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. 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.

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. 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.

Being a fascinating, innovative and demanding area of expertise, we offer our recruitment, selection and secondment services in the field of chemistry, pharma, biotech, food and feed. Our personal approach and commitment is what we stand for. Obtaining a perfect match between you and an organisation is our goal. If you are that professional with the drive, the knowledge and the experience, aiming to make your job successful, we would like to help you further in your career.

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

www.cls-services.nl
BCF Career Guide ’19/’20
Career guide for Life Sciences, Chemistry, Food & Pharma
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Copyrights
Hyphen Projects

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

BCF CAREER

BCF Career Guide is part of BCF Career – Moving careers forward in Life Sciences

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Preface

What are you waiting for?

The Life Sciences sector is living up to its promise. Thanks to innovative medicines, vaccines and therapies, the sector is able to offer patients new perspectives. Bio-based fuels, materials and resources enable the transition towards a circular economy less dependent on fossil fuels. Lab-cultured meat could revolutionise the way we eat, while robust and improved crops ensure plenty and healthy foods while simultaneously contributing towards greener agriculture.

This is all great news, but to maximise the contribution of biotech we still have a lot of work to do and challenges to overcome. Take for example the way we develop new drugs. The road from bench to bedside was never as long, as risky and as expensive. Growing and ageing populations lead to ballooning healthcare budgets that increasingly strain patient access to newly available therapies, whilst too many patients are still awaiting treatment options to enter the market. To turn the tide, we must do better and faster.

The Dutch Life Sciences sector has joined forces to shape the future of drug development. Academia, entrepreneurs, government, healthcare providers and insurance companies are pioneering smart solutions all along the drug development chain in which health, innovation and affordability go hand in hand.

The Netherlands is home to pioneering initiatives which are revolutionising the road from academy to society: strategic public-private partnerships that pave the path from scientific discovery to ultimate practical application. Or the implementation of cutting-edge technologies, whether they focus on organoids, modern plant breeding methods or disruptive models, that embed the power of big data and modern technology.

Instrumental to success, whether in drug development, crop breeding or bio-based alternatives, is the unique combination of Dutch strengths: our strong scientific backbone and interconnected research infrastructure, the Dutch entrepreneurial spirit, open-mindedness and long tradition of public-private partnerships. Combined, the Netherlands is a unique and fertile test bed for the development and implementation of innovations that are ready to face the challenges ahead of us.

“Find a job you love and never work a day in your life” might be an old saying but it is really something to strive for. Working in the innovative Life Science sector is meaningful, as you can help shape a healthy, sustainable and prosperous society. You will work together with passionate people determined to make a difference. And it is almost impossible to get bored, because quickly changing technology requires employees to keep themselves educated about all the constant developments in the industry. So, what are you waiting for? Join the Life Science sector today!

Wishing you an inspiring day at the BCF Career Event and all the best in making your choice,

Annemiek Verkamman
Managing Director of HollandBIO, the Dutch biotech industry association
Hyphen Projects’ Products

BCF CAREER

bcfcareer.nl is the platform to offer year-round content for professionals in Life Sciences. BCF Career Event, BCFjobs, BCF Insights and BCF Career Guide provide you with information, advice and opportunities for your career.

At bcfcareer.nl you can find:

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

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

BCF CAREER EVENT – events & meetings to support your career orientation. For visitors, an informal way to gain insight into career opportunities, benefit from career support and attend a variety of sessions and workshops. For employers, an excellent platform to strengthen their employer brand and recruit talent for their organisation.

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

For more information:
www.bcfcareer.nl

GRANT APPLICATION COURSE

This intensive 2-day course will help you to find the right funding opportunities, pick a suitable topic for grant application, write an appealing grant summary, structure your grant & receive personal feedback on your grant summary. The next edition is 16-17 January 2020 in Amsterdam.

For more information:
www.bcfcareer.nl/gac

BUSINESS DEVELOPER PROGRAM (BDP)

BDP Life Sciences is an accelerator programme for professionals in commercial roles in Life Sciences. The programme enables them to grow and develop professionally. BDP offers a range of opportunities to learn from experienced and successful executives, experts and peers as well as expanding your professional business network. BDP activities include:

» Global Scale-up Programme - US Tour (Oct 2019);
» Finance and Leadership session (Mid-Feb 2020).

For more information:
www.bdplifesciences.com

INNOVATION FOR HEALTH

Innovation for Health is the premier event for healthcare innovations in the Netherlands. It provides a unique opportunity to meet leading innovators, catch up on the latest trends, present cutting-edge innovations and engage leaders and decision makers in healthcare innovation. Innovation for Health features renowned speakers, showcases high impact innovations, highlights best practices and demonstrates inspiring developments in healthcare. By bringing together key players and stakeholders across the healthcare & Life Sciences spectrum, and fostering dialogue between research, markets, and policy makers, the event aims to contribute to the future of sustainable healthcare. The next edition takes place on 13 February 2020 in Rotterdam.

For more information:
www.innovationforhealth.eu

BIOMBUSINESS SUMMER SCHOOL

Many life scientists make a switch to industry at some point in their career. Knowledge of business aspects such as product development, IP, finance and business models are essential to succeed, yet in the academic arena these subjects are frequently ignored. The BioBusiness Summer School aims to fill this gap. The 5-day interactive programme introduces young scientists and professionals to the business world of Life Sciences and helps them in their career orientation. Participants learn the basic knowledge of BioBusiness, gain insight into the world of Life Sciences companies, meet leading business people and increase their international network. The next edition is from 24-28 June 2019.

For more information:
www.biobusinesssummerschool.nl
Exhibitors BCF Career Event 2019
(updated 15-04-2019)

Abbott  ACCESS  Agidens  Altran  avertim

Balans  Bizkaia Talent  Catalyze  Charles River  Checkmark

Chiesi  ChipSoft  CLS  Genmab  GOEP & KO

Hazera  Johnson & Johnson  Kiadis

Loreal  Labresource  Life Cooperative  WerkenbijLumc  Medtronic

MercachemSyncom  MRC-Holland  MSD

Nanomi  Nanopore Technologies  Novartis  Online Evers Marketing

People in Science  Pharming  Phenospect

Research in Germany  WerkenbijRoijZwaan  Roche-Diagnostics

Science at Work  Synthesis  Synthomat

Tom Nauta Fotografie  TMC-EmploymentShip.com

Water Campus  WinClove Probiotics  Yor-in

AZ Regulatory Consulting  BirdRecruitment.nl

Controlled Environments  Checkmark.nl

Aldimed  GTN  Applitec  merckx

Genda  Goepenka  Hazera.nl

Labresource.nl  Life Cooperative.nl  WerkenbijMsd.nl

Agidens.com  Avertim.be  WerkenbijAltran.nl  WerkenbijBiolto.nl  WerkenbijBrac.nl

BbwCareer.de  CareersAtCatalyze.com  Checkmark.nl

Chiesi.com  WerkenbijChispaSoft.nl  Cls-Services.nl

Bxzoaazaden.nl  Careers.eurofins.com  Flund.nl

Genmab.com  Goepenka.nl  Hazera.nl

Labresource.nl  Life Cooperative.nl  WerkenbijLumc.nl

Medtronic.com  MercachemSyncom.nl  Mlpa.com

Kncv.nl  Loreal.com

Online Evers Marketing.nl  People in Science.nl

Pharming.com  Phenospect.com  3-14.com

Polyvation.nl  Psr-pharmaresource.com  Qbic

Research in Germany.org  WerkenbijKluizenaan.nl

Sciencetalk.nl  Synthomat.com  Synthesis.com

TomNauta.com  Watercampus.nl

WinClove Probiotics.com  Yor-In.nl

Yor-In.nl  Az-Regulatory.com

Aldimed.com  Aplicates.com

Genda.com  Goepenka.nl

Hazera.nl  Labresource.nl

Life Cooperative.nl  WerkenbijLumc.nl

Mlpa.com  Phenospect.com

3-14.com  Synthesis.com

TomNauta.com  Watercampus.nl

WinClove Probiotics.com  Yor-In.nl

Yor-In.nl  Az-Regulatory.com
What to do at BCF Career Event

### Before the event

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

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<th>Want to do</th>
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<tr>
<td>Receive name badge &amp; CV-card at registration desk</td>
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<tr>
<td>Get goody bag including the BCF Career Guide</td>
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<tr>
<td>Talk to a career coach</td>
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<td>Have CV checked</td>
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<td>Have a new headshot made for CV and LinkedIn</td>
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<tr>
<td>Have LinkedIn profile checked</td>
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<tr>
<td>Talk to the organisations on my list</td>
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<tr>
<td>Have a look at the job wall for interesting vacancies</td>
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<tr>
<td>Meet professionals for informational interviews (e.g. Q&amp;A Professionals)</td>
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<tr>
<td>Visit interesting programme sessions</td>
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### After the event

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

You have already graduated or are about to, but still don’t know what kind of job you want, or which career to pursue. As a starter in the labour market you have a lot of choices to make. What kind of position? A big company, or small start-up? Start with in the labour market you have a lot of choices to make. What kind of job you want, or which career to pursue. As a starter you have already graduated or are about to, but still don’t know what career orientation will pay off in the long run and you may well end up doing something you don’t like. “But which career is right for me?” you may ask, overwhelmed by information, (unwanted) advice from others and the pressure to make the one and only “right” decision. First of all, don’t panic. Making a decision now doesn’t mean you will have to stick to it forever. Especially today, with new roles and topics emerging every few years, you will most likely not stay in the same position throughout your whole career anyway. However, it is a good idea to have an idea of what you would like to achieve and in which direction you want to start.

Whether you are a student wondering what to do after you finish or doing a PhD or postdoc, you have to decide whether to pursue a career in academia or make a transition to industry. Last but not least, you may already have been working in a job for a couple of years but want to make a change because you are unhappy with the direction you initially chose. For many people, trying to orientate the seemingly endless possibilities makes it even harder to decide. However, just taking the first thing that comes along, or following a decision based on what makes the most money, will not pay off in the long run and you may well end up doing something you don’t like.

Know yourself: Self-assessment

It is worthwhile to assess yourself first. This can take time, but it is well-invested time. Relax, go for a walk or do whatever you enjoy doing in order to think clearly. It can also be helpful to write down ideas, thoughts and other notes. Ask yourself questions like “What am I good at?”, “What motivates me?”, “What makes me happy?” and “What do I want?”. These questions can be very hard to answer. It may help to think about when you get good feedback from others, or even ask friends or family what they think you are good at. You should also ask yourself about your values. Is it important for you to have a lot of spare time to spend with friends and family? Or do you want to help others? What criteria does a job need to fulfil in order to be attractive to you? Think about the criteria a potential employer needs to fulfill to make you want to work there. What is a must for you and what is less important? What are the criteria that excludes an employer?

Last but not least, also consider what you don’t want. Be honest with yourself: do you think something is good for you because you actually want to do it, or is it because others think it’s good for you? The other way around, also ask yourself why you reject certain jobs or career paths. Do they conflict with your personality, your values, your beliefs? Or is it because you think others may not approve of your decision?

You can also develop a hypothesis, for example “I would be a good scientist”, or “I would be a good project manager” and then test this hypothesis. Who could help you with finding out whether it is true?

Explore and investigate

Make a list of all potential roles that come to mind which may be suitable for you. Also do some additional research: have a look on LinkedIn what other people do, read articles and blogs, speak to other people that interest and/or fascinate you, for example at career events or alumni from your university. A good place to start is with a list of job profiles. Once you start to learn about the tasks and duties involved in a certain role, you might find out something is not for you (or like it even more!). Often there are more positions and possibilities than you are aware of, so invest some time in exploring your opportunities. Lists of best-career options can be a good source of inspiration, but don’t rely on them too much. If a career seems a good pick because the job outlook and salary are great, but it doesn’t suit your interests, aptitudes, values and personality type it is highly likely that you will not find it rewarding.

