October 2022, GenDx is part of the France-based company Eurobio Scientific.

Floris Hout's

secondment experience at Rijkswaterstaat via CLS Services

Floris, what is your current role?

I'm the departmental head of the Water Quality Laboratory at Rijkswaterstaat. Our team is responsible for monitoring and ensuring the quality of water in the major rivers, large lakes, and coastal waters of The Netherlands. In addition to performing quality control, we also focus on developing new methods and monitoring strategies. This is essential for staying aligned with evolving legislation and addressing new environmental questions posed by the Dutch government.

What does secondment mean to you, and how does it work in practice?

For me, secondment stands for freedom and flexibility. It gives me the opportunity to work in roles that suit my strengths and passions, without being tied to one employer long-term. I consider myself a change manager, especially in the context of laboratory environments. I enjoy guiding cultural and process transitions—working directly with the people on the shop floor to implement meaningful improvements. Secondment provides the ideal framework for these types of assignments because I am fully engaged in the work but independent enough to bring fresh perspectives.

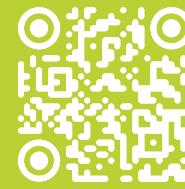
Can you describe what your work schedule typically looks like?

My responsibilities cover three different laboratory locations, which I manage in collaboration with a colleague. A significant part of our current focus is driving cultural change, alongside implementing several process improvements. As a result, my days are often filled with meetings, both strategic and operational, as well as time spent interacting with lab staff to stay connected to what's happening on the floor.

I work 80% of a full-time week. Usually, I'm in Lelystad for three days, and on the fourth day, I travel to one of the other locations—Delft, Lobith, or Eijsden. In addition, I am actively involved as a stakeholder in two major research projects within our organization, contributing my insights and helping align the projects with broader organizational goals.

What factors influenced your decision to work via secondment?

One of the biggest advantages of secondment is the flexibility in working hours and structure. In my current role, it is especially beneficial to be involved in the management of the laboratory without being part of the core organizational hierarchy. This independence allows me to making a strong impact.

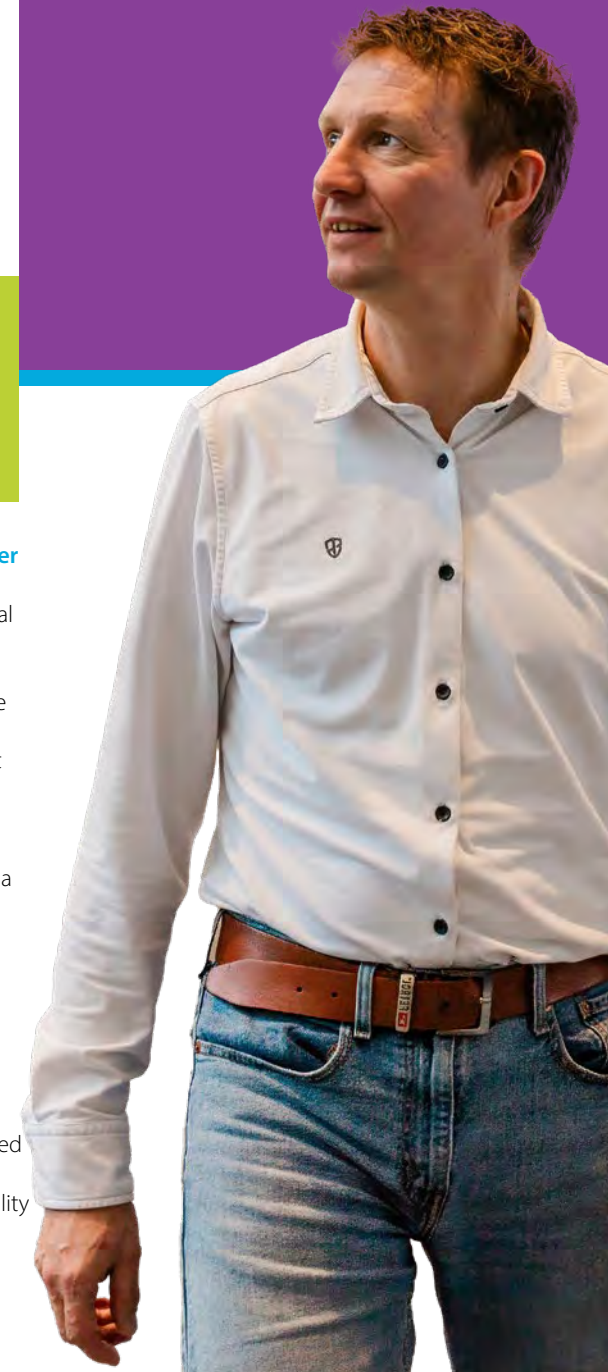


How does CLS Services support your career development?

CLS plays an important role in my professional growth. For me, they're not just a service provider—they are hosting a valuable network. They help connect professionals like myself with organizations that are looking for specific expertise, whether for permanent roles or project-based assignments. I've also worked with CLS to help recruit talent for my own team. Their industry's focus and understanding of technical roles make them a reliable partner in both directions.


About CLS Services

CLS Services specializes in recruitment and secondment for organizations active in the fields of chemistry, pharmaceuticals, biotechnology, food, and feed. Their clients range from multinationals to smaller, highly specialized companies. They help match skilled professionals with roles such as scientists, product developers, lab technicians, and quality assurance specialists. In addition to direct recruitment, CLS places professionals with companies on a secondment basis, offering flexibility and expertise for both parties.



Grit by Design

Written by Sarah Opitz



*"As a young entrepreneur,
I had a reason to quit every day."*

Grit isn't a personality trait. It's not loud and it doesn't seek applause. It's a practice—a way of showing up when nothing is guaranteed.

Psychologist Angela Duckworth defines grit as passion and perseverance for long-term goals. It's not about talent or luck—it's about what you do when things get hard. In her book *Grit*, she explores how high achievers blend stamina and purpose over time.

That quiet determination, unseen but unwavering, keeps people moving long after the excitement fades. Eline van Beest seems to embody that mindset instinctively. Her path echoes the kind of persistence Duckworth describes: hurdles, setbacks, and steady, relentless progress toward a singular mission—to redesign the path to success for med-tech founders.

While at Delft University of Technology, Eline founded and built NightBalance, a medical technology company focused on sleep apnea. She sold it to Philips, went on to lead a biotech company, and is now focused on building the infrastructure she wished she'd had. She's not just asking for change. She's creating it.

Backed by Stichting Santiago and with the purpose to collaborate with the four Dutch technical universities, Eline is setting up the Netherlands' first Professorship in Med-Tech Valorisation, a role now in the process of being filled. This bold move aims to close the gap between academic research and real-world execution. Universities teach theory, but few equip students with the realities of regulation, documentation, clinical validation, medical product development and production. "We don't learn this in school," she says. "And it shows."

Eline is also launching the SantiagoWISEaward, a prize for early-stage women in med-tech. This mini scholarship covers the cost of medical technology training courses. The aim is to equip female founders with real-world med-tech skills often missing from academic settings. Winners will be announced at the TOPX Summit this November.

"Women receive just 1–2% of funding, even though we generate 30–35% of the field's innovations," Eline explains. "If we can help them stand out—even a little—they'll have a better shot."

A Pressure Cooker Year

Despite advice against launching a med-tech company, Eline founded NightBalance to improve sleep apnea treatment. She built the company from an early-stage idea, culminating in a high-profile acquisition by Philips, placing her device in over a dozen markets worldwide. It reshaped her understanding of scale, leadership, and the realities of building in healthcare.

That grit was tested in 2017, one of the hardest moments of her career. Eline had just raised €12.5 million and was pregnant with her second child. Her team had reached all clinical endpoints and needed one final milestone—approval from Dutch health authorities for coverage through the healthcare system—to unlock the next tranche of funding from investors.

At the end of September, the call came: denied. Again. It was the third rejection in four years. The criteria had shifted again. Frustrated and just weeks away from parental leave, with only three or four months of runway, Eline faced a brutal decision: accept a painful bridge loan or risk collapse. "This is it," she remembers thinking. "This is the end."

What turned the tide wasn't data. It was something Eline had spent years quietly building: trust. Her close relationship with the patient association became a game changer, and they responded quickly to address the final concerns raised.

In mid-December, just two days after giving birth, her phone rang: Milestone met.

Two days later, Philips called.

About Eline van Beest

Eline is a Dutch entrepreneur and investor with deep experience in medical technology and biotech. She founded and scaled NightBalance, a med-tech company treating sleep apnea, which was acquired by Philips in 2018. She later served as CEO of Hybridize Therapeutics, a biotech company spun out from the LUMC. Currently, she's a partner at Thuja Capital, where she invests in early-stage healthcare companies. Eline holds a MSc in Industrial Design Engineering, with a specialization in medical technology from the Delft University of Technology.



What No One Teaches You

Med-tech entrepreneurs often face an uphill battle. Universities prioritize research but rarely teach the skill set needed to bring a device to market. When Eline launched NightBalance, she didn't know how much regulatory acumen mattered—until she and her team misclassified their device as Class I when it should have been Class II. The error had swift and unforgiving consequences.

"You think you're moving fast until you realize you're starting over. We had to redo our documentation. We lost a whole year." She still talks about that experience when mentoring other founders. Not because it was unusual—but because it was predictable, and avoidable. This gap is exactly what Eline is working to close. Through the professorship and the prize, she wants to teach founders to ask smarter questions sooner. "In biotech, there are seasoned professionals along the entire pipeline. In med-tech, founders are left guessing."

The gap between technical brilliance and real-world readiness still drives her, but now from the investor's seat. Today, Eline sees many young entrepreneurs. "They pitch with great ideas. But when I ask for a design history file, they look at me like a deer caught in headlights. No one taught them this part." She's committed to building that missing layer of education and support.

Rethinking Leadership

Early in her career, Eline was deeply involved in every detail. "I cared so deeply about getting everything right," she recalls. Over time, she realized leadership isn't about proximity. It's about trust.