Questions you can ask yourself

> What am I good at?
> What motivates me? For what would I get up an hour earlier in the morning?
> Which topics and tasks fascinate and inspire me?
> What makes me happy? What are my values?
> Where can I use my strengths and aptitudes?
> Which internships/volunteer work/practical experience did I like, and why?
> What do I not want to do at all and why?
> Would I consider an academic career path?
> Are there jobs that I have been interested in for a long time and why?
> What does an employer need to fulfil to be attractive?
Make a shortlist

During the process of getting to know what is out there, you will probably create a list of profiles that seem suitable for you. Try to find out as much as possible about these, and then narrow it down to 3-5 profiles (this will often happen automatically). Now comes a really important step:

Informal interviews + trying things out
Start conducting informal interviews. You can ask around among friends, your parents, colleagues etc. if they know someone that has a job that you’d like to get to know more about. If there is no-one, approach people at career events or on LinkedIn and ask them if they have time for an informal chat. The Q&A professional rounds at BCF Career Events can be a great opportunity for this. Most people like talking about their personal path and enjoy giving advice to those who are interested in them.

Ask about their background, how they got where they are now, what their everyday working life looks like, what they like or dislike about their job, what they can recommend to you and any other questions that come to mind. You can find more details on how to conduct such an interview here: bcfcareer.nl/tips-informational-interview.

Try doing some small tests by carrying out typical tasks that such a career would involve. Depending on how much time you have and at which stage of your education or career you are, join someone on the job for a day; start volunteering for something you think you might like to do professionally; or maybe even do an internship.

Reflect and pick

Once you think you have gathered enough information and experience, reflect about what you have learned.

Do you think the work will be interesting to you the majority of the time, and is the amount of time you’ll probably spend with tasks you don’t like tolerable? Do you think you’ll like the type of people you’ll probably work with? And does the career fit with what is important to you?

It is a good idea to discuss these questions with someone who is either in a similar situation or knows you well. Brainstorm together and if there are questions left, try to answer them together and if you can’t find the answer, find someone who can.

You have found something that matches you? Great! The next steps depend on your current situation. You can start trying to gather (more) practical experience in the field you selected, and also figure out what the options are after finishing your education. Do you want to start the job straight away? Or are there alternatives, e.g. traineeships, that will help you grow both personally and professionally? Maybe you would prefer to do a longer internship, or is it an option to write your thesis at a company?

Which employers and companies are there that you could apply to? Which do you know already, and where can you find new ones? If you did informal interviews, the people you met there might also be a good starting point to find out more.

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

Be flexible

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

Good luck with your career!

Explore the market

Do:

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

Don’t:

» Let others decide for you.
» Listen to those who tell you what you should or shouldn’t do.
» Only consider parts of a career path such as salary while neglecting your own values, interests and aptitudes.
» Be narrow-minded when you think about opportunities.
» Rush it and make an uninformed decision.
Year-round career-related content for anyone in the Life Sciences!

bcfcareer.nl/BCF-Insights

- personal career insights & advice
- tips for career orientation & development
- career paths

BCF Insights

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

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

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

Still not enough? Visit bcfcareer.nl/all-articles for an overview of all articles. Do you like writing, want to share something or get feedback?

Contact us: info@bcfcareer.com.

bcfcareer.nl/newsletter

Subscribe to the newsletter and receive the latest articles in your mailbox:
Looking for a job after your studies can be daunting. Don’t be scared! Why not look at the things you bring with you, rather than the ones you don’t have (yet)?

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

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

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

Let’s take a look together at where you can find your transferable skills (they aren’t buried as deeply as you might assume). Why are they useful and how you can use them to your advantage? And since a scientific environment is probably what you know best, let’s look for them exactly there. This can be in the lab, at the computer or elsewhere, just adapt the story to your situation.

Imagine you are entering a new research group, you have passed the application process and interviews, and it is the first day of your new project. This is still scary, but you most likely have been in this situation before and survived.

The good thing about this research group is that it relates to what you have done before, but also involves some new parts that you will have to get familiar with. The thing about this research group is that it relates to what you have done before, but also involves some new parts that you will have to get familiar with.

You are supposed to lead this project. Where do you start? If you want to, get a piece of paper now and set up a draft of how you’d initially approach such a research project.

What steps do you take when approaching a new research question?

Can you think of how you’d approach the challenge? Let’s go through it together.

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

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

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

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

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

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

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

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

This doesn't mean (and it is also very unlikely) that you will have honed all these skills to perfection. You will be better at some than others, with others you didn't have the opportunity to develop much if at all.

Make sure you know that you are aware of your transferable skills and use them!

Other skills you might have acquired, that do not come up in the example include understanding organisational structures (most research institutes are complex mazes); grant writing; organising meetings and events; solving conflicts (this can be with your boss, disagreements within the group, etc.); and probably a few others. Things that are not mentioned explicitly above are perseverance and adaptability/flexibility. Since experimental work seldom goes as planned, you must learn to grasp new situations and motivate yourself over a long period of time.

Search for your new role quickly by discipline, country, salary and more on naturecareers.com
**How to shine with your transferable skills in an application**

CV makeover and interview preparation

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

**Be specific & use terms that are recognised in the sector you are applying for**

Frame your experience based on your skills (and not your knowledge). Focus on the parts where you *did* something. As an example, rather than just stating the topic you worked on with someone, emphasise that you collaborated, coordinated, delegated, managed groups, provided performance feedback and supervised.

Other terms that are often relevant include identifying problems and analysing them, writing and editing, providing training and coaching, public speaking etc… you get the point.

**CV makeover: describe your research as a job position with responsibilities**

Any research position, contract or project you have done should be listed in your CV, with a proper title, duration, employer and responsibility. Stating “research assistant for Professor no-one-knows” is not enough: Think of a descriptive yet compelling title, and list the tasks you performed, not the findings and outcomes you generated (this goes together with the specific terms mentioned above).

You worked there, you didn’t play around with chemicals.

Also think about the job titles you mention. For example, ‘PhD student’ has a connotation of being still a student (and you know what people say about students… I have an uncle who still laughs about the joke: “Good afternoon ladies and gentlemen, good morning dear students!”).

**Tailor your skills and use key terms**

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

**The job interview**

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

**S** – situation: describe the situation you faced

**T** – task: what was the task involved?

**A** – action: which action did you take?

**R** – result: what was the end result?

For example, if you are asked for a great, unforeseen challenge during your PhD, you could answer like this:

The machine I depended on broke down and couldn’t be repaired for two months (situation), so I had to find another way of performing my experiments (task). I spoke to several people from different departments with experiments in the same field (action) and found someone who had a similar machine. In the end I could continue with experiments the next day, and our own machine was repaired two months later (result).

**Conclusion**

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

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

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

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

### Preparing the application

<table>
<thead>
<tr>
<th>What to do</th>
<th>More Info?</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have evaluated my own strengths, interests and values</td>
<td>See page 12-15 and talk to a coach at BCF Career Event</td>
<td></td>
</tr>
<tr>
<td>I have updated my LinkedIn profile</td>
<td>Have your LinkedIn profile checked at BCF Career Event</td>
<td></td>
</tr>
<tr>
<td>I have uploaded a professional headshot</td>
<td>Need a new one? Get one at BCF Career Event</td>
<td></td>
</tr>
<tr>
<td>I have informed myself about the organisation or company I want to apply to</td>
<td>On bcfcareer.nl/search-employers or at the career event</td>
<td></td>
</tr>
<tr>
<td>I know what the job role is about and what tasks and responsibilities come with it</td>
<td>See bcfcareer.nl/tips-informational-interview or Q&amp;A with professionals at BCF Career Event</td>
<td></td>
</tr>
<tr>
<td>I have talked to people that work in the field, so I have a realistic idea about tasks and responsibilities involved</td>
<td>See page 22-23</td>
<td></td>
</tr>
<tr>
<td>I have customised my CV and motivation letter around the needs and qualification mentioned in the job description</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have double-checked spelling, grammar, names and attachments of my application</td>
<td>Ask a friend or family member to check – four eyes see more than two!</td>
<td></td>
</tr>
<tr>
<td>I have reviewed all the application requirements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have sent the application!</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

### After the interview

<table>
<thead>
<tr>
<th>What to do</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have sent an email to say thank you for the interview the next day</td>
<td></td>
</tr>
<tr>
<td>I got the job!</td>
<td></td>
</tr>
</tbody>
</table>
Networking: A researcher’s guide to building career relationships that last
by Surayya Taranum, PhD

We live in a world that is changing at an unprecedented pace thanks to technology, creating new opportunities that were not possible before. Yet, despite these tremendous resources, forging a fulfilling and successful career is harder than ever. A robust, diverse and sustainable network can help fast-track your career progress, and the key to building one is through adding value to relationships.

Here are some tips to help you build those trust relationships, both with people in your network already, and with new acquaintances:

1. **Share your specific knowledge** – you are an expert in what you do, so be generous in sharing your knowledge in discussions, via articles or blog posts. This opportunity is a low-hanging fruit and an excellent way to add value, you will be amazed at how appreciative people are for knowledge you thought was obvious.

2. **Share your resources** – be generous with sharing your resources with your network. Let people know you are thinking about them by sharing information on new developments, events and articles relevant to their interests. You can do this in a variety of ways, through email, social media or text.

3. **Be a ‘Superconnector’** – give your thought, attention and energy to the needs of your network. Don’t hesitate to make introductions that will add value to others. This is a simple way to inject positive vibes into your network and is a tremendous booster for your self-confidence.

4. **Lend a listening ear** – work hard to know others. Being a great listener is not optional; it is an essential factor in relationship building. It is also a two-way street; when you speak, you share what you know and when you listen, you learn. Remember that 85% of your career success will be the result of your people skills!

5. **Be a mentor** – help other people shine! Share your knowledge, wisdom and resources to help your mentee solve their problems, learn new skills and make progress. It is your chance to give back, and you will gain a personal sense of satisfaction from helping others. In addition, effective mentoring not only benefits the mentee but also improves the mentor’s empathy, leadership and active listening skills.

6. **Be a volunteer** – this is your opportunity to create impact in society while learning new knowledge, acquiring new skills and expanding your network easily and effectively. Besides the obvious career advantages, volunteering also has some other surprising benefits for the volunteer. Research shows that people who volunteer also feel more time affluent and improve in health. As Gordon Hincle said, “One of the great ironies of life is this: He or she who serves almost always benefits more than he or she who is served.” So make sure you don’t miss on this!

7. **Acknowledge others** – make eye contact with the other person during a conversation. Make an effort to remember their name. Stay in touch with people you meet at events to know them better, and keep adding value. Be sincerely appreciative of other people’s contributions to common projects and never fail to congratulate others for their successes. To quote Maya Angelou, “People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

“One of the challenges in networking is everybody thinks it’s making cold calls to strangers. Actually, it’s the people who already have strong trust relationships with you, who know you’re dedicated, smart, a team player, who can help you.”

Reid Hoffman, co-founder & Executive Chairman at LinkedIn

26 Networking: A researcher’s guide to building career relationships that last

Networking: A researcher’s guide to building career relationships that last 27
From chemistry student to sales manager at DSM
When Tom van Aken finished his Master of Chemistry at Utrecht University, he "deliberately chose to go for a commercial position. There were so many extremely bright people around me, and I knew if I wanted to thrive, I needed to make use of my social and communication skills. It was a way better fit with my personality than a career in R&D or manufacturing would have been." He decided to combine his chemical background with commercial interest and chose to join a multinational company, to gain a better understanding of industry and doing business in an international setting. In 1996 he joined DSM which offered a variety of different businesses and people from various backgrounds, which promised to be a great environment to learn and develop himself. For his first position as sales manager at DSM he moved from Amsterdam to small Venlo – and his friends said he was mad. However, the future would prove him right, as his job enabled him to travel the world. Tom was sent to Germany, Scandinavia and Asia, and soon got a position in the US for four years. Looking back, he considers himself very fortunate to already get such an opportunity in his first job. The environment at DSM matched his ambitions and personality, and he learned a lot. However, in the US he was sent to contact with customers from start-ups and scale-ups: bright people doing their PhD who had a great idea and raised money, rented a lab and started their own company. "In the Netherlands nobody was doing that at the time, you'd just go for one of the big companies," Tom recalls, "but seeing all these young people starting their own businesses made me regret I had never done that. I wanted to try it myself!"