This lesson became clear when she brought in an interim CEO, 15 years her senior, during maternity leave. Eline had assumed that weekly check-ins were enough. But the interim leader met with the team daily. "I thought, isn't

Santiago WISE Award: Women Innovation Stimulation & Education

Eline is launching a new initiative to support women founders in med-tech.

The prize offers access to educational courses on medical technology development to set them up for success and give them a competitive advantage in the market.

More information can be found at: www.santiagofonds.nl/WISEaward (applications open soon). Winners will be announced at the TOPX Summit in November 2025.

that micromanaging? But she said: 'You have to build muscle with them—until they can do it themselves.'"

It was a revelation. Now, Eline leads by that principle: guide early, then step back.

She also values external perspective. At Hybridize, her biotech venture, an advisory board gave her space to test ideas. And today, Eline channels her experiences and those gathered from others into a CEO academy she created at Thuja Capital, where founders meet regularly to speak candidly about what they're facing. "You think you're alone," she says. "You're not."

The Cost of Being Seen

On a trade mission to the U.S., she was asked the same question at least ten times: Who are you here with? It wasn't curiosity, she realized, but assumption. "It's like a drip on your forehead," she says, tapping it. "A thousand tiny drops that wear you down." She was the one leading a part of the mission, yet few saw her as the leader.

This constant underestimation is what drives her visibility work. When asked to present, Eline often passes the mic along the curated list of women leaders she keeps, from rising stars to seasoned veterans over 50. "We always see the same women—or the same type of woman—on stage," she explains, "We need broader representation. More age diversity. More depth."

Visibility isn't vanity. It changes who gets funded, who gets heard, and who gets believed.

Grit Isn't Glamorous. But It Builds Things That Last.

Eline's journey hasn't been linear, but each chapter has left a mark. After NightBalance, Eline led a biotech company that developed an IND-cleared asset now in clinical trials. The team successfully out-licensed the asset in a \$100 million deal and continues to advance it under the licensee. The company is no longer developing new assets but remains in place. "Success isn't always about running the company forever. It's about making sure what you build outlives you."

The work Eline does now is foundational and sometimes invisible. But she knows how to play the long game. She aligns closely with Duckworth's research: grit isn't flashy. It's the quiet resilience that builds enduring systems.

"We can't keep doing things the same way and expect different results. If you're an investor, back diverse founders. If you're an academic, teach real-world development. If you're on a stage, share it. And if you're a founder, learn everything you can—because ideas are everywhere. Execution is rare."

Through grit by design, Eline van Beest is opening doors—and making sure they stay open for those coming next.

From Empty to Energised: Crafting My Comeback

Written by Jochem Bossenbroek

Faced with burnout end of last year, I accepted the challenge. How can I overcome this situation as quickly as possible? Not an easy task at barely 20% of my normal energy level, a brain fog that blocked any spark of brightness and a headache as punishment for any serious activity. Still, I managed to ask myself one key question, inspired by earlier Supply Chain Management teachings:

“What process will make the desired outcome inevitable?”

This question forced me to take responsibility for my situation. It pushed me to start with a baseline analysis, to think about the desirable outcome, and to design a process that would bridge the gap. It also allowed me to trust that a well-structured process would automatically lead to the desired result. Finally, it turned out that asking this question would lead me to full recovery.

Step 1: Baseline analysis

I began with a baseline analysis, including a medical examination to rule out other health issues. Fortunately, no illness was found. A comprehensive blood test revealed no serious deficiencies—other than low Vitamin B12, which I addressed with a simple supplement. From there, I knew my symptoms were solely

attributable to burnout. But what is burnout, really, on a biophysical level?

The little energy I had in those first weeks went into a deep dive into burnout and mental health literature, along with guidance from my GP and an excellent physiotherapist. Three fundamental insights from these sources proved extremely helpful:

1. Chronic stress can cause irreversible brain damage.

When the brain is overloaded, it produces excessive cortisol. If this continues for too long, it can lead to permanent (brain) damage. I had always assumed stress symptoms were easy to overcome but had never realised how serious it could be. This was my wake-up call. Fortunately, my GP assured me that my condition was still reversible.

2. Over-breathing exacerbates stress.

Under high mental load, we tend to breathe too much air, leading to various detrimental health effects. The good news? This can be controlled with specific breathing techniques that have an immediate positive impact. The Oxygen Advantage by Patrick McKeown explains this very well. I started walking in nature while practising the breathing exercises, which brought instant relief.

3. The mind plays tricks on us.

Left unchecked, our thinking is riddled with illusions, blind spots, and unhelpful mental loops. Mo Gawdat, former Chief Business Officer at Google X, explains this brilliantly in Solve for Happy, illustrating how joy can be engineered. I wish I had read this book when I was 24. It helped me begin unravelling and rewiring my thinking towards joy.

Step 2: Defining the desired outcome

Once I accepted and understood my situation at both a mental and biophysical level, I considered my desired outcome. My first thought was full recovery, but to what extent? How I felt last summer? In 2023? 2022? Defining those states proved difficult. A more tangible goal was simply to feel full of energy again, with a smile on my face for no reason, ready to embark on new missions. That became my new focus. I also set a timeline: on my birthday, 1st March, I would conduct an intermediate progress check and fine-tune my approach if needed.

Step 3: Defining the process

With a clear understanding of my situation and a measurable objective, I needed to design a process to make the desired outcome inevitable. In practice, I didn't map it all out from the start; rather, the process evolved along the way. Looking back, it followed these key steps:

1. Stepping down as CEO.

I had no choice but to replace myself and communicate this to my colleagues and shareholders. This was by far the hardest step, but I believe it was the right and honest thing to do. I remain deeply grateful for the support and understanding I received, particularly from my business coach, who helped me see what was necessary.

2. Allowing my body to rest.

After making the tough decision, my energy levels dropped drastically—almost to survival mode. During this phase, I bonded with our cat, watched a lot of Netflix and Disney documentaries (Limitless with Chris Hemsworth is highly recommended), practised breathing techniques, and took short walks. The patience of my wife and the love of my kids were the real treatment here.

3. Walking and reflecting.

As my energy crept back to 20-25%, I took longer walks in the beautiful Dutch forests (De Veluwe). Each walk was an opportunity to practise Oxygen Advantage breathing techniques and reflect on the root cause of my burnout. Eventually, I realised the uncomfortable truth: a misalignment between my mind, heart, and gut.

4. Journaling.

I made it a habit to capture insights on paper. My notebook has been with me constantly, helping me clear my mind and revisit my thoughts later.

5. Prioritising sleep and nutrition.

I aimed for eight hours of sleep, which usually follows sufficient physical activity during the day and mindful evening routine. Nutrition-wise I mostly follow the Mediterranean diet principles, tuned to my gluten intolerance and personal nutrition needs. No big changes here.

“Left unchecked, our thinking is riddled with illusions, blind spots, and unhelpful mental loops.”



Written by Jochem Bossenbroek
Executive in Life Sciences & Health | IMAGINE leader

6. Creating a ‘happy list’

I listed activities that bring me joy. My happy list now includes 26 items such as playing with my kids, making a wood fire and learning something new. Whenever I need a happiness boost, I pick an activity from this list.

7. Systemic constellations.

With rising energy levels I did something that was slightly uncomfortable first, but a huge game changer overall: I enrolled to a sequence of two individual sessions and a three-day retreat with a focus on systemic constellations, under expert guidance. This helped reveal and dissolve energy leaks, obstructive patterns, and other negative distortions in my system. It also helped (re-)surfacing my true personal mission for this life. Never have I gained so much relief and clarity in such a short time frame. After day one of the retreat I found myself smiling again – for no apparent reason.

8. Listening to music.

Music can be enjoyed at any moment, at any energy level and even with closed eyes. Whenever I felt like it, I put on my noise-

cancelling headphones and let the music transport me.

9. Adjusting physical exercise.

Here’s something I overlooked. Under the impression that physical exercise would bring me closer to my objective, I returned to resistance training too soon. I quickly discovered that high intensity workouts had a draining rather than a supportive effect. On my physiotherapist’s advice, I refrained from intense exercise for two months, focusing instead on lighter activities.

10. Studying the *Yoga Sutras*.

For a reason I can’t recall, I ordered a book by Dr. Taimni explaining the *Yoga Sutras* by Patanjali – originating from the period 200 – 500 AD. It contains 196 sutras (concise statements with a deep meaning) that reflect true wisdom on a range of worldly and spiritual topics, including mental wellbeing. Submerging myself in this ancient wisdom created space to deepen my thinking and build on the insights from the systemic constellations sessions.

11. Re-introducing my Yoga breathing routine.

Inspired by the *Yoga Sutras*, I picked-up the breathing routine I learned years ago during courses offered by The Art of Living Foundation. Pranayama, SKY Breathing and other techniques nicely complement The Oxygen Advantage exercises. The breath, I discovered, is a remote control for the nervous system—allowing me to shift from stress to clarity within minutes. It’s now a daily habit.

12. Meditation.

Though new to me, meditation has proven invaluable. I still have a long way to go, but even now, I notice its calming effect and the clarity it brings afterward.

The outcome

Fortunately, the process has brought me to the desired outcome. On March 1 I already woke up with 70-80% of my target energy level and today I’m fully charged again, with much more clarity, and, most importantly, a smile on my face. Looking back, this journey

has been about more than recovery. It has been a recalibration—aligning my mind, heart, and gut in ways I had never considered before. That has brought me to the wonderful position of co-initiating a novel biomedicine initiative, and launching the Sublime Coherence blog, where I share stories of courageous leaders working towards positive impact.