"You must be out of your mind!" - leaving a safe career for an unknown start-up
Even though DSM was a safe bet and a career with learning possibilities around the globe, there was just no start-up mentality. At the age of 32, Tom realised he had to dare now, or he would never be in the position again to make such a career change. With that idea growing in him, he got an unexpected call from a headhunter in Amsterdam who offered him a position at a young company. He had never heard of Avantium, but "it was in Amsterdam, it was a chemistry start-up – it was too good to be true!" Friends and family, among others his father, once again declared him to be crazy: "They told me ‘You must be out of your mind! You have this great career at DSM, and you want to leave it to join this unknown, small company?’ - and yes, that’s what I did!"

He admits that the first years were very challenging and for about three years he was wondering himself if he had done the right thing. In 2005, however, at the age of 35, he was appointed CEO of Avantium. He remembers he didn’t expect this to happen but took the “fantastic opportunity”. It was also a big challenge: “I had no experience in leading a company, no idea about financing, legal aspects, how to handle shareholders or make HR decisions. There were so many things you have never been prepared for, so you just follow your instinct and common sense.”

When Tom studied and started working in the Netherlands, there was no real entrepreneurial spirit, no-one ever talked about what it takes to build a business. Nowadays, he thinks, people are a lot more prepared: “I am actually a little jealous that people can do all these courses and bootcamps today. I had to learn everything on the job! Some background and hearing from other entrepreneurs would have prepared me a lot better for my work.”

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Avantium was founded in 2000. Tom van Aken, CEO since 2005, led the company through the transition to become a focused renewable chemistry company by divesting its pharmaceutical business and developing a portfolio of innovative products.

Avantium was successfully listed on the Euronext stock in 2017, after incorporation of Synvina, a joint venture between Avantium and BASF to commercialise FDCA and PEF.

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Tom van Aken reflects on his career and gives advice to starters and professionals in the sector.

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It takes a great team

We sometimes tend to dismiss the negative and unpleasant phases, but they are also an important part of the journey. “We faced over the years, and continue to face, many big challenges and problems and there have been many ups and downs for the company. It has certainly not been an easy ride, and everyone who knows Avantium also knows it has been an uphill battle. Building a company requires a lot of persistence, energy and devotion,” Tom emphasizes. He concluded he needed to build a strong team around him, and he still considers this the biggest task of a successful leader. The final decisions are left to the CEO and are a careful weighing up of rationale vs. gut-instinct. “This is what I find exciting,” he explains, “finding out if your gut-feeling is correct or not. Obviously, it is easy for me to say now with hindsight that we made the right decisions, because we made it. However, that was not always so clear.”

“Building a company requires a lot of persistence, energy and devotion”

What gives you energy?

Today he is proud of the people working at Avantium and what they achieve together. “When we first started, many people declined joining us because they said they didn’t know the company and the risk was too high. But now, when I walk in the building in the morning and see how many talented people we have attracted in the meantime, it makes me proud. All this passion and commitment people have for the company! They come up with all kind of great ideas – but also fun and stupid ones. It gives a lot of energy and satisfaction to see that people have fun in what they are doing. It is not the molecules or business plans that make the company, it is the people.”

When Tom meets students and young professionals today, he often wonders if they have thought enough about what is driving them and what gives them energy. Many are doing what they are expected to do, and not listening to their inner-self and what they are deeply passionate about. “What do you want to achieve, what are you deeply passionate about, and how can you shape your career to suit this? These are the important questions to ask,” he says.

He also knows that many people have doubts and have not found out about this (yet). “If they do well, they go out and ask people. I admire when someone has the guts to admit that he doesn’t know.” He emphasizes that no-one is expecting you to know everything yourself. “This is also what I tell my children: Just go, meet with people, invite them for a cup of coffee and talk to them. You may sometimes not like what they advise you, but this is the most critical part: being open to also consider things that are out of your comfort zone.” Networking, going outside, and most importantly being able to receive feedback and take advice from others are key to finding your driving forces. And: “Take risks! Don’t be afraid to make mistakes.”

For his own future, he can imagine starting a new company on his own or as part of a team. “I like being at Avantium, and I have been CEO for 13 years. Every organisation needs change at some point. I don’t know yet when that will be because there is still so much to do, but when it happens, I want to build and shape a new business, determine what it should look like, what is smart to do. This excitement is my passion and source of energy.”

“Meet with people, invite them for a cup of coffee and talk to them. You may sometimes not like what they advise you, but this is the most critical part: being open to also consider things that are out of your comfort zone.”
Jumpstart your business career in Life Sciences with BioBusiness Summer School

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

Since 2008, more than 600 young professionals have joined this summer school. We asked a few BioBusiness Summer School alumni to share their experience with you:

**Natalia Vtyurina**  
**Education:** PhD  
**Current job:** Postdoc, University of Groningen

"Such a great pleasure to become an alumna of the BioBusiness Summer School 2018! Being in my second year of a postdoc, I was very excited to learn in a week a lot of aspects related to bio-business, such as intellectual property rights, finance, venture capital, business models and product development. Great opportunity for gaining insights into the current world of bio-business in life sciences and future perspectives! Spectacular speakers who are passionate about what they are doing and easily grab attention of the audience for more than an hour. So motivating! It was inspiring to network with peers with a similar background and aims. Truly believe that most of the participants will occupy leading industrial positions in the future. Highly recommend to everyone, especially those considering a transition from science in academia towards industrial career in Life Sciences!"

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

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

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

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

Training the power of improvisation

Applied improvisation is the entrance to developing your skills for both professional and private life. It allows you to increase your flexibility in a fun and enjoyable way, for example by increasing your confidence in presentation skills, enhancing cooperation and team building, and boosting your creativity.

Break patterns - overcome limitations - connect with others

Originally, improvisation techniques were developed to help actors training for the stage to create spontaneity and collaboration and to help people adapt to unforeseen situations by exposing them to scenarios where they inevitably lose control. Nowadays, applied improvisation is used in a lot of different contexts because its tools are so powerful and useful for everyone. As a professional, you need to be able to adapt to changes quickly; today even more than ever. Especially scientifically educated people approach problems and challenges in a structured manner on a cognitive level, which is of course appropriate in some situations. But it is as important to be able to break your thinking patterns and think outside of the box.

What if you approached a new concept with ‘yes, and …’ instead of with ‘yes, but …’? Applied improvisation lessons to welcome loss of control, accept situations as they are and failure. Embrace what you get and build from there; the key message. The three pillars of applied improvisation describe exactly this: i) be in the present; ii) accept whatever you face; iii) take risks and have the courage to fail. Since our workshops are in small groups, they are a very safe environment: a good moment to start daring to fail.

Celebrate your mistakes & improve your communication

Our education system trains us to hate ourselves for our mistakes during our education, but who defines what a mistake is? Instead of fearing new and unknown situations, applied improvisation helps to come up with creative approaches and solutions. This helps to connect with others and build empathy when interacting with others. How can you give space to each other and communicate in a positive way? How can you take risks and learn to laugh about things that go wrong, together?

In applied improvisation, we celebrate mistakes and make them something special. Mistake are only things that happened – there is no need to judge! We redefine them as opportunities and don’t see them as failure. Just go from the moment and use improvisation to make the next step. Once you have got to know the tools, you can apply them to real-life examples. This is a lot of fun! We laugh a lot during the exercises, and people will still start giggling when they think back about certain situations even weeks later. A one-day introductory training will obviously not enable you to react with calm and serenity to all situations you may encounter. But it gives you the tools to train and play with it constantly. Former participants tell that they came with a certain behaviour in mind that they wanted to change, something they struggled with in both professional and/or private life. After getting to know applied improvisation, they could remember the techniques when facing certain situations. In the long run, applied improvisation teaches you to deal with change, which is especially important in our fast-changing society.

Imagine you enter a job interview. If you don’t think about winning or failing, but about adapting to the other person and build from the questions to make it a pleasant conversation for both of you, you will express confidence and ability to deal with all kinds of situations. And on top of that, you may even enjoy the challenge.

What if I am not talented?

There are people who go on a stage and entertain a huge audience. What makes them so good at it is their flexibility, which can come in different flavours. This can be for example the presence they radiate, how they use their face or how they oversee situations and atmospheres. However, you certainly don’t need these talents in order to have fun and benefit from applied improvisation. Anyone can learn to use it, and it is not about being good or bad at it (this would again be a form of judgement which we don’t want to follow on). It is about the fun and joy you get from it, and the flexibility of mind you create.

Try it yourself!

Re-training your brain takes time. As with any skill or muscle you train, it requires regular practice to change your thinking patterns. In our team, we have applied improvisation sessions every week, and we laugh and learn a lot. In the long run, the techniques of applied improvisation can help you to cope with changes, expectations and pressure from yourself and your surroundings, and enhance your creativity.

Are you interested in learning more about applied improvisation and even trying it yourself? Join the workshop at BCF Career Event 2019! Space will be limited to ensure a personal and safe setting.

Geraldine Sinnema is the owner of ‘Een wereld van verschil’ (Dutch for a ‘World of difference’). Een wereld van verschil helps you to discover your ideal career environment; your talents and learns you how to engage employers in what you have to offer by career coaching and trainings. The next dates for training of applied improvisation are 4 June and 27 September 2019. You can find more information on www.eenwereldvanverschil.nl. “I enjoy increasing people’s awareness of their talents and helping them shine. In addition to over 20 years of experience, I am a natural communicator with a genuine interest in people. I am a Registered Consultant of the Career Management Institute (CMI).”
Passion for Health: Hugo Ceulemans

As Scientific Director Discovery Data Sciences, Hugo uses his passion for data in his everyday work. It is in his department that data and science meet: his complex data-analyses help develop new innovative medicines. He himself dreams of a healthy world for everyone. At Janssen he continues to work on achieving this dream.

Crazy for data
Hugo Ceulemans joined Janssen in 2008, where he currently leads the Machine Learning team that supports researchers in the early phases of their research. Machine Learning is a type of Artificial Intelligence: self-learning computers continuously get better at analysing data. The multidisciplinary team of Hugo has access to large data sets and uses complex analysis techniques that focus on computing power. Doing so, the team contributes to the development of new and effective medicines.

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

“Health is the driving force of happiness.”

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

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

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

“We will need to cooperate to make the world a healthier place.”
Develop your career through secondment

Have you heard about secondment (Dutch: detachering)? Secondment agencies hire professionals and send them to work at other companies. If the security of a contract, combined with personal support, benefits and career opportunities sound good to you, read on to learn more about secondment.

The words “secondment” and “temporary work” are often used interchangeably, but there are important and significant differences between the two types of employment. Both give companies the flexibility to hire the expertise they need, for exactly the time they need it for a particular assignment.

The seconded employee retains the contract, benefits, training and coaching from the secondment agency. Secondment contracts are clearly defined regarding length (or may even be unlimited), terms and conditions, which gives security. In the event that your project at the company is discontinued but you have a secondment contract, you will be assigned to a different company by your secondment agency. However, if the employee and company are matched carefully by the secondment agency, in most cases the professional stays working at the assigned company for prolonged periods of time. This is very different from temporary employment, where flexibility comes at the cost of security in most cases; you are often paid based on an hourly basis for temporary work, your project can be terminated without notice period and you will no longer receive salary after the project has stopped.

What’s in it for you?
Secondment not only offers flexibility to employers, but also to you as employee. Nowadays, people want to try different jobs and execute different tasks throughout their career. With secondment, you are flexible yet have the security of a contract. If you want to work on different tasks, learn new skills and grow professionally, a good secondment agency will provide you with coaching and support. If there is something to discuss, you get in touch with your contact person and get advice. Since your secondment contract is defined in terms and conditions, there is no uncertainty or insecurity for you about finding a good position.