Application checklist

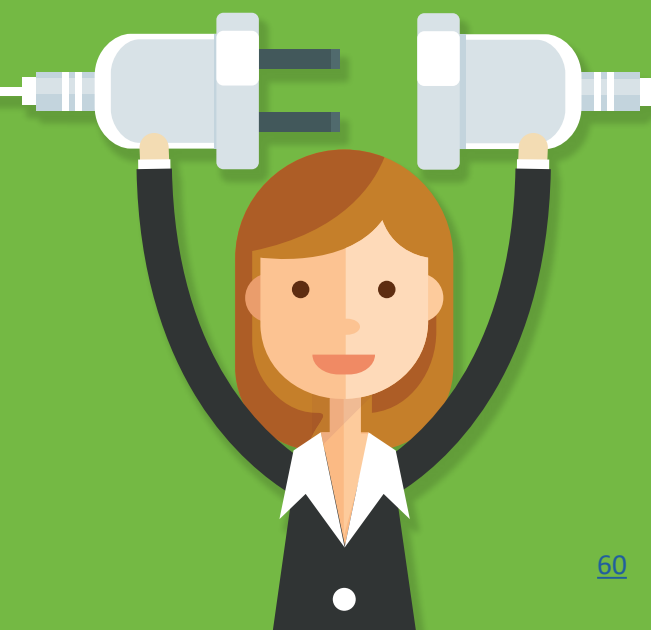
Preparing the application		
What to do?	How to do it?	Done?
I have evaluated my own strengths, interests and values	Talk to a coach at BCF Career Event NL or BE.	<input type="checkbox"/>
I have updated my LinkedIn profile	Have your LinkedIn profile checked at BCF Career Event NL or BE.	<input type="checkbox"/>
I have uploaded a professional headshot	Need a new one? Get one at BCF Career Event NL or BE	<input type="checkbox"/>
I have informed myself about the organisation or company I want to apply to	Read the company profiles in this guide and online: www.bcfcareer.nl/companies	<input type="checkbox"/>
I know what the job role is about and what tasks and responsibilities come with it	Read the job vacancy and website of the company carefully	<input type="checkbox"/>
I have talked to people who work in the field, so I have a realistic idea of the tasks and responsibilities involved	Contact people via LinkedIn or talk to professionals at BCF Career Event	<input type="checkbox"/>
I have customised my CV and motivation letter around the needs and qualification mentioned in the job description	Read the articles 'How your CV can set you apart' and 'Hard Skills on your resume' in this guide.	<input type="checkbox"/>
I have double-checked spelling, grammar, names and attachments of my application	Ask a friend or family member to check – four eyes see more than two!	<input type="checkbox"/>
I have sent the application!		<input type="checkbox"/>
Preparing the job interview		
I know who I will be talking to	Find the person on LinkedIn or company website	<input type="checkbox"/>
I have reviewed the job description, company and my own documents	Check out the company website	<input type="checkbox"/>
I know how to get to the interview, and have made sure I'll be on time	Check google maps or a public transport app	<input type="checkbox"/>
I have the right attire (better too formal than too informal)	Business formal is usually a good choice	<input type="checkbox"/>
I have practised my elevator pitch / short intro about myself	No inspiration? Ask Chat GPT to generate an elevator pitch for you based on your resume and the job ad	<input type="checkbox"/>
I have prepared some questions to ask	Prepare a couple of questions to ask	<input type="checkbox"/>
After the interview		
I have sent an email to say thank you for the interview the next day		<input type="checkbox"/>
I got the job!		<input type="checkbox"/>

Company profiles

The next pages will showcase the company profiles of interesting and different companies. Many of these companies are also present at BCF Career Event.

The following page will showcase the profile index where you can easily find which companies are active in your preferred sector and for whom they are looking.

Interested in discovering even more companies? On our [BCF Career website](#) we have over 110 company profiles ready for you.



Profile index

Page no	Organisation	SECTOR				LEVEL					FUNCTIONS			
		Life Sciences	Chemistry	Food	Pharma	MBO	BSc	MSc	PhD	Postdoc	Intern	Starter	Young professional	Professional
63	Balans	•	•	•	•	•	•	•	•	•	•	•	•	•
64	Bilthoven Biologicals	•			•	•	•	•		•	•	•	•	•
65	Bristol Myers Squibb	•			•	•	•	•	•		•	•	•	•
66	CBG (College ter Beoordeling van Geneesmiddelen)	•	•		•			•	•	•	•		•	•
67	Chiesi Farmaceutici	•	•		•	•	•	•	•	•	•	•	•	
68	ChipSoft	•			•		•	•			•	•	•	•
69	CLS Services	•	•	•	•	•	•	•	•	•		•	•	•
70	Fortrea	•			•			•	•			•	•	•
72	Galapagos				•		•	•	•	•	•	•	•	•
73	GenDx	•				•	•	•	•	•	•	•	•	•
75	Genmab	•			•	•	•	•	•	•	•	•	•	•
76	Hays	•	•	•	•	•	•	•				•	•	•
77	Johnson & Johnson				•	•	•	•	•	•	•	•	•	•
79	Kite				•	•	•	•	•	•	•	•	•	•
80	Legend Biotech	•			•		•	•		•		•	•	•
81	MindCapture	•	•	•	•				•		•	•	•	•
83	MSD Nederland	•	•		•	•	•	•	•	•	•	•	•	•
84	Nouryon		•			•	•	•			•	•	•	•
85	Novartis				•		•	•	•			•	•	
86	NTT DATA Business Solutions	•	•	•	•		•	•				•	•	•
87	Real	•	•	•	•	•	•	•					•	•
88	Sartorius	•					•	•	•	•		•	•	•
89	Teva				•	•	•	•	•	•	•	•	•	•
90	Tiofarma	•			•		•	•	•	•	•	•	•	•
92	TMC Science & Technology	•	•	•	•			•	•	•		•	•	•
93	ZonMW	•				•	•	•	•	•		•	•	•

Balans

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Recruitment agency

Number of locations

4

General

Balans mediates both starting and experienced professionals in their new position in a dependable and decisive way. As a specialist in the laboratory and process-technology sectors, Balans is a long-term partner to various organisations in the Netherlands. Our clients are found within the chemicals, foodstuffs, (medical) technology and pharmaceutical industries.

Company activities

At Balans you'll find expert advisers with sharp instincts and an open-hearted approach. We are dedicated and transparent in our working methods and search very energetically for new challenges on your behalf.

We are driven by the heartfelt belief that realising dreams and ambitions, while developing talent, contributes to personal well-being and long-term success. We call this "making dreams work". As a recruitment specialist with nearly 30 years of experience, we make it our mission to ensure that professionals and organisations truly add value to each other — so that both can grow, thrive and find meaning in their work. That's what we believe is true added value.

We seek

Are you a professional in the chemicals, foodstuffs, pharmaceutical or process industries and looking for a new challenge? Then register with Balans 'Laboratorium' or 'Procestechniek' at www.balans.nu!

We're always looking for both starting and experienced candidates. At Balans you'll find jobs like lab technician, analyst, process operator, process engineer, quality-control assistant and technician. But there are also positions for managers, team leaders and senior analysts and engineers. Whether you've got your heart set on a management position or a job on the work floor, Balans will sit down with you to carefully consider your wishes and the various possibilities.

We offer

At www.balans.nu you will always find the latest vacancies for permanent and temporary positions, from junior to senior level. Follow us on LinkedIn, Facebook and Instagram. With our expertise, business contacts and innovative instruments, Balans will find the career challenge you're looking for. We will always provide you with meticulous information about the position and the organisation. All so you enjoy the best coaching during the application process.

Bilthoven Biologicals

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

Number of employees

500

Number of locations

1

General

Bilthoven Biologicals (BBio) is a biopharmaceutical company which produces inactivated polio vaccines (IPV), tetanus vaccines, diphtheria-tetanus-polio vaccines (DT-PV) and bacillus Calmette-Guérin (BCG) for the treatment of bladder cancer. We deliver our vaccines to UNICEF, with which we support the Bill & Melinda Gates Foundation and the World Health Organization (WHO) to eradicate polio globally. Since 2012 Bilthoven Biologicals has been part of the Cyrus Poonawalla Group, the world's largest vaccine producer. BBio employs more than 500 employees.

www.bbio.nl | www.werkenbijbbio.nl

Company activities

At BBio we all work together on our ambition to protect the world's infant population with affordable vaccines. Our vaccines are all produced with the utmost care, under strict biosafety regulations and according to the highest quality standards (Good Manufacturing Practice). We all contribute to improving global health.

We seek

We would like to get in touch with multi-talented colleagues looking for a dynamic and challenging job in a growing organization. Enthusiastic people with sense of quality, pro activity, (shared) ownership and ambition who would like to make a significant contribution to improving global health and collaborate on the production of our vaccines. Do you, on top of that, have experience in the pharmaceutical branch and GMP and are you willing to develop yourself more? Don't wait any longer and apply now!

You will find our vacancies on: www.werkenbijbbio.nl

We offer

At BBio we are offering an open and informal culture, where initiative and new ideas are more than welcome and where you will proactively work together with committed colleagues that can best be described as passionate and energetic. Opportunities to develop your personal and professional ambitions, working with state of the art equipment on products with international impact and a competitive salary are just some of the excellent working conditions we are offering.

Information/contact

C: Sandra van Rijn
E: sandra.vanrijn@bms.com
W: <https://careers.bms.com>

Information/contact

C: Jessica Khamis
T: +31(0)631020598
E: j.khamis@cbg-meb.nl
W: www.cbg-meb.nl

Bristol Myers Squibb

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

30,000

General

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

At Bristol Myers Squibb, we believe in the power of science to address some of the most challenging diseases of our time. Our focus on these unmet needs comes during a remarkable time, when unprecedented scientific breakthroughs are advancing the treatment of disease as never before in human history.

We work every day to transform patients' lives through science.

Company activities

We are a global biopharmaceutical company focused on helping to address the unmet medical needs of patients with serious diseases. In 2020, we invested \$11.1 billion in R&D, which included the discovery and development of new medicines.

We seek

We're looking for people who want to change lives. Bold, focused, innovative and passionate people who bring unique talents to the team's

mission. We are committed to recruiting, developing, and retaining top talent so you can pursue innovative ideas and perform your best. Join us as we transform patients' lives through science.

Every day, we drive transformative care. We're creative thinkers motivated by the practical application of our work. Innovators who step into uncharted territory.

Together we're building a better future for each other and the patients who need us most. And we're looking for the best team for the job.

We offer

Bristol Myers Squibb gives you the opportunity to learn and grow professionally alongside smart, creative and talented colleagues who are committed to helping patients battle serious diseases.

Doing amazing things with people you like and admire isn't something you can find just anywhere.

The work means everything, and so do the people you work with. Your future colleagues at Bristol Myers Squibb are impacting lives every day.

Whether it's bringing more than a dozen key medicines to market since 2009, or expanding patient access to medicine, our commitment to patients drives innovation in our pipeline and guides our action as a responsible corporate citizen.

College ter Beoordeling van Geneesmiddelen

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

SME

Number of employees

500

Number of locations

1

General

The MEB is the official Dutch authority responsible for assessing the efficacy and safety of medicines that apply for admission to the market. Our work involves medicines available in the Netherlands and - together with our European colleagues - medicines available across Europe, from traditional to entirely new medicines.

Company activities

The MEB is responsible for medicine marketing authorisations in accordance with the Medicines Act. We assess the balance between the efficacy and the adverse reactions and risks of medicines. We also examine whether the quality of the medicine is satisfactory and remains so. An opinion by the MEB may, for example, relate to new marketing authorisations for medicines, the amendment, suspension or withdrawal of these marketing authorisations, but also pharmacovigilance and patient information leaflets.

We frequently carry out our tasks on the basis of collaboration in the Netherlands and with other national authorities in Europe.

We seek

Specialists in regulatory affairs, pharmacists with in-depth knowledge regarding drug quality (think composition but also, for example, production processes) and clinical specialists who know from experience what a drug can cause in a patient's body.

We offer

A top class scientific work environment with the chance to be among the first to become familiar with innovative - and sometimes revolutionary - products and techniques in the field of medicine.



Information/contact
C: Evelina Cavicchioli
E: e.cavicchioli@chiesi.com
W: www.chiesi.com

Chiesi Group

Active in the sectors

- » Pharma

Type of organisation

Multinational

Number of employees

6,500

General

Chiesi is an international company originated in Parma, with over 85 years of experience and a strong focus on research, development, production and commercialization of innovative therapeutic solutions in the Respiratory, Neonatology, Rare Diseases and Special Care Therapeutic Areas. We are value-oriented, passionate, supportive and a global family with more than 6.500 employees and 31 affiliates who have a real impact on people's lives in more than 100 nations.

Chiesi is a global pharmaceutical Group who has been awarded B Corp Certification, a recognition of high social and environmental standards. We want to use business as a force for good and create a positive impact on people, environment, and community.

Company activities

For Chiesi, Research and Development are a true human and technological asset and, together with innovation, the driver of company growth. Most of Chiesi's medicinal products originate from in-house research whilst others involve cooperation and partnerships with other pharmaceutical companies.

We are the top Italian pharmaceutical company for R&D investment and ranks 13th among the European pharmaceutical company (21,4% of the revenues last year).

The traditional therapeutic areas of the Chiesi Group are now complemented by new research areas and know-how in several sectors: rare diseases, biotechnology and transplantation. Chiesi Group has three production plants:

- » Parma, Italy.
- » Blois-La Chaussée-Saint-Victor, France.
- » Santana de Parnaíba, Brazil.

We seek

We are looking for brilliant recent graduates and professionals to work in research and development, industrial operations, sales, marketing, finance and control, human resources, purchasing, legal affairs and information technology.

We offer

At Chiesi, people are at the center of everything we do. We:

- » Promote personal and professional development, leverage on diversity to stimulate creativity and innovation, foster a culture of collaboration and team spirit and promote well-being
- » Offer training programme to develop soft skills and managerial skills at all levels of seniority
- » Promote international mobility and internal job rotation



Information/contact
C: Charlotte de Vries
T: +31(0)204939000
E: campusrecruitment@chipsoft.nl
W: www.chipsoft.nl

ChipSoft

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

Number of employees

1,000

Number of locations

4

General

Wil jij meehelpen de zorg te verbeteren, maar zie jij jezelf niet direct aan het bed van een patiënt staan? Neem dan eens een kijkje bij ChipSoft, dat al jaren aan de top staat als het gaat om zorgautomatisering. ChipSoft heeft altijd plek voor developers en consultants met talent. Als marktleider op het gebied van zorg-ICT voorziet ChipSoft veel Nederlandse en Belgische zorginstellingen van efficiënte, innovatieve softwareoplossingen. Geïntegreerde oplossingen binnen één systeem – HiX - die zorgen dat zorgverleners op het juiste moment de juiste zorg kunnen bieden.

Company activities

Met gepassioneerde developers en consultants, die stuk voor stuk hart hebben voor de zorg, ontwikkelt het bedrijf vanuit Amsterdam, Antwerpen, Heerenveen en Hoogeveen oplossingen die de registratielast voor zorgverleners vermindert, de samenwerking tussen zorginstellingen verbetert en de patiënt meer regie geeft over zijn of haar behandeling. ChipSoft ontzorgt hiermee grote academische ziekenhuizen, maar ook voor huisartsen, GGZ-instellingen, zelfstandige

klinieken, verpleeghuizen, verzorgingshuizen en thuiszorginstanties.

Met HiX als totaaloplossing voor de zorg zijn zorginstellingen van allerlei omvang altijd klaar voor nu én voor de toekomst. Daarin speelt digitale samenwerking en gegevensuitwisseling tussen alle partijen rondom de patiënt een steeds grotere rol.

Help jij graag mee de zorg verbeteren met slimme ICT? Stuur dan een mail naar: recruitment@chipsoft.com.

We seek

ChipSoft zoekt non-stop voor ontwikkelaars, consultants en sales talenten.

We offer

- » Een aantrekkelijk salaris
- » Uitstekende secundaire arbeidsvoorwaarden
- » Uitgebreide interne en externe opleidingsmogelijkheden
- » Veel vrijheid in het uitvoeren van je werkzaamheden
- » Een fantastisch bedrijfsrestaurant
- » Een informele werksfeer met sociale activiteiten na werktijd
- » Gebruik van onze vernieuwde sportschool met begeleiding van een personal trainer.

CLS Services

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Recruitment office

General

Recruitment is about people. Our drive is to make people happy. Not only by having excellent employment conditions but also by trying to make the whole recruitment process a more fun and positive experience. Thanks to our own background and experience in the field of Chemistry & Life Sciences, we speak your language, we understand your needs and the challenges you face. But we also speak the language of our clients, what do they need in an employee to be successful? Only through really understanding both sides, we can help both people and organisations to achieve good and lasting results.

Company activities

CLS Services provides recruitment services for companies, multinationals as well as smaller and more specialised companies, who are active in the field of chemistry, pharmaceuticals, biotechnology, food and feed. We recruit, for example, scientists, product developers, technicians or quality assurers or any other type of job you may be looking for.

Through our extensive experience, we have built expert knowledge in our field when it comes to recruitment & selection. We work as a team. We share ideas, knowledge and skills, in order to achieve excellent results.

We are looking for

At CLS Services we are eager to meet qualified professionals with a background in chemistry, biology, pharmacy, food or related disciplines. Do you have a polytechnic (BSc.) or university degree (MSc. or PhD.) in one of these areas with or without relevant working experience? And are you up for a new challenge? Then we are looking for you!

What we have to offer

Top level careers and the best match possible.

CLS Services stands for quality, flexibility and professionalism. We offer the opportunity to get the best out of yourself and the organisation. We will prepare you as good as possible for upcoming interviews, which increases the chance of finding you a suitable position at one of our clients or in your own network. Additionally, together with our career coach, we can offer career coaching through individual support, but we also offer tools directed at stimulating effectiveness within a team.

Interested to know what we can do for you? Visit our website www.cls-services.nl for more information, current vacancies or send an open application.

Fortrea

Active in the sectors

- » Bio/Life Sciences
- » Pharma
- » Medtech

Type of organisation

Multinational

Number of employees

+16,000

General

Fortrea (Nasdaq: FTRE) is a leading global provider of clinical development solutions to the life sciences industry. We partner with emerging and large biopharmaceutical, biotechnology, medical device and diagnostic companies to ethically drive healthcare innovation that accelerates life-changing therapies to patients. Emphasizing safe, quality-focused testing, Fortrea provides Phase I-IV clinical trial management, clinical pharmacology services and consulting services. Fortrea's solutions leverage more than three decades of experience, a passion for scientific rigor, exceptional insights and strong relationships with investigator sites around the world. Our talented and diverse team working in about 100 countries is scaled to deliver focused and agile solutions to customers globally.

Company activities

As a provider of comprehensive Phase I through IV clinical trial management, clinical pharmacology, patient access solutions and other enabling services, Fortrea partners with emerging and large biopharma and medical device and diagnostic companies to drive healthcare innovation throughout the world.

Fortrea's experience encompasses multiple therapeutic areas ranging from cardiovascular disease to rheumatology and neuroscience to

vaccines—and more than 870 trials studying more than 200 rare diseases in the past five years. In oncology alone, we have conducted 1,270 studies during the past five years at 31,000 sites in 92 countries that supported 253,000 patients.

We seek

At Fortrea we believe your career is a journey, not a destination. Whether you've completed high school/GED or earned an Associate's Degree, Bachelor's Degree, Master's Degree, MBA, PhD, or even completed a Postdoc, we offer a range of positions in many fields, including clinical research, project management, data management, programming, business, finance and more that will enable you to begin your career with meaningful and lasting impact. Fortrea is a company dedicated to the idea that people at all levels of our organization should reflect the communities we serve. Diversity, equity, inclusion and belonging are more than just concepts; they are woven into our DNA. We believe in cultivating a workspace where all employees can thrive.