Not only this personal support makes secondment a great opportunity for your career and professional development. You are hired by the secondment agency to do a project at a company that suits you. The risk for this company is lower because they don’t hire you directly. In addition, it is usually the future project manager who decides if you are seconded (and not the HR department, as for direct employees). These factors increase the chances of being accepted for a job via secondment compared to applying to a company directly, especially for starters. It gives you as a professional the opportunity to prove yourself at companies which would otherwise maybe not consider you.

A good partnership
There are of course great differences between contracts depending on the secondment agency you choose. We at CLS Services think that it is important that all partners are happy, this includes you as employee. We care about people, and as NBBU member we have a collective labour agreement. In addition, CLS Services give their employees some other benefits, for example, there are no “waiting days” where you receive no salary when you are ill, and you get a pension scheme, holidays and other benefits right from day one. In addition, your contract gives you the security that you know that you will be paid, even when the project you are working on ends.

CLS Services strives to match the right candidate with the right job in a personal manner. For this, the connection between you and us is very important: both you and us, should have a good feeling about each other. Before hiring you, we make sure that you speak to at least two recruiters, and we assess your motivation, wishes and strengths. We then make a profile of you and help you optimise your CV for specific jobs. Once you have approved your profile and file, we submit it to companies. We also provide coaching and help you prepare for the job interview. We take care of you and your career, and in 85% of the cases our seconded employees continue working for the company they first get seconded to.

Why should you wait for a new job when you can take control and actively plan your career? We are specialised in the chemical, pharmaceutical, Life Science and food industry - meet us at the BCF Career Event at the Sponsor Square.

CLS Services - www.cls-services.nl
Charlotte van der Schaaf went to Germany for her PhD in 2001 and decided to stay on after she left the academic world. Here she shares her research experiences and career journey.

I studied Natural Resources Management and Legal Anthropology in Wageningen in an international and interdisciplinary environment. I enjoyed research, so continuing with a PhD was a natural decision.

I have always been interested in other countries and cultures, and at the time there were not many PhD positions for my field in the Netherlands, so I looked for positions abroad. I searched the internet for positions and financing opportunities in databases and on websites. The GLOWA Volta project at the Center for Development Research (ZEF) in Bonn, Germany, caught my attention. This project was initiated in 2000 and is a large interdisciplinary project with the aim of analysing the physical and socio-economic determinants of the hydrological cycle in the Volta Basin, with an option to conduct field research in Burkina Faso and Ghana. I applied for a PhD position within the project, received a scholarship from BMBF and took part in the International Doctoral Studies Programme at ZEF. This allowed me to start my work as PhD student in 2001.

I learned German in high school, and Dutch people tend to think that we know German already quite well because it is rather similar to our own language. However, when I first arrived in Bonn I realized that speaking and writing German in everyday life was a lot more complicated than I had anticipated. I immersed myself in learning by doing and improved over time. Language was not a problem for my research, because the programme was conducted in English. Researchers from all over the world were involved in the project, and what I enjoyed most was the interdisciplinarity. Researchers from different scientific backgrounds came together, discussed and developed the project together. This was extremely inspiring and fostered outside the box thinking. In addition, I developed my intercultural and teamwork skills, learned to work and think independently and developed quite a lot of perseverance, things that are always useful in any job, I think.

What I had to get used to, was the fact that in Germany the PhD is viewed as part of your education and you are still considered a student. That surprised me; this is different than in the Netherlands. The German academic system is in general a little more hierarchic than in the Netherlands, I would say. If you are considering going to Germany as a researcher, I recommend looking into the different possibilities available. In Germany PhD students usually receive stipends. This means there are several opportunities for funding through a variety of programmes, foundations and stipends for both PhD and postdoc positions.

After three years as PhD student and another year as junior research fellow, I decided to leave research, since I was missing practical tasks and wanted my work to have an actual direct impact. I applied for positions in both the Netherlands and Germany. At that time there were more opportunities for working in Development Cooperation in Germany than in the Netherlands, and my network over the years had grown larger in Germany than in the Netherlands.

For finding a job in Germany, I discovered that my practical education at Wageningen University and my knowledge of the German language were important assets. In the end, I took up a position as project manager at a development organisation in Germany and I have not regretted it. Over the last few years, I have worked on project and portfolio management for German and international organisations in different countries around the globe. Now I am responsible for the for the energy portfolio of a German Development Bank in Jordan, where I am currently living for three years.

I really enjoyed my experiences in Germany during my PhD and afterwards, and would not want to miss any of them, since they have all helped broaden my horizon. If you are interested in doing research abroad, I certainly recommend it.
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.

The 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, Scientist, Researcher, Research Associate

**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.

**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 improve 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 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:**
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 KJK, 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:**
Medical Science Liaison, Medical Affairs Officer, Marketing Manager, Marketing Director, Marketeer, Brand Manager, Communications Manager, Customer Engagement Specialist

**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 Administrator, Personal Development 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

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**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

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**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

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**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

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**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

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**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:**
MSc. / PhD

**Examples of job titles:**
(Junior/Associate) Consultant, Partner, Principal, Technical Consultant

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**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:**
BSc. / MSc. / PhD

**Examples of job titles:**
Assistant, Clinical Project Manager, Clinical Coordinator, Clinical Site Manager, Clinical Trial Manager, Clinical Trial Associate, Clinical Research Consultant, Clinical Research Coordinator, Clinical Site Manager, Clinical Trial Assistant, Clinical Project Manager, Clinical Project Leader

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**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.
Career paths in industry and the public sector

**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:**

Director, Owner, CEO, Managing Director

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**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.

**Required education level:**

BSc / MSc / PhD

**Examples of job titles:**

Director, Owner, CEO, Managing Director

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

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

**Improving the transition from university to workplace in BioBusiness**

In December 2018, BioBusiness Winter Retreat took place as the first sensitization event for the Business Development theme. This three-day interactive programme was designed to show motivated PhD students, postdocs and (young) professionals the career opportunities in commercial roles in Life Sciences and jumpstart their development in commercial skills.

The next programme will start in May 2019: Talent Accelerator Programme for BioBusiness (TAP BioBusiness). This training & mentoring programme lasting eight months, will accelerate the learning curve of (junior) professionals in commercial roles. During the programme they will learn in a group of peers from experienced executives, experts and each other by means of training, coaching consultative sessions and inspiring experience stories.

If you are interested in participating in upcoming editions or if you have any questions regarding the programme then visit: bdp@flibio.com/TAP To learn more about other HELIS training programmes to enhance your career from the other HELIS partners, visit the HELIS session or booth at BCF Career Event (23rd May – Utrecht). More information about HELIS also online via helisacademy.com.

HELIS Academy is financed by the Interreg V programme Flanders-Netherlands, the cross-border cooperation programme with financial support from the European Fund for Regional Development. More information: grensregio.eu
How about a career in business development?

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

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

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

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

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

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

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

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

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

Marcelo Ribeiro (founder & CEO/CSO) and Lisanne Blauw (co-founder & business developer) share their experience as early-stage entrepreneurs.

Why did you found River BioMedics?
Marcelo: ‘My dream has always been to have my own company, and my decisions were always directed towards that goal. I liked science and decided to study biochemistry to develop a translational and marketable product.’
Lisanne: ‘My interest in technology and medicine was my motivation to start with, and I have always been interested in the commercial side of science. I think start-ups are necessary to foster innovation in the medical/pharmaceutical field.’

How did you develop the technology for River BioMedics, and at what point did the two of you partner up?
Marcelo: ‘I started my PhD with the idea in mind that I wanted to develop something that could be used as a business. After five years of PhD and a postdoc position, I succeeded in making the mini heart and file the IP for the technology in 2018. That was the breakthrough. Robert, my PI and mentor, played an important role by giving me this fantastique opportunity: He assured me two years of funding to research “whatever I want” in that time.’
Lisanne: ‘That’s something very unique, an incredible opportunity to have. I joined in 2018 after getting in contact with Robert for an internship as part of my master’s studies. He suggested that I could work together with Marcelo.’

Marcelo: ‘I had been looking for a partner for six months already, but it didn’t really click with anyone. With Lisanne that was different.’

What does your workday look like?
Lisanne: ‘We are both still employed as postdocs, and I am finishing my master’s in biomedical engineering at Delft University. In addition, I work for River BioMedics as Business Developer. This involves for example, exploring funding opportunities, talking to potential customers, connecting with investors, experts and other entrepreneurs, writing the business plan and pitching our venture plan.’
Marcelo: ‘My days are a combination of lab, supervising students and River BioMedics. After I have finished at the university, I continue with work for the company: organising meetings, talking to people, contacting clients, financing – as CEO I am responsible for everything.’

Lisanne: ‘Since our postdoc positions do not pay us for the work we invest in River BioMedics, we do everything on the side. At this point, we just have to push forward and do everything we can to make it a success.’

What do you like about being an entrepreneur?
Lisanne: ‘I enjoy building a network and making connections. I am constantly busy with thinking of how to connect things to make them work. I like that it is more focused and efficient: you work towards a concrete goal, everything goes a lot faster. That requires a different mindset compared to pure scientific research.’

Marcelo: ‘To be honest, I am still looking for the final answer to that question. What gets me up in the morning is the puzzle: putting pieces together, thinking one step ahead and considering your competitors, planning ahead. I like the challenge of it, it is exciting.’

How did you learn the entrepreneurial skills that you need to run your company?
Marcelo: ‘I took a set of different courses during my university time, on business development, entrepreneurship, IP, all these things. However, once you start you realise you basically (still) don’t know anything, you just go with the flow. You must couple yourself to experienced people, that’s how you learn most.’
Lisanne: ‘I agree, you learn most on the go, by connecting with experienced people. Finding the right people is very hard, if collaborations don’t work out, you don’t learn a lot and waste time. Since I consider it useful to also know the theoretical part, I’ll do a course soon too, the Talent Accelerator Programme for BioBusiness. This programme also involves mentoring, which I find very valuable.’

What is your advice for people who want to start their own business?
Marcelo: ‘One thing I have learned so far is that you need to be very aware of the deals you make at an early stage, because they will haunt you for a long time. The business world is extremely competitive, so make sure you keep your freedom of operation. Try to partner up with others, there is nothing more important than a good team. Other than that, in my opinion many people hesitate and doubt too much. You just have to jump in at the deep end, or you will never start. Just go for it!’

River BioMedics develops 3D heart models based on human induced pluripotent stem cells to mimic the human heart function for drug development and discovery. The start-up was recently granted the NWO Take-off phase 1 grant and is currently looking for additional funding.
NTrans Technologies

Founded in 2015
Number of employees: 7 FTE

NTrans Technologies was founded on the basis of a proprietary technology for the intracellular delivery of bioactive molecules developed at the Hubrecht Institute, called iTOP Technology. NTrans is developing the iTOP Technology for gene-editing in ex vivo applications like T-cells and stem cells. Also, NTrans has developed methods that are based on iTOP and gene-editing to repair DNA in vivo, with the aim to further develop the technology into therapies that can treat inheritable diseases. In the past 3 years, NTrans has developed the iTOP for both ex vivo and in vivo applications. This was possible through various grants for non-dilutive funding (like STW-VFF, EFRO-KvW and H2020), involvement in the RegMedXB programme and collaboration with the Hubrecht Institute based on two so-called TKI-programme grants. In a next phase, NTrans is looking for investors or collaborators to develop the iTOP-mediated gene-editing method towards its first in human study for its lead candidate. We have the ambition to double or triple our workforce in the coming two years.

SkylineDx

Founded in 2013
Number of employees: 39

SkylineDx is a molecular diagnostics company that discovers, optimizes and develops diagnostic tests based on (cancer) genetics for personalized treatment strategies. At this moment our efforts are focused on blood and skin cancer, but our pipeline is expanding to other disease areas. We want the best performing, most robust and laboratory standardized tests. To achieve this, our scientists, bioinformaticians, laboratory and IT specialists, experienced quality control, regulatory affairs and market access professionals work together on a daily basis. They do this because, if you want to make a diagnostic available for every patient, you will not only need a marketable validated product but also be included in guidelines and make sure the test is reimbursed. This year, everything is lining up for us. We hired an amazing team of eager and smart Life Science professionals to have our skin cancer test on the market in under two years. Our pipeline is growing, and we keep searching for talented Life Science starters and professionals to offer them the best of both worlds: a career at an innovative commercial biotech company whilst in close collaboration with the academic environment.