We offer

At Fortrea, we're all about finding possibility in the "impossible." Together, we challenge the status quo and take pride in our work for customers, sites and patients. Our commitment to collaboration and quality fuels our efforts. Regardless of your role, we are all working together to achieve extraordinary results. We believe that your career is a journey, not a destination, where making the exceptional is possible, every day. We are creating a culture that is unique in our industry. Each of us is dedicated to our cultural beliefs, what we call the Fortrea FOUR. Each day we are accountable to Own It, take action to move Forward Together, work in ways that Uphold Integrity and always Respect People.

THIS IS YOUR CALL FOR NOT AN PURPOSE

www.workatgalapagos.com



Galapagos

Pioneering for patients

Information/contact

W: www.glpg.com

Galapagos

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Galapagos: Pioneering for patients

At Galapagos, we're dedicated to developing transformational medicines for more years of life and quality of life. Focusing on high unmet medical needs, we synergize compelling science, technology, and collaborative approaches to create a deep pipeline of best-in-class small molecules and cell therapies in oncology and immunology. With capabilities from lab to patient, including a decentralized cell therapy manufacturing network, we are committed to challenging the status quo and delivering results for our patients, employees, and shareholders.

Our Journey

Since our founding in 1999, Galapagos has evolved from an R&D-driven biotech startup into a global leader in biopharmaceutical innovation. With the launch of our first medicine in 2020, we demonstrated our ability to translate scientific discovery into real-world patient impact. In 2022, under the leadership of CEO Paul Stoffels and with our bold 'Forward, Faster' strategy, we shifted our focus to immunology and oncology. This strategic change empowered us to integrate internal discoveries and expertise with external innovations, adding cutting-edge technologies and building our pipeline. Today, we continue to push the boundaries of science with transformative solutions across multiple platforms, such as biologicals, small molecules, and cell therapies.

We are living innovation, committed to accelerating progress for patients worldwide.

Calling All 'Make-It-Happeners'

Are you ready to change lives and be part of something extraordinary? Consider this moment your call for purpose! We're looking for passionate, visionary innovators ready to make an impact. If you thrive on challenges, aim to see opportunity in challenges, and are driven to contribute to the pursuit of life-changing science, then you're exactly the kind of pioneer we need. Join our team of dedicated 'Make-It-Happeners' and find yourself in a workplace where your creativity, determination, and entrepreneurial spirit just might be the spark that ignites our next breakthrough. Whether it's developing the next transformative therapy or improving the lives of patients around the globe, you'll be part of a community where every voice counts and every idea matters.

What's in it for you

At Galapagos, you'll be part of a rapidly growing, international team committed to pushing the boundaries of scientific discovery. We believe in supporting our people at every step, providing you with the tools, resources, and collaborative environment to succeed. As part of our team, you'll enjoy a dynamic workplace with competitive compensation, opportunities for professional growth, and the chance to truly make a difference in the lives of patients. Let's give patients and their loved ones what matters most: more time with family and friends. More joy. Longer, healthier, better-quality lives.

See, we told you so: this is your call for purpose!

GenDx

Active in the sectors

» Bio/Life Sciences

Type of organisation

SME

Number of employees

110

General

We are GenDx, experts in transplant diagnostics.

Company activities

GenDx is a science-based company, located at Utrecht Science Park. We combine our renowned software and reagents for high-resolution HLA typing (Next Generation Sequencing), post-transplant monitoring (Chimerism monitoring) and related molecular diagnostic testing, with excellent customer support and education. Our mission is to improve the quality of life and survival of transplant patients and to advance the field of transplantation by offering excellent molecular diagnostic tools, and sharing knowledge.

Per October 2022, GenDx is part of the Eurobio Scientific Group.

We seek

GenDx cares greatly about an open and honest business climate, and values an environment in which people are encouraged to grow and explore new ideas. People working at GenDx are real team players, who take initiative, have a strong sense of responsibility and are eager to learn and grow.

We offer

Working at GenDx means being part of a close-knit team in a highly innovative company. We offer good working conditions and value our employees' input and development.

Do you have a background in molecular biology, Life Sciences or Bioinformatics? Career opportunities at GenDx range from product development and in-house production to quality assurance, marketing and sales.

Keep an eye on our website for the latest vacancies and make sure to stop by at our booth at BCF Career Event. We look forward to meeting you there!



Let's transform tomorrow together

Learn more about Genmab and our vacancies on www.genmab.com

Visit our stand at the BCF Career event



Genmab

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

Number of locations

4

Number of employees

2,700+

General

Genmab is an international biotechnology company with a core purpose to improve the lives of people with cancer. For more than 20 years, Genmab's vision to transform cancer treatment has driven its passionate, innovative and collaborative teams to invent next-generation antibody technology platforms and leverage translational research and data sciences, fueling multiple differentiated cancer treatments that make an impact on people's lives. To develop and deliver novel therapies to patients, Genmab has formed 20+ strategic partnerships with biotechnology and pharmaceutical companies. Genmab's proprietary pipeline includes bispecific T-cell engagers, next-generation immune checkpoint modulators, effector function enhanced antibodies and antibody-drug conjugates.

Genmab is headquartered in Copenhagen, Denmark with locations in the Netherlands, United States, Japan & China.

Our core values are:

- » Passion for innovation
- » Determination—being the best at what we do

- » Integrity—we do the right thing
- » We work as one team and respect each other

For more information, please visit Genmab.com and follow us on Twitter.com/Genmab.

Company activities

We are the creators of three marketed products* and have a broad clinical and pre-clinical product pipeline. Genmab's technology consists of validated and proprietary next-generation antibody platforms - DuoBody® for generation of bispecific antibodies; HexaBody®, which creates effector-function enhanced antibodies; HexElect®, which combines two co-dependently acting HexaBody molecules to introduce selectivity while maximizing therapeutic potency; and DuoHexaBody®, which enhances the potential potency of bispecific antibodies through hexamerization.

We seek

Employees are our most important resource, and we strive to attract and retain the most qualified people to fulfil our core purpose of improving patients' lives.

We seek individuals with strong theoretical and practical qualifications, and we aim to provide ongoing development of our employees.

We offer

We aspire to create a company environment which promotes both individual and team performance.

If you are interested in working for Genmab, please write or call our HR department. For an up-to-date overview of our current job positions, please go to www.genmab.com.

Hays

Active in the sectors

- » Bio/Life Sciences
- » Food
- » Pharma

Type of organisation

Recruitment office

Number of employees

100

General

Powering the world of work - We are Hays
At Hays we believe the right person can transform a business. And the right job gives lots of energy and ensures that you go home with a smile every day.

We are a world leader in the recruitment of qualified professionals, for temporary and permanent recruitment or contracting in various sectors. Our main focus is to offer quality recruitment services to both our clients and our candidates.

Company activities

Passionate about people

As one of the largest recruitment organisations worldwide, we can help you, at every stage of your career. Throughout your application process we offer you our expertise, career advice and tips to achieve your potential. Every day we help thousands of job seekers and we can help you as well.

Recruitment is about people. With 12,100 people around the world we benefit society by helping people succeed and enabling organisations to thrive - creating opportunities and improving lives. In the Netherlands Hays provides support on multiple specialisms

ranging from Accounting & Finance to Engineering, IT, Sales and Life Sciences.

We seek

The Hays Life Sciences team has hands-on experience placing passionate people within leading biotech and pharmaceutical organizations of all sizes. We recruit for entry-level positions up to senior management across the disciplines: Research & Development, Quality Control, Manufacturing, Pharmaceutical Engineering, Process Engineering, Quality Assurance, Regulatory Affairs and Sales & Marketing.

We offer

Our international team of recruiters with a background in Life Sciences is ready to personally guide you throughout the recruitment process and help you finding your next challenge. With our excellent knowledge of the Dutch labour market and strong client portfolio in pharma and biotech, we're convinced that we can help you with the next step in your career!

Interested to hear more about the vacancies which we have available? Check out the link below!

www.hays.nl/vacatures/life-sciences-vacatures

Active in the sectors

» Pharma

Type of organisation

Multinational

Number of locations

Johnson & Johnson is headquartered in New Brunswick, New Jersey. The corporation includes 250 subsidiary companies with operations in 60 countries and products sold in over 175 countries.

Johnson & Johnson Innovative Medicine, leading where medicine is going

At Johnson & Johnson, we believe health is everything. Our strength in healthcare innovation empowers us to build a world where complex diseases are prevented, treated, and cured. A world where treatments are smarter, more innovative, less invasive, and solutions are personal. Patients will always inform and inspire our science-based innovations, which continue to change and save lives. Applying rigorous science with compassion, we will continue confidently addressing the most complex diseases of our time and unlock the potential medicines of tomorrow. We are continuously working to develop treatments, aspiring to find cures, pioneering the path from lab to life, and championing patients every step of the way. Our diverse portfolio spans multiple therapeutic areas in Oncology, Immunology, Neuroscience, Cardiovascular, Pulmonary Hypertension, and Retina.

We innovate with purpose to lead where medicine is going. Innovation requires thinking differently so we continue reimagining the entire research, development and delivery process...

Company activities

At Johnson & Johnson Innovative Medicine in Belgium, we have a unique fusion of

expertise, capabilities and partnerships in R&D, manufacturing, commercialization and supporting functions.

On the J&J campus in Belgium, you will find an air of excitement and authenticity. Everyone is committed to making a difference for people's lives and to pushing the boundaries of what science and innovation can mean. With over 5700 employees in Belgium with a deep passion for the patient, we aim for breakthrough solutions. As an innovative campus, we focus on important fields of research such as neuroscience, oncology, immunology, infectious diseases, cardiovascular and metabolism and pulmonary hypertension. Fields in which the unmet medical need is high, and much is to be done and to be achieved.