MIMETAS

Founded in 2013
Number of employees: 100

MIMETAS is a leader in the rapidly developing organ-on-a-chip field. We produce 3D tissue models using organ-on-a-chip technology for drug development and market organ-on-a-chip products. We support pharmaceutical companies in making better medicines by offering them fully human, 3-dimensional tissue models that capture crucial aspects of disease in real microtissues. MIMETAS works for 60% of the global pharma and has many academic customers. We have a rapidly growing, young and multi-talented team of biologists and engineers with about 50-50 men and women. In 2018, we secured a €16.5m investment round to finance further growth of the company. MIMETAS’ OrganoPlate® enables testing of compounds in any throughput on miniaturised organ models. This unique microfluidic platform supports 3D cell culture under continuous perfusion, membrane-free co-culture, and boundary and gradient formation, thus mimicking tissues and organs. The OrganoPlate® is perfectly suitable for use in high-throughput screening and is implemented in automated pipelines by customers as well as in-house.
After reading about different job profiles out there (see pages 42-48), you are probably still curious how other people have got where they are today. The following short interviews are a great way to get a first impression. If you want to read more short career path insights then visit: bcfcareer.nl/career-paths.

Are you interested in sharing your career path? Please contact Katinka Zinner of the BCF Career team at info@bcfcareer.com.

### Jasper Hendrikx
**Job title:** Management Trainee Operations  
**Company:** DSM  
**Time in this position:** 6 months  
**Highest level of education:** master’s degree in bio-science engineering

DSM is a global purpose-led, science-based company specialising in Nutrition, Health & Sustainable Living. Our purpose is to create brighter lives for all. We achieve it by using all the scientific and innovation power at our disposal to tackle some of the world’s greatest challenges - creating value for customers, shareholders, our people, and society-at-large. I joined DSM as a management trainee in the operations department of DSM engineering plastics. As trainee I execute projects on different production locations which enables me to experience the global character of DSM to the fullest. The projects that I execute range from operations management to technical problems and I am always supported by the local team. Personally, I resonate strongly with our slogan “doing well, by doing good”, which means that we want to succeed as a company by doing the right things. This is perfectly illustrated by DSM’s innovative products ECOPAXX, a bio-based high-performance polymer and Niaga, a 100% recyclable carpet.

**How did you encounter this job?**  
Via LinkedIn

**Can you tell a little bit about the application process you went through?**  
Three interviews and a psychological test.

**What was challenging for you when you started in this position?**  
Managing stakeholders at different levels.

### Ingrid Stroo
**Job title:** Consultant Regulatory Affairs  
**Company:** ProPharma Group  
**Time in this position:** started 6 months ago as Associated Consultant Regulatory Affairs  
**Highest level of education:** PhD at department of Pathology, AMC (and 6 years of postdoc experience)

ProPharma Group partners Life Science companies to solve their complex challenges. Various services are provided including support of (bio)pharmaceutical facilities (engineering & technology), qualification and validation of systems, clinical and post-marketing pharmacovigilance surveillance, and writing of scientific and regulatory documents. I am part of the regulatory affairs department. Together with colleagues, I support the client with writing part of the marketing authorization application. I like to compile a document based on different source documents and discussions with the stakeholders. Besides, it is very interesting to dive into all the regulations and guidelines that are there to warrant the quality, safety and efficacy of medicinal products. This is done during writing, but also when a client has a specific question and you need to know how for instance, the European authorities look at this. Another part of my work that I enjoy is reviewing documents to improve the quality of e.g. a marketing authorization application by checking for instance all cross-references to make sure that the dossier is consistent and that the conclusions are scientifically sound.

**How did you encounter this job?**  
After my academic career, I knew I wanted to pursue a career in regulatory affairs. I was looking for consultancy companies because I like to work in a dynamic environment where you have the opportunity to work on various projects together with experienced colleagues giving you the chance to learn. Searching the internet I found ProPharma Group and was attracted by the way they present the company and the clients they work for. This made me apply for a job at ProPharma Group.

**Can you tell a little bit about the application process you went through?**  
I applied to an open position and after a phone call with the recruiter, I was invited for a first interview face to face. Within three 3 weeks I had a second interview and a week later I got a job offer.

**What was challenging for you when you started in this position?**  
Without a background in regulations, the big challenge was to get insight into the field of regulatory affairs. A practical example is getting familiar with abbreviations and other jargon.

**What are your tips for job seekers?**  
If you want to change field, use your network to find out more about other jobs and companies. Follow a course or attend meetings to show employers that you are really interested in this other field. And if you apply for a job, follow-up your application/ interview.
Kim Sollie
Job title: Junior Product Specialist
Company: Pop Vriend Seeds
Time in this position: 2 months
Highest level of education: master’s degree in Plant Sciences (Wageningen University)

Pop Vriend Seeds is one of the few independent seed breeding companies in the Netherlands. We export our vegetable seeds to over 100 countries worldwide, including the United States, France, China and Russia. Our headquarters is located in Andijk, in the heart of Seed Valley, the Netherlands.

I just started working as a Junior Production Specialist. What I really love about my job is the diversity. I’m working in the field and greenhouse, but I also grab a cup of coffee and stay in the office behind my laptop. And guess what? The second day of my job I already hopped into an airliner to New Zealand. I travel a lot and do field inspections at production locations. For instance, I just returned from carrot screening in California. The advantage of working in a small company is that it makes it easier to see the results of your work in developing new products.

What was challenging for you when you started in this position?
Getting to know all the different departments in the company (from R&D to Commercial to Supply Chain) and learning how production and breeding works in all the different crops.

What are your tips for job seekers?
» Try to get working experience in the field of agriculture. It can make a difference when applying for jobs!
» Know what you like to do and try to find something that fits your interests.
» Dare to do something that may be out of your comfort zone.
» If you know someone at the company you are interested in, then contact him/her. This also helped me get my job!

Marte Sveistrup
Job title: Consultant Industrial Safety
Company: Sweco
Time in this position: < 6 months
Highest level of education: master’s degree in Chemical Engineering and Safety Engineering

Sweco plans and designs the communities and cities of the future. The results of our work are sustainable buildings, efficient infrastructure and access to clean water. With 15,000 employees in Northern Europe, we offer our customers the right expertise for every project. We carry out projects in 70 countries annually throughout the world. In every design and project, safety is always an important topic. My role is to give advice and support performing risk studies on different topics, for example: process safety, explosion safety and human safety.

How did you encounter this job?
From a former fellow student I heard about the company and the company contacted me to see if I was a good fit to collaborate with the safety team on the Industrial department.

Can you tell a little bit about the application process you went through?
Several interviews with the managers.

What was challenging for you when you started in this position?
From coming from an industrial company to an engineering consultancy, the daily work was quite different. Whereas in a chemical plant daily business is sometimes leading, starting my new job in consultancy gives a different dynamic.

What are your tips for job seekers?
Use your network and try to find a job that gives you energy and not necessarily a job that fits exactly your profile on basis of your study background. It is more important to find something you like and therefore probably are also good at than to fit expectations.
Reuben Smith
Job title: Medical Scientific Liaison – IBD
Company: Takeda Netherlands
Time in this position: 15 months
Highest level of education: PhD Medical Biochemistry (+ two years of postdoc experience)

Takeda is a patient-focused, values-based, R&D-driven global biopharmaceutical company. Takeda’s portfolio includes products for oncology, gastroenterology, neuroscience, rare diseases, plasma derived therapies and vaccines. I am a Medical Science Liaison working in gastroenterology and I collaborate closely with stakeholders (doctors and researchers) supporting research, medical education and the correct use of our innovative products. I enjoy the freedom this role has and the added value I can bring to doctors, researchers and patients as well as colleagues. I find the diversity in projects energizing and particularly love the mix of medical science, networking and business.

How did you encounter this job?
Via LinkedIn.

Can you tell a little bit about the application process you went through?
Interview with line manager and HR followed by interview with Medical Director, followed by a 4-hour presentation, discussion and exam.

What was challenging for you when you started in this position?
Learning about business, office politics and operations.

What are your tips for job seekers?
Get on LinkedIn, talk to people about your ambitions or doubts and gain experience during your time in academia through student boards, event organisation and other non-academic projects.

Sasja Heetveld
Job title: Business Developer
Company: Amsterdam Neuroscience - Amsterdam UMC
Time in this position: Since August 2018
Highest level of education: PhD

Appointed as business developer for the Industry Alliance Office I work with biotech and pharma companies on behalf of Amsterdam Neuroscience, the alliance research organisation of Amsterdam UMC (location VUMc and AMC) and the two Universities in the Amsterdam region. The mission of Amsterdam Neuroscience is to improve understanding of the human brain and nervous system in health and disease by executing integrated basic, translational and clinical research. In my position I specialize in business development towards preclinical and clinical drug development for brain diseases, including Multiple sclerosis and neurodegeneration.

How did you encounter this job?
When I was working as business developer for a preclinical CRO in neuroscience, I heard about the vacancy from colleagues at Amsterdam Neuroscience.

Can you tell a little bit about the application process you went through?
After sending my CV and motivation letter I was invited for two rounds of interviews with the management team of the Industry Alliance Office.

What was challenging for you when you started in this position?
This position is focused on Multiple Sclerosis and clinical development, while my background is in neurodegeneration and preclinical studies.

What are your tips for job seekers?
Try to obtain basic knowledge of main business topics, for example, during a specialised course or summer school.
Research at the Hubrecht Institute is pioneering in developmental and stem cell biology. The institute encompasses 24 research groups that perform fundamental, multidisciplinary research on healthy and diseased cells, tissues and organisms. As a postdoc researcher, I am exploring newly developed single-cell sequencing data sets to understand how DNA is organised in a cell.

How did you encounter this job? Networking during conferences.

Can you tell a little bit about the application process you went through? First, I had an informal interview of approximately one hour to discuss the project. Then, I got invited for the second interview where I had to give a seminar and 1-on-1 meetings with each person in the lab.

What was challenging for you when you started in this position? In your PhD you’re still learning. As a postdoc, all of the sudden people expect you to be an expert.

What are your tips for job seekers? Start early with talking to people at conferences. Express that you are interested in a postdoc. In general, the starting date can be negotiated so you can apply before you graduated your PhD.
How do you manage a project like BCF Career Event?

Have you ever wondered what it takes to organise a fair such as BCF Career Event, what we need to take care of and how we manage the >2,000 people on the day itself? It’s all about project management. Let’s take a closer look at BCF Career Event.

After the event is before the event
The planning for the next BCF Career Event Netherlands edition, starts right after the current edition is over, since “After the game is before the game”. Step one: Evaluate the precedent edition, both internally but also based on feedback from visitors, exhibitors and speakers. What was good, what can be improved? How did the day itself go, and was everyone happy?

Often the exact date for the event is already clear way in advance, because this also depends on national holidays, location availability etc. For BCF NL the location is Jaarbeurs, Utrecht. Things like the setup before the event and the event itself. We have a meeting every week where we discuss not only BCF Career Event, but also all other projects with the whole team. In addition, we schedule meetings to brainstorm and discuss specific topics on different occasions based on what is needed. We also check with each other if someone needs support. If for some reason a team member can’t meet a deadline or fulfil a task, this will affect the whole project and team. It is therefore sometimes advantageous if a colleague can step in.

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

Decision making is therefore sometimes advantageous if a colleague can step in. Helpful additions are web-based team project management tools, shared calendars and documents. It is indispensable to be on the same page and communicate clearly and effectively about everything that turns up.