Innovation powerhouse

J&J in Belgium has been focusing on research and development for more than 60 years and had been instrumental in the discovery and development of innovative solutions in a.o. neuroscience and cancer. Chimeric Antigen Receptor T-Cell therapy, or CAR-T therapy, is a groundbreaking approach to treating various diseases, specifically in oncological personalized care. With CAR-T therapy, we are spearheading the transformation of cancer treatment. This novel cell therapy harnesses the patient's own immune system to combat cancer. In this specific form of cell therapy, we collect the patient's T-cells and engineer them into CAR-T cells, capable of precisely targeting and destroying the patient's cancer cells.

We seek

We're looking for a wide range of profiles to fill various positions within our organization as a global healthcare company. We seek skilled professionals with experience in different areas, such as research and development, manufacturing, sales and marketing, regulatory affairs, finance...

In particular, we look for candidates with

a strong background in biotechnology or pharmaceuticals. In addition, we also have opportunities for fresh Life Sciences graduates looking for internships and development opportunities; as well as Post Docs who want to jump into industry. We also seek individuals who have experience working in diverse teams and who can bring innovative solutions to the table. Key attributes that J&J looks for in potential candidates include strong leadership skills, a commitment to ethical business practices, a passion for improving patient outcomes, and a willingness to work collaboratively to achieve common goals. Regardless of the specific profile, J&J is committed to creating a diverse and inclusive workplace where all employees are valued and encouraged to reach their full potential. We are looking for candidates who share this commitment and who can contribute to their mission of creating a healthier future for everyone.

We offer

Searching for opportunities where you can apply your skill set, passion, and interests for a positive impact in the world—and ultimately help change the future of health for good? Read on for five reasons why you should join our team today.

1. Constant Investment in Your Future

Our people -- the best and the brightest from around the world -- are our most important asset. They enable us to innovate, develop new medicines and technologies and improve the lives of communities everywhere. Naturally, we're eager to invest in them in return. This is also reflected in our culture of learning and development, our structured approach to leadership development and all of the other ways we're unlocking human potential today. Above all, we want our employees to be, feel and do their best every day, whether prioritizing work-life balance or talking candidly about mental health—and ensuring everyone has the

support and resources they need.

2. Flexibility and Mobility

We're the world's largest broadly based healthcare company, comprising more than 250 organizations in over 60 countries around the world, which means that when you join our company, you'll have access to a breadth of opportunities you won't find anywhere else.

3. Positive Global Impact

If there's a common thread weaving together the work of our employees around the world, it's this one: the opportunity to not only make a difference, but measurably change the future of health for good. At J&J, you'll be able to step in, step up and immediately contribute to projects that positively impact people's lives.

4. Our Diverse and Inclusive Culture

We're keenly aware that bringing together people with diverse perspectives, backgrounds experiences is the key to unlocking innovation. It's how we'll change the future of health for good. You'll see that reflected in our diverse, equitable and inclusive hiring process. But also in the fact that we're increasing the number of Black vice presidents and managers at our company by 50% by 2025. In the equal benefits we offer to partners in same-sex relationships. And in countless other ways. We've built a culture where everyone feels at home — and where you can be your authentic self when you join our team.

5. A Wealth of Opportunity

No matter what your interests, skill set, or area of expertise might be, there are opportunities for you to make real-world impact. You'll find a role that enables you to help people all over the world lead happier, healthier lives. Click here to see all the different ways you can join us today. And before you go, you should take a moment to become part of our global talent community, too. It's a great way to stay in touch, learn more about our culture and even get updates about jobs that might be interesting for you in the future. We hope to hear from you soon!

Information/contact

Website: <https://innovativemedicine.jnj.com>

LinkedIn: <https://www.linkedin.com/showcase/jnjinnovativemedicinebelgium>

Instagram: <https://www.instagram.com/jnjinnovmedbenelux/>

Facebook: <https://www.facebook.com/JNJInnovativeMedicineBE>



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Information/contact

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Kite

Active in the sectors

- » Bio/Life Sciences

Type of organisation

Multinational

Number of locations

1

Number of employees

About 900 in the Netherlands

General

Kite, a Gilead Science company, is a global leader in cell therapy.

Founded in 2009, and headquartered in US, the company has three manufacturing facilities globally.

Their European production site is located in the Netherlands, near Amsterdam Schiphol airport.

Kite is dedicated to achieving one of the most ambitious goals of 21st century medicine: curing cancer.

It has a singular focus on cell therapy, an innovative, individualized treatment for people with certain types of blood cancer.

Our culture

With over 50 different nationalities, our culture is best described as innovative, inspiring and multicultural.

Company activities

Kite is a biopharmaceutical company engaged in the development of innovative cancer immunotherapies with a goal of providing rapid, long-term durable response and eliminating the burden of chronic care. The company is focused on chimeric antigen receptor (CAR) and T cell receptor (TCR) engineered cell therapies

designed to empower the immune system's ability to recognize and kill tumours.

We seek

We are creating Kite together, with the recognition that the best teams are built by the best people. Kite is a growing company with a lot of challenging job opportunities in Manufacturing, Engineering, Quality and Supply Chain. We are seeking:

- » Highly motivated individuals to join us in the Amsterdam area
- » Team players who are proactive, flexible and self-motivated with strong interpersonal skills
- » Individuals with the ability to work in a fast-paced environment with challenging workload
- » Team members with the ability to work independently and quickly get acquainted with novel methods and approaches

Are you interested in being part of our journey? Join us and discover your sense of purpose.

We offer

Linking pay to company and individual performance is central to Kite's continued success. Our Total Rewards program allows you to see your compensation increase when you and the company perform well. Kite's benefit offerings are designed to promote your overall health and financial well-being.

- » Dynamic environment
- » Competitive base pay
- » Personal development
- » Bonus
- » Stock Purchase discount
- » Recognition Program
- » Savings and retirement benefits
- » Health and welfare benefits

Legend Biotech

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

Number of employees + locations

600

General

Legend Biotech is a global biotechnology company developing and manufacturing novel therapies. We explore and apply innovative technologies to deliver safe, efficacious, and cutting-edge options for patients around the world.

Our teams represent the most competitive talent in the biotechnology industry. They are global, highly credentialled and passionate about changing patients' lives with novel therapies. Scientific curiosity drives us. Our startup spirit propels us.

- » 1,000+ employees across 3 continents
- » Our leadership team boasts an average 20 years of experience in biopharmaceutical and biotechnology industries
- » Our team is growing + 30% year-on-year
- » 50% of our leadership team identifies as female

Company activities

Cell therapy.

We seek

Open-minded, problem-solving professionals preferably with a Bachelor or Master's degree. Whether you have experience or not, Legend Biotech will provide you with relevant training

in order to develop your skills! Take a look at some of the job opportunities on LinkedIn > Legend Biotech > jobs.

We offer

- » You will be part of a team of experts, committed to quality, driven by excellence, and dedicated to experimentation.
- » You will have opportunities to evolve in an international, dynamic and fast-growing company.
- » You will join a unique culture combining the mindset of a start-up with the financial assurance of a Nasdaq-listed biopharmaceutical company.
- » You will join a creative culture to drive scientific breakthroughs and continuous improvement.
- » The company keeps patients at the forefront of their work. You will have the opportunity to change the way treatments are developed across diseases and continents.
- » You will be part of an international team with over 1000 different minds and perspectives driven by a passion for developing cutting-edge cell therapies.

Information/contact

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W: www.mindcapture.com

MindCapture

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma
- » Medtech

Type of organisation

Consultancy

General

MindCapture is a consultancy company in Life Sciences and Cleantech. At MindCapture we believe in the power of science and technology to make a positive change, enabling organisations to shape a healthier and cleaner world. To achieve this, our mission is to partner up with our customers to connect the right people to the right place and guide our talents throughout their career and their own personal mission. With our best-in-class smart matching services, we forge liaisons that excel. Are you ready to find your match?

Company activities

As a consultancy company we cover several industries and domains within Life Sciences (pharma, biotech, medical devices, healthcare and IVD) and Cleantech (renewable energy, green chemistry, agriculture, food, waste & water management and biobased economy).

Depending on your experience and expertise we match you with our customers in our technical expertise domains including R&D, manufacturing, compliance, go-to-market, operational excellence, clinical research, sustainability management, and project management. In every step you take in your career, we will support you with our in-depth talent management program.

We seek

We are always on the lookout for talented individuals to tackle interesting projects in our technical expertise areas. Check out these highlighted roles:

- » Compliance Profiles: QA, QC, CSV, RA Specialist
- » Operations Excellence: Qualification & Validation Engineer, Investigation Expert
- » Customer-Facing Profiles: Field Service Engineer, Application Specialist, Product Manager

We offer

MindCapture creates a dynamic and stimulating work environment with a focus on the candidate. We believe in building long-term relationships based on high-quality connections and insight into career opportunities, not only for our candidates but also for our consultants, recruiters and support staff.

We reward you with competitive salaries and offer a strong package of extra-legal benefits such as company car or mobility budget, net expenses, meal vouchers, eco vouchers, health insurance, group insurance... based on your way of working and needs.

Additionally, we offer personalized training to help you grow in:

- » What you love to do
- » What you're good at
- » Where and how you want to make an impact

We foster a culture of strong collaboration to enable innovation and help advance science.

This changes everything.



MSD

INVENTING FOR LIFE

MSD Nederland

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

5,000 in the Netherlands, having 4 sites in Haarlem, de Bilt, Oss and Boxmeer

General

At MSD, we seek to discover and champion the latest, most promising advancements against the world's greatest health challenges. To accomplish this, we are willing to invest in solutions that take us in directions we've never explored before. And we are known for it, we have done great things in the past and we're doing great things for the future. MSD is one of the world's leading healthcare companies. Every day, we strive to make a difference in the lives of patients through innovative prescription medicines and vaccines, biological therapies and animal health products. Whether it's helping invent the next breakthrough treatment or simply challenging and supporting one another for mutual betterment, our culture is about applied curiosity. Do you want to work in a company where your work can have a real impact on people's life's? join us!

Company activities

- » High quality production and development of medicines and vaccines that contribute to the health for humans and animals
- » We develop, produce, package and distribute medicines and vaccines for humans and animals to 140 countries worldwide
- » A number of important MSD medicines

have been discovered and (partially) developed in the Netherlands, among which immunotherapy for the treatment of cancer

- » MSD is a pioneer in biological R&D for animal health, for example in the development of vaccines against upcoming animal diseases
- » MSD has set a goal of eliminating river blindness. Our donation program reaches a total of 100 million people annually in 35 countries. Through this, blindness is prevented for around 40,000 people every year.

We seek

MSD is successfully growing and is always looking for the best talent. We are dedicated to our employee's development and empower each of them to reach their full potential regardless of function, geography or experience level. Joining MSD is joining a company with professionals, committed to innovate every day, inspiring others through their unlimited passion for their work. We are looking for highly motivated individuals who have a passion for manufacturing, engineering, automation, technology, quality, operations, supply chain, human health or animal health. We would welcome all levels from MBO 4 Techniek to Master or even PhD's. We have a home for you in the Haarlem area, Oss, Boxmeer or de Bilt.

We offer

Do you enjoy working in an international environment with lots of room for personal development? Do you like to be challenged? MSD has excellent working conditions and offers you lots of opportunities to develop yourself on a personal and professional level, locally or internationally.

Nouryon

Active in the sectors

- » Chemistry

Type of organisation

Multinational

Number of employees

8,300

Number of locations

80

General

A global specialty chemicals leader with approximately 8,300 employees with a shared commitment to our customers, business growth, safety, sustainability, and innovation has resulted in a consistently strong financial performance. We operate in over 80 countries around the world with a portfolio of industry-leading brands.

At Nouryon, our global team of Changemakers takes positive action every day, to reach higher collectively and individually. We create innovative and sustainable solutions for our customers to answer society's needs – today and in the future. We are looking for team members who bring ideas forward, champion others and work together to do better. Does that sound like you?

Company activities

Nouryon is a global, specialty chemicals leader. Markets and consumers worldwide rely on our essential solutions to manufacture everyday products, such as personal care, cleaning goods, paints and coatings, agriculture and food, pharmaceuticals, and building products.

You might not always notice them, but chemicals are all around us. Here at Nouryon, we partner with some of the most innovative companies in the world to create essential chemistry for a sustainable future.

We seek

Dedicated people who want to develop and grow their ambition with us.

- » Process/maintenance/mechanical engineers
 - » Researchers
 - » Operators
 - » Category Managers
 - » Corporate profiles (finance, sales, it, hr)
- And several one of a kind roles...

We offer

When you join us, you will be part of our fascinating and ambitious international environment with highly skilled and motivated colleagues. A company that develops, produces and sells products that are essential for everyday life. Where employees aim high, take ownership and do it right.

Our employment package comprises:

- » A possibility for a permanent contract
- » Attractive career opportunity
- » An excellent salary tailored to the job level, your expertise and competencies.
- » An attractive bonus scheme
- » An excellent pension plan
- » The option to participate in a collective health insurance
- » Training opportunities

Novartis

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

Number of employees

1,500

Number of locations

2

General

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.

We must fundamentally reimagine the way we work and create a culture that brings out the best in our people to fulfil our purpose of reimagining medicine to improve and extend people's lives. We believe we can drive innovation, performance and reputation – by enhancing our people's work experience – by transforming our culture to be more Inspired, Curious and Unbossed.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Company activities

Novartis Puurs is dedicated to production of pharmaceuticals (Aseptic). Biggest eyedrops and visco-elastic plant of Novartis worldwide.

Our Puurs site mainly focuses on Ophthalmic medicine. We are a state of the art production site with ± 1,500 associates working in several departments going from manufacturing, Quality, QC labs, Engineering, Validation, Technology transfer,...

We seek

Master and Bachelors in scientific fields with or without experience (Bio-engineer, industrial and civil engineers, pharmacists,...) who wants to Reimagine Medicine together with us.

We offer

We offer you an exciting, international, and interdisciplinary work environment. Investment in people is a priority for Novartis. We offer a range of possibilities for personal development and career opportunities within the group of motivated, qualified people. We offer you a competitive salary and benefit package. Novartis also supports a flexible work-life integration (working remotely, flexi-time schedules, ...). Your office will be based in Puurs. Locally, we offer benefits to ensure our associate's mental and physical well-being. There is a fitness available for our associates to use and we offer a bike-leasing program. We have a mental coach on site as well.

NTT Data

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Multinational

General

We are NTT DATA Business Solutions, a trusted Global SAP Partner. For over 50 years, we've helped organizations transform with strategic consulting and cutting-edge technology. With a strong local presence in 's-Hertogenbosch and global reach across 50+ countries, we deliver both scale and expertise. As part of the NTT DATA Group, we tackle projects of any scope. Our 180 local experts collaborate with 15,000+ global colleagues to support clients – from multinationals to start-ups – on their journey toward becoming intelligent enterprises.

Company activities

We turn SAP® solutions into value – through innovation, insights, flexibility, and sustainability. From advisory and implementation to managed services, we support transformation with deep process and technology knowledge. We're especially passionate about Life Sciences, Food & Agriculture, Higher Education, Manufacturing, Wholesale, and Professional Services. Our industry focus and strong partnerships help clients thrive. As part of NTT DATA, we are the global innovation partner.

We seek

- » Traineeship with impact: become a SAP Consultant
- » SAP Consultants
- » SAP Project Managers

We offer

Ready to kick-start your career in tech and consulting? At NTT DATA Business Solutions, you'll learn from top professionals and work on real projects that matter. As a trainee or consultant, you'll help clients across sectors like Life Sciences, Food, Agri, and Education become smarter, more sustainable businesses using SAP technology.

We're looking for curious minds with analytical thinking, strong communication skills, and a drive to improve processes. You'll grow fast – professionally and personally – in a diverse, supportive environment where innovation and collaboration are part of daily life. Your impact starts here. Let's shape tomorrow. Together.

Real

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma
- » Medtech

Type of organisation

Recruitment office

Number of employees

29

Number of locations

1

General

Real is a life sciences specialist and a part of SThree, the global workforce consultancy in the STEM sector. With expertise in biotech, pharma, medical technology, and food & nutrition, Real advises companies, assembles expert teams, and delivers project solutions.

As a workforce consultancy within the life sciences industry, we aim to stay ahead of the future. We achieve this by collaborating daily with top professionals like you, building long-term partnerships with organizations, and offering dynamic roles to professionals within the sector.

Company activities

Our expertise in biotech, pharma, medical technology, and food & nutrition enables our consultants to provide market-specific advice to organizations and place the right professionals on the right projects, allowing us to stay ahead of the future together.

Thanks to our high-quality service that complies with local and global regulations, we are always compliant. The organizations and professionals we collaborate with benefit from our deep sector expertise, local knowledge, and global network.

We seek

Real is searching for skilled professionals ready to be placed in top healthcare and life sciences roles. If you have a strong background in your field and are looking for new opportunities, we want to connect with you. Let us help you find your next career move. Outpace tomorrow, together.

We offer

Our seven-step recruitment process covers everything from grasping your needs to prepping you for interviews and checking in once you start your new role. Ensuring you receive support throughout every stage of the process is important to us. We're here to answer all your questions— before, during, and after you land your next role!

With Real, you'll gain access to:

- » Global job and contract opportunities
- » Expert workforce consultants
- » Sector specific hiring trends

For our clients, we focus on building long-term partnerships and providing solutions tailored to your specific needs. We work closely with you to understand your business requirements and deliver the best talent to help you achieve your goals. Our dedication to quality ensures that you have the support and expertise needed to stay competitive in the dynamic life sciences industry.

Sartorius

Active in the sectors

- » Bio/Life Sciences

Type of organisation

Multinational

Number of employees

14,600

Number of locations

60

General

The Sartorius Group is a leading international partner of life science research and the biopharmaceutical industry. With innovative laboratory instruments and consumables, the Group's Lab Products & Services Division concentrates on serving the needs of laboratories performing research and quality control at pharma and biopharma companies and those of academic research institutes. The Bioprocess Solutions Division with its broad product portfolio focusing on single-use solutions helps customers to manufacture biotech medications and vaccines safely and efficiently. The Group has been annually growing by double digits on average and has been regularly expanding its portfolio by acquisitions of complementary technologies. In fiscal 2023, the company earned sales revenue of 3.4 billion euros. In 2023, 14,600 people were employed at the Group's approximately 60 manufacturing and sales sites, serving customers around the globe.

Company activities

The Sartorius Group is a leading international partner of biopharmaceutical research and the industry. With innovative laboratory instruments and consumables, the Group's Lab

Products & Services Division (LPS) concentrates on serving the needs of laboratories performing research and quality control at pharma and biopharma companies and those of academic research institutes. The Bioprocess Solutions Division (BPS), with its broad product portfolio focusing on single-use solutions, helps customers manufacture biotech medications and vaccines safely and efficiently.

We seek

Talents with Life Sciences background in different functions.

We offer

Our ambition is to simplify progress in life science research and the biopharmaceutical industry to help translate scientific findings into new therapeutics faster and more efficiently. So that more people can obtain access to better medicine. Together, we have grown strongly over the past years. Do you also want to contribute to our vision? Grow with us and benefit from working with a Global Player that has kept its familiar atmosphere:

- » Opportunity for international career development: a global network offering seminars and training sessions, expert and manager career paths
- » Open and highly collaborative culture: mutual support within teams and working as equals, team spirit and international collaboration
- » Work-life balance: Working from home at many sites
- » Intelligent working environment: working in smart buildings with the latest technology and equipment
- » Ambitious goals: Sartorius plans to double its sales revenue approximately every five years and expects to grow its global team

Tiofarma

Active in the sectors

» Bio/Life Sciences

Type of organisation

Multinational

General

In a complex world, Teva's mission is simple: to improve the lives of patients across the globe. We believe that everyone should have access to quality medicines whether it be for managing disease, fighting infections, or simply improving overall health.