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

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

The final weeks & the big day itself
We can’t do it all alone. In the final weeks before the event it gets busier and busier: exhibitors asking last-minute questions; mailings to visitors and speakers about the programme and practical details. We compile instructions and manuals for exhibitors, speakers, helpers and ourselves for the day before the event and the event itself. We have helpers for hosting the session rooms, at the registration desk, career support and other tasks. We build up the event at the venue the day before in cooperation with Jaarbeurs. The event day itself starts around 06.00 hrs with last checks before the exhibitors arrive at 07.30 hrs. and the fair opens for visitors at 09.30 hrs. During the day there is no time to sit, because we need to make sure everything goes smoothly. After closing the exhibition at 16.30 hrs, there are drinks for the exhibitors and crew before we break it all down and clean up. And then it’s time for evaluation, because until BCF Career Event 2020 there is only one year to go…

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

BCF Career Event in numbers (2018)

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## Profile-index

For more organisation profiles go to [www.bcfcareer.nl/search-employers](http://www.bcfcareer.nl/search-employers)

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

Type of organisation
» Multinational

Number of employees
250

General
The ALTRAN Group was founded in 1982 and is the European leader in innovation and high-technology consulting. In the Netherlands, Altran employs more than 800 consultants and provides services to key players in Automotive, Transportation, Aeronautics, Aerospace, Industry, Energy, Life Sciences and Manufacturing.

Altran Life Sciences Consultants provides pharmaceutical and biotechnological consulting services throughout the different steps of drug, food and medical devices manufacturing.

Company activities
Our Life Sciences division delivers our clients high-value service offers, from organisational and regulatory audits to global project management assistance, guaranteeing them adapted solutions in compliance with pharmaceutical, biotechnological and GMP-related industries specific demands:
» Audit & Compliance;
» Quality Assurance;
» Quality Intelligence;
» Validation Life Cycle;
» Supply Chain Assurance;
» Regulatory Affairs;
» Process optimisation;
» Project Management.

Our clients are major international pharmaceutical and biotechnological companies located throughout Europe.

We seek
To sustain our growth, we are continuously recruiting engineers and/or academics with a background in pharmaceutical and biotechnological engineering for the following positions:
» Graduate, Junior consultants with at least a first significant experience to join our project teams;
» Medior & Senior Consultants with a sound experience to be involved in team and project management of one or several projects, or to take part as expert in several projects.

An excellent practice of English is mandatory to join our team.

We offer
Interested? Please send your application (CV and Letter) by email to leonie.wichershoeth@altran.com.

For more information about Altran and Career opportunities in the Life Sciences and/or other sectors, please visit our websites:
www.werkenbijaltran.com
www.altran.nl

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Deadline for application: 3 June 2019

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**www.biobusinesssummerschool.nl**
Active in the sectors
- Bio/Life Sciences
- Chemistry
- Food
- Pharma

Type of organisation
- Recruitment office

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 and Belgium. 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 believe that well-being and prosperity are not only promoted by the realisation of dreams and ambitions, but also by developing your talents. In short, a lifetime of progress. We call this ‘working towards your dreams’.

We seek
Are you a professional in the chemicals, foodstuffs, pharmaceutical or process industries and are you looking for a new challenge? Then register with Balans Laboratorium or Balans 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 twitter: @BalansGroep. Or check out Balans on LinkedIn.
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. Also, you enjoy the best coaching during the application process.

Maak werk van je dromen

Laboratorium en Procestechniek
Balans Laboratorium heeft vele functies open staan voor laboranten, analisten, productontwikkelaars en kwaliteitsmedewerkers. Balans Procestechniek bemiddelt voor vrijwel iedere fase binnen het technische bedrijfsproces, van onderhoudsmonteur tot procesoperator.

Op zoek naar een leuke baan?
Bekijk onze vacatures op balans.nu en schrijf je in!
**Bilthoven Biologicals**

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

**Type of organisation**
- SME

**Number of employees**
450

**General**
Bilthoven Biologicals is a biopharmaceutical company which produces inactivated polio vaccines (IPV), tetanus vaccines, diphtheria-tetanus-polio vaccines (DT-PV) and Bacillus Calmette-Guérin vaccines (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. Bilthoven Biologicals employs more than 450 employees.

**Company activities**
At Bilthoven Biologicals, 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 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 organisation. Enthusiastic people with sense of quality, proactiveness, (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 Bilthoven Biologicals we offer an open and informal culture, where initiative and new ideas are more than welcome and where you will proactively work together with committed colleagues who can be best 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 offer.

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

**Chiesi Farmaceutici**

**Active in the sectors**
- Pharma

**Type of organisation**
- Multinational

**Number of employees**
5,300

**General**
Chiesi Farmaceutici originated in Parma in 1935 as a pharmacy. Today, we are an international company based in Parma, with more than 80 years of experience and a strong focus on r&d, production and commercialisation of innovative medicines in the Respiratory, Neonatology, Rare Disease and Special Care Therapeutic Areas. With a turnover of more than €1.6 billion sales we are among the top 50 pharmaceutical companies in the world. Our production sites are in Italy, France and Brazil. The R&D centres in Italy, France, USA, UK, Denmark and Sweden integrate their efforts to advance Chiesi's pre-clinical, clinical and registration programmes. We export to more than 70 countries with a direct presence in 27 of them. The Chiesi Group employs approximately 5,300 people, 720 of whom are dedicated to R&D activities and 751 of whom work at production sites.

**We seek**
The Chiesi Group offers a number of employment opportunities to people that wish to start or continue a professional career in the pharmaceutical business. Chiesi is a company which has grown - and continues to grow - rapidly, therefore we are looking for young graduates and experienced professionals who wish to grow with us. We are looking for brilliant young recent graduates and professionals to work in R&D, industrial operations, sales, marketing, finance and control, hr, purchasing, legal affairs and it.

**We offer**
Internationalisation, innovation through R&D and people at the centre: these are the three drivers of Chiesi. In Chiesi “People at the centre” means promoting the professional and personal development of our people and their wellbeing. That is why Chiesi is among Top Employer Companies. This certification awards organisations that achieve the highest standards of excellence in employee conditions, like culture, training and development and career opportunities.

All young graduates get the opportunity to embark on an important training programme called Competence Lab, dedicated to the development of soft skills like leadership, effective communication, business acumen and strategic thinking. To professionals who already have considerable experience, Chiesi offers the opportunity for further career development, enabling them to enhance their competences by working directly on complex projects requiring advanced management skills. Strategic international projects, involvement in inter-functional teams and the possibility of working at headquarters allow personnel to gain a global view of the Group’s performance as well as being involved in the strategic choices of the organisation. At Chiesi the international mobility process is progressively gaining ground, allowing numerous colleagues to acquire professional experience at one of the Group’s affiliates or transfer from an affiliate to the headquarters.
is also the future of healthcare, more data warehouse, more patients taking care of their healthcare from home, more caregivers making use of smart apps on the go, and more health providers sharing data in a safe and efficient manner. That is HiX and you can be a part of it.

**We seek**

In a sector where healthcare-ICT is rapidly developing, ChipSoft as an important player offers an ultramodern and state of the art hospital information system/electronic health record. In order to keep up with our growing market share and to stay up to date, ChipSoft is looking for programmers, consultants and sales talents.

**We offer**

In order to make working at ChipSoft even more attractive we offer:

- Attractive salary;
- Excellent secondary working conditions;
- Extensive internal and external education options;
- Lots of freedom to carry out your activities;
- Informal atmosphere with social activities after work;
- Use of gym, including personal trainer.

**Company activities**

Develop the best software for healthcare professionals, that is what we do at ChipSoft. We have developed a user friendly, all-round solution to support every healthcare professional, in every single step in the healthcare chain. HiX, is a solution that we work on, develop and renew every day. HiX

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**ChipSoft**

**Active in the sectors**

» Bio/Life Sciences
» Pharma

**Type of organisation**

» SME

**Number of employees**

700

**General**

Put your back into it and develop the best healthcare software. With that sense of team spirit, Hans and Gerrit Mulder started ChipSoft in 1986. That no-nonsense mentality is still at the centre of the company, maybe even more than ever, as the company has grown to 700 ‘Chippies’. All those hundreds of employees get the space to develop themselves using courses and education, but also by developing their own ideas. Because at ChipSoft we believe in ideas, all ideas, so if you have an idea for a group outing or event, bring it on. Typical ChipSoft? Teaching a medical specialist an idea for a group outing or event, bring it on. Typical ChipSoft? Teaching a medical specialist

**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.

**We seek**

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!

**We 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.
Active in the sectors
» Bio/Life Sciences
» Food

Type of organisation
» Multinational

Number of employees
2,000

General
Enza Zaden is an international vegetable breeding company. Our company develops new vegetable varieties. We do this for over 30 vegetable crops: from lettuce, sweet peppers, tomato, cucumber and onion to bitter gourd and bird’s eyes chillies. The seeds we produce of these varieties are sold across the world.

Did you know that some 20 billion lettuces are grown annually from our lettuce seeds? And that across the world 460 million people eat our vegetables every day? We are also one of the very few independent family businesses active at the top of the vegetable-breeding industry.

Company activities
We want to grant people access to healthy and varied vegetables in the most sustainable way possible, wherever they are in the world.

Nature is the basis of our breeding activities. Did you know that it takes about 6-12 years from the selection of parent plants with the right properties to the final new vegetable variety? To speed up this process, our lab colleagues support the breeding activities with highly advanced technologies. We invest significant sums in r&d, in innovation: annually 30% of our turnover. The result? 100 new innovative vegetable varieties per year with increased production of high-quality vegetables per m2 and stronger plants that require less crop protection products, water or fertiliser during cultivation. Plus a more varied range of healthy vegetables for consumers and continued sustainability of global horticulture.

We seek
Enza Zaden’s reputation as a developer of successful, innovative vegetable varieties is known all over the world. As our company continues to grow and our activities keep expanding, we are always looking for new ambitious colleagues, creative people who are passionate in their job of developing innovative products. Those working for Enza Zaden, true experts in their field, believe in entrepreneurship, commitment and involvement. As an international oriented company, it is desirable that candidates have a good command of English and that they are willing to travel extensively. For most research or breeding functions, we ask a bachelor’s or master’s degree.

We offer
Does a challenging job with great career perspectives appeal to you? Enza Zaden offers you a dynamic, stimulating working environment in an informal setting. We value our open, accessible company culture with few organisational layers and with great opportunities for personal development. Therefore, a career at our company enables you to develop yourself to your fullest potential, among other things by the Enza Academy. You’ll work in highly advanced laboratory facilities equipped with the latest technologies. Apart from this, we offer extensive training possibilities, an attractive salary and a good package of employee benefits.

Information/contact
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W: www.enzazaden.com

Breeding to feed the world

By 2050 nearly 10 billion people are living on our planet. What’s more, our climate changes and available agricultural land decreases. How can we ensure that everyone has access to healthy and varied vegetables?

It all starts with the right vegetable seeds
As an international vegetable breeding company, we develop new vegetable varieties. And produce and sell the seeds of these varieties all over the world.

The result of our breeding activities?
Increased production of high-quality vegetables per square meter and stronger plants that need fewer crop protection products, water or fertiliser during cultivation. Plus, a more varied range of healthy vegetables for consumers and continued sustainability of global horticulture. That’s how we grant people access to healthy food, worldwide.

We are always looking for talent!
Would you like to join us in our challenge to feed the world? Visit our website to check out internship and job openings.

enzazaden.com
**European Molecular Biology Laboratory (EMBL)**

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

**Type of organisation**
- Research Institute

**Number of employees**
1,800 across six sites

**General**
The European Molecular Biology Laboratory (EMBL) is a centre of excellence for basic research in the Life Sciences. The laboratory is funded by public research monies from its member states and operates across six sites in five countries in Europe (Heidelberg and Hamburg, Germany; Hinxton, UK; Grenoble, France; Rome, Italy; Barcelona, Spain).

**Company activities**
Research at EMBL is conducted by 80+ independent groups covering the spectrum of molecular biology. The Laboratory has six sites: the headquarters in Heidelberg, and sites in Hinxton near Cambridge (the European Bioinformatics Institute), Grenoble, Hamburg, and Rome. EMBL is international, innovative and interdisciplinary. Its 1,800 employees from 80 nations represent scientific disciplines including biology, physics, chemistry and computer science.

**We seek**
We offer a wide range of challenging scientific and non-scientific positions at all of our European locations and encourage applications from international candidates at all career levels.

**We offer**
EMBL’s recruitment portal, www.embl.de/aboutus/jobs/
EMBL International PhD Programme, www.embl.de/training/eipp
EMBL Postdoctoral Programme, www.embl.de/training/postdocs
Undergraduate pages of EMBL, www.embl.de/training/undergraduates
Visitors and Scholars, www.embl.de/training/visitor-programme/visitor-categories

For full details please check our webpage: www.embl.org

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**GenDx**

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

**Type of organisation**
- SME

**Number of employees**
60

**General**
GenDx develops and markets software and reagents for Sanger & Next-Generation Sequencing HLA typing and Chimerism monitoring. Our products are applied globally in the field of DNA diagnostics for high-resolution HLA tissue typing. GenDx is a renowned player in this specialised market.

**Company activities**
GenDx is a science-based enterprise with experienced management and a close-knit team of dedicated employees, working together to make molecular diagnostics more accurate, faster, and easier. GenDx is specialised in molecular strategies for transplantation and companion diagnostics for personalised healthcare. The company develops and markets a comprehensive line of In Vitro Diagnostic (IVD) tests and services, analysis software, and education. GenDx strives for continuous innovation combined with quality assurance through implementation of ISO-13485 and regulatory clearance.

**We seek**
GenDx cares greatly about an open and honest business climate and aspires to create an environment where people are encouraged to explore new ideas. GenDx therefore empowers employees to feel involved and responsible for maintaining their knowledge, motivation, commitment, skills, and competencies. Employees have the opportunity to develop themselves within their job and profession.

**We offer**
GenDx is a science-based enterprise in the Life Sciences, working according to ISO13485 quality standards. GenDx employs nearly 60 employees and is located at Utrecht Science Park, the Netherlands. We offer good working conditions as well as ample time to develop your own creativity and input. GenDx encourages colleagues to become blood, organ and/or stem cell donor.
Genmab is an international biotechnology company specializing in the creation and development of differentiated antibody therapeutics for the treatment of cancer. Founded in 1999, the company has two approved antibodies, DARZALEX® (daratumumab) for the treatment of certain multiple myeloma indications, and Arzerra® (ofatumumab) for the treatment of certain chronic lymphocytic leukemia indications. Daratumumab is in clinical development for additional multiple myeloma indications and other blood cancers. A subcutaneous formulation of ofatumumab is in development for relapsing multiple sclerosis. Genmab also has a broad clinical and pre-clinical product pipeline. Genmab’s technology base consists of validated and proprietary next generation antibody technologies - the DuoBody® platform for generation of bispecific antibodies, the HexaBody® platform, which creates effector function enhanced antibodies and the HexElect® platform, which combines two co-dependently acting HexaBody molecules to introduce selectivity while maximizing therapeutic potency. The company intends to leverage these technologies to create opportunities for full or co-ownership of future products. Genmab has alliances with top tier pharmaceutical and biotechnology companies. For more information visit www.genmab.com.

We seek
Employees are our most important resource, and we strive to attract and retain the most qualified people to fulfill 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.
Do you want to accelerate your learning curve in BioBusiness? Then join TALP BioBusiness and learn in a small-scale setting from senior BioBusiness professionals and your peers. Expand your knowledge and insights with inspiring experience stories, interactive consultative sessions, roleplay and practical case studies by seasoned professionals with successful track records.

You can join one or more of the modules of the programme covering i.e.:

» Negotiation, deal closing and deal structures
» Tech transfer, partnership, alliance & client management
» IP, licensing, contracts & legal factors
» Personal development
» Finance & valuation

Programme runs from May-November 2019 and takes place in the Netherlands and Flanders. Visit the link below for the dates and registration deadlines of the modules.

Janssen also has several branches with different core activities in the Netherlands. In Leiden, Janssen Biologics has expertise in the field of monoclonal antibodies. Unique biopharmaceutical drugs are developed and produce. Janssen Prevention Center investigates how people can stay healthy and vital throughout their lives and strives to find innovative solutions. It focuses particularly on the prevention of chronic diseases that mainly occur in later life, such as cardiovascular disease, cancer and Alzheimer’s disease. Additionally, Janssen Vaccines, the former Crucell, focuses on the development of vaccines and antibodies for the control of infectious diseases such as Ebola, HIV and malaria. In Breda, Janssen-Cilag B.V. is responsible for all sales-related activities of all Janssen medicines in the Netherlands.

Company activities

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

We seek

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

Please visit our website www.careers.jnj.com
At Kite, we are at the forefront of immunotherapy and engineered T cell therapy. We are helping change the paradigm of cancer treatment and we are revolutionising individually tailored treatments. That means a fast moving and constantly changing environment, where we make discoveries every day – discoveries that include our own capabilities and our individual potential.

As we extend our global reach with a new, state-of-the-art facility in Amsterdam, we need colleagues interested in change, in challenge, and in building a new future together. Join us and discover your sense of purpose. Our culture is best described as innovative, inspiring and multicultural with passionate employees. Are you interested in being part of our journey? Join us!

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 seek:
» 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

We offer
Linking pay to company and individual performance is central to Kite’s continued success. Our Total Rewards programme 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 Programme
» Savings and retirement benefits
» Health and welfare benefits

At Kite, we are at the forefront of immunotherapy and engineered T cell therapy. We are helping change the paradigm of cancer treatment and we are revolutionising individually tailored treatments. That means a fast moving and constantly changing environment, where we make discoveries every day – discoveries that include our own capabilities and our individual potential.

Find out more about key areas within Kite, including teams focused on Research, Supply Chain, Manufacturing and Quality.

Join us and discover your own future.

Visit: Kiteamsterdamcareers.com
Email: careersEU@kitepharma.com
LabResource

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

Type of organisation
» Recruitment office

Number of employees
>150

General
LabResource is the leading recruitment agency in the Netherlands for skilled talent with a scientific or laboratory background. We mediate entry- to senior-level professionals for permanent and temporary positions in the fields of Life Sciences, (bio) pharmacy, nutrition, food, (petro) chemistry, clinical and medical chemistry. Our clients range from big international companies to start-ups.

LabResource successfully covers all scientific vacancies including:
» QC and Research & Development
» Quality Assurance, Regulatory and Quality Affairs
» Sales and Scientific management
» Process and Product Development

Company activities
Annually we serve more than 200 departments in the Netherlands at multinationals, research institutes and start-ups within the biotechnology, food and beverage, (petro) chemicals, pharmacy, medical chemistry, organic chemistry and environmental sectors.

LabResource is a division of ASGN, a worldwide recruitment leader in specialised staffing. ASGN has offices in the Netherlands, Belgium, UK, Spain, Switzerland, Ireland, United States and Canada and is one of the top 20 largest recruitment companies in the world. For scientific positions, visit our website www.labresource.nl to see which career suits you best!

We seek
LabResource continuously seeks graduates and experienced lab professionals for permanent and temporary positions throughout the Netherlands. We recruit talented staff for great career opportunities within research and development, quality control, quality assurance and laboratory coordination and management.

We offer
With a vast number of vacancies and being the largest and leading scientific recruitment organisation in the Netherlands, LabResource offers candidates the best career opportunities.

All LabResource staff have laboratory experience themselves ensuring the best support in your search for new job opportunities matching your skills and ambition. Our aim is to provide you with the expertise and full dedication you deserve.

We maintain the highest recruitment standard to make sure you get the best jobs around.

Medtronic

Active in the sectors
» Bio/Life Sciences

Type of organisation
» Research Institute

Number of employees
2,000 in NL, 86,000 global

General
Founded in 1949 as a medical repair company, we’re now among the world’s largest medical technology, services and solutions companies, employing more than 86,000 people worldwide, serving physicians, hospitals and patients in over 155 countries. With our European Operations Center for Distribution and Shared Services in Heerlen, the Bakken Research Center in Maastricht, our manufacturing facility in Kerkrade, and the Dutch sales office in Eindhoven, Medtronic Netherlands has more than 2,000 employees.

Company activities
Medtronic was founded in 1949 as a medical equipment repair shop by Earl Bakken and his brother-in-law, Palmer Hermundslie.

Did these two men set out to change medical technology and the lives of millions of people? No. But they did have a deep moral purpose and an inner drive to use their scientific knowledge and entrepreneurial skills to help others.

That spirit — combined with our founders’ personal integrity and passion — became our guiding philosophy and, ultimately, the Medtronic Mission.

We seek
Within Medtronic the Netherlands we are always searching for new talents in a wide variety of areas meaning Clinical Research, Research & Development, Regulatory Affairs, Quality, Manufacturing & Operations, Logistics & Distribution, Supply Chain Management, Sales, Finance, IT and Technical Literature and Translation. All our current opportunities can be found at jobs.medtronic.com.

We offer
Medtronic offers you a professional, dynamic and high-quality working environment, where personal development is stimulated and personal initiatives are encouraged. Your Individual Development Plan will challenge you to develop your personal skills and competencies, to build your career within our (global) organisation. While implementing flexible working, we offer you a flexible, innovative and inspiring work environment where you can develop yourself, live our mission and add value with the job you do.
Active in the sectors
» Bio/Life Sciences
» Chemistry
» Pharma
» Supply Chain

Type of organisation
» Multinational

Number of employees
5,600 in the Netherlands at four 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 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 lives? 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 deceases.
» MSD has set a goal of eliminating river blindness. Our donation programme 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 though 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 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.

INVENT. IMPACT. INSPIRE.

Do you want to work in a company where you can have a real impact on people’s lives?
Phenosplex

Active in the sectors
» Bio/Life Sciences

Type of organisation
» SME

Number of employees
23

General
Our work contributes to a world in which agriculture is more efficient and reduces the impact of food production on our planet. We develop and provide sensor technologies and analytics software specifically designed to assess crops worldwide. We help to automate the hardest jobs in plant science, plant breeding and in agriculture by offering solid and elegant solutions. We are an international team of around 20 people, coming from diverse backgrounds in, for example, plant science, agriculture, physics, computer vision and business; and we love to solve challenging problems.

Company activities
With the current industrial way of food production we will run out of resources and destroy the planet by
» using more and more chemicals / fertilizers
» consuming 70% of the world’s water resources for agriculture
Phenosplex develops and provides a unique sensor which combines 3D and multispectral information in just one sensor to plant scientists, breeders and the horti- and agriculture sector. It allows assessment and analysis of crops and provides more information on the needs and development of plants to make more efficient use of our limited resources.

We seek
» Software Developers (C++)
» Quality Manager
» Sales Managers
» Supply Chain Manager

We offer
» a smart technology
» an inspiring, international environment
» an engaged, committed and highly skilled team
» a product which is unique in its industry
» lots of room for personal development
» a competitive salary package
» a fun place to work with several social events

QTC Recruitment

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

Type of organisation
» Recruitment office

Number of employees
28

General
QTC Recruitment was founded by Hans Dijkstra, Mark Plessius and Jord Teeuwen. With each of them bringing in over 10 years of recruitment experience in the international Life Science industry and a large European network of leading employers, they have managed to develop a unique placement model. This model, combined with a direct and personal approach, defines QTC Recruitment's success in finding specialised candidates for demanding positions in the Life Science industry. We provide tailored services for permanent and interim positions.

Company activities
Recruitment is people business. Building a personal relationship with you is key to match upcoming projects and positions better and faster. We use your skills and experiences as our starting point, take personal goals and wishes into account, and make sure you will fit into the organisation culture. As our candidate, you always know where you stand, because we inform you clearly about next steps and the feedback we get, ensuring a smooth process for everyone involved. Also, you will get all the necessary support in successfully securing a position.

We seek
For clients we work exclusively with, we seek young professionals who have the spirit and ambition to start working in the life sciences. We provide internships and junior positions in the medical devices, food (sciences), biotechnology and pharmaceutical industry.