Company activities

We are proud that since Teva's establishment in 1901, healthcare providers together with patients and caregivers have been using our accessible generic and innovative products. Today, our portfolio of around 3,600 products is among the largest of any pharmaceutical company in the world. Nearly 200 million people in 60 countries benefit from one of Teva's quality medicines every day. We invest in research and development of generic medicines and biopharmaceuticals, carrying on the legacy of more than a century of finding new ways to help patients improve their lives. This defines our values as a company and characterizes how we do business and approach medicine.

We offer

We know it's our people that make us who we are. So we don't see you simply as employees, but as individuals who have interests and passions beyond the workplace. That's why we empower you to be your best and share your real self. It's part of our commitment to creating a positive experience for our people, where diversity can thrive, ideas are heard, and views respected.

In short, putting our people first is our priority. It's what underpins our warm, friendly and inclusive culture where team spirit thrives and members don't just work together, but grow together, creating valuable friendships. Together, our teams share a strong determination to make a success of things, no matter what challenges we face.

No matter what team you join or what position you take, we're invested in supporting you to reach your potential, providing a range of learning and development courses that will enhance your career progression with us. We'll always encourage open conversations where we can provide feedback to help you thrive in your role. It's all part of nurturing your individuality and helping you be your best.

Active in the sectors

» Bio/Life Sciences

» Pharma

Type of organisation

Other

Number of employees

450

Number of locations

1

General

Tiofarma B.V. is a Dutch family-owned company based in Oud-Beijerland, specializing in the development and production of high-quality pharmaceutical products such as creams, ointments, and nasal sprays. With over 25 years of experience, the company offers comprehensive contract development and manufacturing (CDMO) services, ranging from preclinical research to commercial supply. Tiofarma is known for its reliability, flexibility, and commitment to quality and innovation in the pharmaceutical industry.

Company activities

Product Development and Manufacturing:

Tiofarma develops and manufactures pharmaceutical products, including creams, ointments, and nasal sprays, in a GMP-regulated production environment.

Analytical Services:

The company offers extensive analytical services such as stability testing and validation analyses to ensure the quality of their products.

Regulatory Affairs and Quality Management:

Tiofarma ensures compliance with laws and regulations through strategic advice and

maintenance of registration dossiers, while continuously improving quality processes.

We seek

At Tiofarma, you'll be part of a dedicated team committed to producing high-quality pharmaceutical products that improve lives. Whether you're just starting out or bring years of experience, we value your expertise, your ideas, and your ambition. If you're looking for a dynamic work environment where quality, innovation and collaboration are key — we'd love to meet you.

We offer

At Tiofarma, we offer more than just a job we offer the opportunity to grow in a dynamic environment. You'll work with experienced professionals on meaningful projects that contribute to health and well-being. We provide competitive employment conditions, a strong focus on personal development, and a collaborative culture where your ideas are valued. Join us and be part of a company where quality, integrity, and people truly matter.

Internships and graduation opportunities at Wetsus for BSc and MSc students

Studying physics, chemistry, (micro) biology, environmental sciences, environmental technology, life sciences? Looking for an internship or graduation opportunity? In water technology all these backgrounds come together to work on solutions for global water problems. You can join us!

Your background

- Physics
- Chemistry
- Biotechnology
- Environmental sciences
- Environmental technology
- Life sciences
- Chemical engineering

Internship position

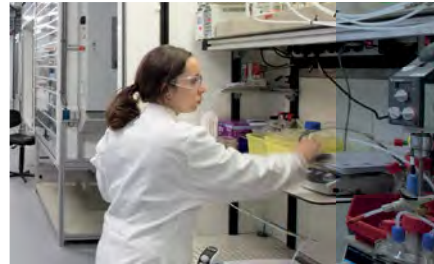
Every month we have new internships and graduation project positions available for MSc and BSc students. They are published at our website. The duration of your internship has to be at least three months. Details depend on your study discipline and the project.

Scan for more information



During your internship at Wetsus, you will work on a challenging research topic under the supervision of one of our PhD students. Besides working on your own project, you will have the opportunity to get a great insight in working at an institute for sustainable water technology and to get acquainted with working in a multidisciplinary environment.

Your future colleagues come from all over the world to Leeuwarden, creating a lively and international environment.



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TMC Science & Technology

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma
- » Medtech

Number of employees

350

General

We are part of an international high-tech company, comprised of Employeneurs with more than 65 nationalities who provide services to customers all over the world. We excel in research, development and engineering.

EMPLOYENEURSHIP

TMC is a unique collection of self-starting, highly skilled and almost self-employed technical professionals. Our unparalleled Employeneurship model offers engineers from all backgrounds the comforts of employment and the opportunities of entrepreneurship. This makes for a challenging, stimulating environment that you are welcome to explore. The term Employeneurship might sound unfamiliar. It's because we invented it. Not just as a word but as a way of working, a paradigm even. Basically Employeneurship is about thinking and acting like an entrepreneur, with the security of employment. But more than anything, it is a guarantee for continuous development and the opportunity to really be responsible for the direction of your career. Our Employeneurship model is based on 5 principles: a long-term working-relationship, individual profit sharing, business cells, YOUiversity and The Entrepreneurial Lab. Our unique Employeneurship model facilitates your development in the broadest sense of the word. For starters, instead of sticking to one

place you get to work at various companies. All the while TMC remains your home base with a smart coaching program. So while you hone your 'hard' technical expertise in a challenging series of projects, there is ample opportunity to work on 'soft' aspects like personal skills.

Company activities

Science & Technology Consultancy

We seek

Ambitious, entrepreneurial professionals with all levels of experience.
Life Sciences; Quality Associate; Qualification & Validation Engineer; CSV Engineer; Commissioning Engineer; Automation Engineer; Project Engineer; Process Engineer; Production Engineer; Project Manager

We offer

We are truly unique thanks to our Employeneurship model which is a true innovation for the High Technology consulting business. It is the business relationship of the 21st century for high skilled technical professionals. It is built around 5 main pillars:

- » You will have a permanent employment contract, offering you stability and security
- » You will get to know your market value and have a share in the profit your work generates thanks to the individual profit sharing
- » We will support you with a one-on-one coaching and trainings designed to help you develop your entrepreneurial skills
- » The competence cells structure, provides you with a strong meaningful and relevant network
- » The entrepreneurial lab: a playground for new ideas and a potential launching for start-ups

ZonMw

Active in the sectors

Bio en gezondheidswetenschappen – Publieke gezondheid en preventie – Curatieve zorg – langdurige en ouderenzorg – geestelijke gezondheid – jeugd – wereldgezondheid.

Type of organisation

Semi-overheid

Number of employees

650

General

ZonMw: de verbindende kracht achter vernieuwing in gezondheid, zorg en welzijn. Met kennis werken aan een goede gezondheid voor iedereen. Daar staan we voor. Dat is wat ons verenigt, wat ons drijft. Elke dag weer. Vernieuwing in gezondheid, zorg en welzijn gaat over gezond leven en voorkomen dat we ziek worden. Over nieuwe behandelingen en geneesmiddelen en transities naar een toekomstbestendig stelsel van preventie, zorg en welzijn. Onze gezondheid is steeds nadrukkelijker verweven met brede maatschappelijke ontwikkelingen. Denk aan het verbeteren van onze leefomgeving, maar ook aan het verkleinen van de gezondheidskloof. Om hierin de nodige stappen te zetten, is kennis nodig. Over de volle breedte van de kennisketen, van fundamenteel onderzoek tot en met invoering in de praktijk. Dat vraagt om een hechte samenwerking tussen allerlei sectoren en organisaties.

Company activities

Verbindende kracht achter vernieuwing en verbetering

We werken nauw samen met een brede groep partners: beleidsmakers, burgers en ervaringsdeskundigen, preventie-, zorg- en welzijnsprofessionals, onderzoekers, opleiders

en ondernemers. Samen kunnen we het verschil maken. Daarbij richten we ons op drie kernactiviteiten:

- » Programmeren en financieren.
- » Verbinden en doorgeleiden.
- » Signaleren en agenderen.

Het resultaat: samen met onze partners zorgen we voor meer impact van kennis op gezondheid, zorg en welzijn voor iedereen. Altijd met onze kernwaarden in het achterhoofd: zorgvuldig, toegankelijk, initiatiefrijk en zeker ook verbindend. Want alleen samen kunnen we bijdragen aan een wereld waarin goede gezondheid voor iedereen bereikbaar is!

Onze opdrachtgevers

Onze belangrijkste opdrachtgevers zijn het ministerie van Volksgezondheid, Welzijn en Sport (VWS) en Nederlandse Organisatie voor Wetenschappelijk Onderzoek (NWO).

We seek

Wij zijn voornamelijk op zoek naar programmasecretarissen (startersfunctie) en programmamanagers. Kijk op: werkenbijzonmw.nl voor de actuele vacatures.

We offer

Je kan bij ons rekenen op een brede functie met veel ruimte voor eigen inzichten en initiatief. En dat binnen een maatschappelijk zeer relevant werkveld. Onze organisatie kenmerkt zich door een open, collegiale en informele werksfeer. Wij denken niet in rangen en standen maar gaan uit van de competenties van de collega's en de ontwikkeling hiervan wordt gestimuleerd.

Closing

We have come to the end of this guide but do not worry.

At [BCF Career](#) we will always continue to bring you the latest updates. Enjoyed reading the different articles in this guide? We post interesting [career articles](#) weekly & will keep you updated on the latest sector news. Even after BCF Career Event is over companies will keep posting their vacancies on our [online job board](#) make sure to take a look, you can even put on job alerts so you can be notified whenever new interesting vacancies come online.

We hope you have enjoyed this guide and maybe we will see you soon at one of [our next events](#).



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