We offer
At BCF Career Event, we are going to figure out if you have the right DNA for the job. Enter the following challenges:
» Who am I? - Take a personality test and talk to Consultants of QTC Recruitment to discover yourself as a professional.
» What do I want? - Participate in our matching programme, aiming to find the perfect match between you and our employers.
» Winners #1 - Test your knowledge of the industry and win a DNA Career test, worth €2,000.-.

Employees experiences
Max Parijs, Manager: “For the last year and a half, I have been working with QTC Recruitment to recruit the best professionals within the medical devices industry throughout Europe. The great knowledge of the market, positive attitude and great work ethics of the team really makes the difference in this industry. Moreover, the personal approach we are using ensures that I really get to know the people in the market, and can help them as good as possible.”
Active in the sectors
» Bio/Life Sciences
» Chemistry
» Food
» Pharma

Type of organisation
» Other

General
“Research in Germany” is an international research marketing campaign funded by the German Federal Ministry of Education and Research (BMBF), which seeks to strengthen and expand R&D collaboration between Germany and international partners. The organisations involved in the campaign, e.g. the German Academic Exchange Service (DAAD), the German Research Foundation (DFG), the Fraunhofer-Gesellschaft and the BMBF International Bureau, organise joint communication activities and events which present German innovation and research in key international markets.

Company activities
“Research in Germany” provides practical information to help foreign scientists and researchers earn a PhD in Germany, collaborate with German research organisations or complete a research stay in Germany. In addition to operating the central information platform www.research-in-germany.org and publishing information material, “Research in Germany” organises events around the world to inform academics about the German research sector and career opportunities. You can meet us at fairs, workshops and conferences worldwide.

We seek
Science and research in Germany are characterised by a distinguished infrastructure, a wide variety of disciplines, well-equipped research facilities and competent staff. Germany offers numerous career opportunities to international PhD students and researchers. If you are interested in writing your dissertation, joining a doctoral research team, leading a junior research group, working as a junior professor, lecturer, instructor in the German higher education sector, or even gaining a position as a professor through the habilitation process, we look forward to helping you in any way we can.

We offer
We provide you with an overview of the German research sector and funding system, as well as comprehensive information on funding opportunities for research stays and cooperation in education and research. If you’re looking for a suitable programme to earn a PhD or conduct research in Germany, we would be delighted to show you the opportunities available to you in Germany:
» Attractive funding programmes for international researchers at all levels
» First-class doctoral training
» Excellent career opportunities in research institutes and industry
» Practical tips for your research stay
» … and much more

Information/contact
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E: research-in-germany@daad.de
W: www.research-in-germany.org

For the latest research news, job offers and more go to:
www.research-in-germany.org

Discover the opportunities that Germany provides:

» First-class doctoral training
» Excellent career opportunities in R&D
» Attractive funding programmes for international researchers

AN INITIATIVE OF THE

Federal Ministry of Education and Research

www.research-in-germany.org
Active in the sectors
» Medical Devices & Diagnostics
» Pharma

Type of organisation
» Multinational

Number of employees
180

General
At Roche, 97,000 employees across 150 countries work actively each day to push the frontiers of healthcare. By working together, we are, globally, one of the leading companies focused on research in health care. Our success is built on innovation, curiosity and diversity; we see each other’s differences as an advantage. We strive to provide excellent service for our customers and from our office in Almere put more than 180 specialised employees in this. To innovate healthcare, Roche has the ambition to continue to learn and continue to grow.

Company activities
Roche Diagnostics has been based in Almere since 1963, has 180 employees and is market leader in in vitro diagnostics. We deliver a broad range of high quality and innovative diagnostics that enable clinicians to make the best treatment decisions, scientists to find the answers to unmet medical needs, and payers and policy makers to make sure that rational decisions on healthcare spending can be made. We do now what patients need next.

We offer
Roche offers many national and international career opportunities. A healthy performance-oriented working environment where entrepreneurship, passion, integrity and transparency take a centre stage. Our culture and partnerships exceed your professional and personal boundaries and give you the opportunity to discover and develop your strengths. Our ambition is to grow to ensure continuous innovation in healthcare. An excellent salary and fringe benefits will be part of your challenging position. Make the difference, improve quality of life, join Roche.


Information/contact
C: Human Resources
T: +31(0)365394839
E: almere.hr@roche.com
W: careers.roche.com

Goedemorgen.

Welkom bij het mooiste moment van de dag.
De ochtend.
Alles kan nog gebeuren.
Mooie, leuke en gekke dingen.
Zonde dat we daar niet wat vaker bij stilstaan.
Sterker nog, we draaien ons het liefst nog een keertje om.
Maar de ochtend staat voor het leven.
Je bent er weer.
En daar vechten we voor bij Roche.
Voor het leven van iedereen.
Van jou, je familie en je vrienden.
Wij investeren in de medische wetenschap zodat iedereen een goedemorgen heeft.
Elke ochtend weer.

Goedemorgen, wij zijn Roche.
Wij zijn er voor het leven.
Kijk voor meer informatie op Roche.nl/goedemorgen
WaterCampus Leeuwarden

Active in the sectors
» Bio/Life Sciences
» Chemistry

Type of organisation
» Research Institute

Number of employees
80-100

General
WaterCampus Leeuwarden is the meeting point of the Dutch water technology sector and has the ambition to play a sector uniting role for the rest of Europe as well. WaterCampus stimulates cooperation between (inter)national businesses, knowledge institutes and governments within the water technology sector, in order to create synergy for world class innovation, education and entrepreneurship. This strengthens the global position of the European water technology sector. Additionally, WaterCampus offers a unique research infrastructure, and is a meeting point for scientists and companies from all over Europe.

Company activities
Science & Applied Research> Both fundamental and applied research are carried out at WaterCampus. Wetsus takes care of the pre-competitive technology development on a scientific level. CEW focuses on technology development and innovation acceleration on an applied research level. CEW (www.cew.nl)> The Centre of Expertise Water Technology is the knowledge and innovation centre for applied research and product development in the field of water technology. The cooperation between public and private bodies combines the strengths of (trade) education, research institutes, governmental organisations and entrepreneurs in order to train talent for the Water top sector and accelerates the valorisation process for the innovative industry. Wetsus(www.wetsus.eu)> Scientific research at WaterCampus Leeuwarden is conducted by Wetsus. Wetsus, European centre of excellence for sustainable water technology, is a facilitating intermediary for trend-setting know-how development. Wetsus creates a unique environment and strategic cooperation for development of profitable and sustainable state of the art water treatment technology. The inspiring and multidisciplinary collaboration between over 100 companies and 23 EU research institutes in Wetsus results in innovations that contribute significantly to the solution of the global water problems. Wetsus’ scientific research programme is defined by the private and public water sector and conducted by leading universities. 70 PhDs, supported by a scientific and general staff, are currently working in the high-tech experimental hall and labs.

We seek
Bachelor intern students; Master intern students; PhD students. If you have clear research affinity, are enthusiastic about multidisciplinary cooperation, and have a master’s degree in environmental technology, chemical technology, membrane technology, process technology, chemistry, physics and/or microbiology/biotechnology, you are the ideal candidate for us!

We offer
You get the opportunity to grow with an innovative, dynamic and future oriented top research institute. You can accelerate in the development of new water technology in cooperation with prominent companies and universities.

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UCR Middelburg
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www.academictransfer.nl

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www.aktiefslip.nl

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AMC Graduate School
www.amc.nl/web/leren/phd-candidate/phd-1/about-the-amc-graduate-school

B.V.W. ‘Biologica’
Biology - WUR
www.bvwbiologica.nl

BCFjobs
www.bcfcareer.nl/BCFjobs

BeeVee
Biology - RUN
www.beevee.nl

Bionieuws
www.bionieuws.nl

BiotechNEWS & Life Sciences
www.biotechnews.eu

C.T.S.G. Alembic
Chemical Science & Engineering - TU Twente
www.alembic.utwente.nl

Chemie Magazine
www.vnci.nl/nieuws/chemie-magazine

CODON
Biotechnology - WUR
www.codon.nl

De Chemische Binding
Chemistry and chemical engineering - RUG
www.chemische-binding.nl

“De Veetelers”
Animal science - WUR
www.veetelers.nl

Di-Et-Tri
Nutrition & Health - WUR
www.diettri.nl

Een wereld van verschil
www.eenwereldvanverschil.nl

FMC
Agriculture - Hogeschool Inholland Delft
www.fmc.nl

FoodHolland
www.foodholland.nl

GLV Idun
Biology | Life, Science & Technology - RUG
www.idun.nl

Graduate School EPS
www.graduateschool-eps.info

Graduate school of Health and Life Sciences (VU)

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W: www.watercampus.nl
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Graduate school of Life Sciences (UMC Utrecht)
www.uu.nl/en/education/graduate-school-of-life-sciences

Graduate Schools WIMEK & SENSE
www.wur.eu/wimek & www.sense.nl

Gyrinus Natans
Biomedical Sciences | Biology - Vrije Universiteit van Amsterdam
www.gyrinus.nl

Heeren XVII
Agrotechnology - WUR
www.heeren17.nl

HollandBIO
Belangenvoorziening van de Nederlandse biotechnologie industrie
www.hollandbio.nl

IDent
Forensic Sciences - Saxion Hogeschool Enschede
www.sv-ident.nl

ISA Umami
Health Food Innovation Management - UM
www.isa-umami.com

L.P.S.V. „Aesculapius”
Bio-Pharmaceutical Sciences – UL
www.aesculapius.nl

LABor
Life Science, Engineering & Design – Saxion Hogeschool Deventer
www.svlabor.nl

Leidse Biologen Club
Biology - UL
www.leidsebiologenclub.nl

LEO Leiden
Leiden PhD Association
www.leoleiden.nl

Leonardo da Vinci
Natural Sciences & Science - RUN
www.leonardo.science.ru.nl

LIFE
Life Science & Technology - TU Delft |
Leiden University
www.svlife.nl

LUMC Association for PhD candidates (LAP)
www.lumc.nl/org/graduate-school/phd-lumc/active-communities/lap/

M.B.V. Mebiose
Biomedical Sciences - UU
www.mebiose.nl

Marie Curie Alumni Association
www.mariecuriealumni.eu

Mens
BSc Medische Natuurwetenschappen | MSc
Medical Natural Sciences - VU
www.svmens.nl

MFVN
Medical Sciences - RUN
www.mfvn.nl

NVVL
Network for Food Experts
www.nvvl.nl

Oxytoc
Applied Sciences - Saxion Hogeschool Enschede
www.svoxytoc.nl

PAC-symposium
www.pacsymposium.nl

Paradoks
Biomedical Engineering & Technical Medicine - UTwente
www.paradoks.utwente.nl

Pharmacie Sacrum
Pharmacy - RUG
www.psgroningen.nl

PhD Academy Maastricht
www.phdadacademy.org

Plantum
Branchevereniging plantaardig uitgangsmateriaal
www.plantum.nl

POSTDOCNL
www.postdocnl.com

Prout
PhD Network Utrecht
www.prout.nl

ProXcess
Process and Food Technology - The Hague University of Applied Science
www.proxcess.nl

SemperFlorens
Plant Sciences, Plant Biotechnology & Organic Agriculture - WUR
www.semper-florens.nl

Subliem
Science, Business and Innovation - VU
www.subliem-vu.nl

T.S.V. ‘Jan Pieter Minckelers’
Chemical Engineering and Chemistry – TU Eindhoven
www.tsvjapie.nl

TIKI Agri & Food
www.tki-agrifood.nl

U.L.S.V. Amino
Molecular Life Sciences - UU
www.ulsvamino.nl

UBV
Biology - UU
www.ubv.info

V.C.M.W. Sigma
Chemistry, Molecular Life Sciences and Science - RUN
www.vcmw-sigma.nl

VAWO
Vakbond voor de Wetenschap
www.vawo.nl

VCSVU
Chemistry and Pharma chemistry - VU
www.vcsvu.nl

VLAG PhD Council
www.vlaggraduateschool.nl

VNCI
Vereniging van de Nederlandse Chemische Industrie
www.vnci.nl

VVVF
Vereniging van Verf- en drukinktfabrikanten
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