

How do you get that
'magical' first role?



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My career pathway ...

- PhD in Immunology
- Post doc in oncology
- Joined MAC as a Medical Writer
- Moved to Medicus International as an Account Executive
- Progressed to Director of Client Service and part of the management and leadership team at Publicis

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So why recruitment?

- Use industry knowledge and experience
- Recognised a need and opportunity for an improved recruitment service
- Desire to set up my own business
- Flexibility around young family

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Karen's career pathway ...

- PhD in veterinary microbiology
- Post docs in human and animal infectious diseases, including 9 years working on HIV vaccine development
- Transitioned into med comms in 1998 and has worked for Wells Healthcare, Scope Medical and PAREXEL Medcom in S&E roles
- With CMR, offers consultancy in medical writing and editorial positions at all levels

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Becky's career pathway

- Spent 15 years working in consumer marketing/ advertising agencies
- Moved into recruitment 3 years ago
- Specialise in med comms recruitment
- Deal with MW and AE entry level positions

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A career in medical education

- Is it for you?
- Which direction?
 - Medical Writing
 - Account Management

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Your CV

- Concise – maximum two pages
- Publications and presentations – crucial
- Customise and adapt:
 - Lab experience, mentoring
- Work experience
- Format
 - Layout, font
- Spelling and grammar

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Everything you do and say
is communication!



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Finding a position

- Recruitment consultants
 - Fee paid by the employer
- Direct/speculative approaches

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Recruitment consultants (1)

- Roles available
- Meet you and advise on career direction
- Detailed job information
 - Role/job description
 - Company background and culture
 - Who will you meet?
 - Interview format
- ‘Sell you’ into the company

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Recruitment consultants (2)

- Key contacts
- 'Competitive landscape'
- Arrange the interview
- Constructive feedback
- Negotiate your contract/package
- Match **you** to the **right** agency

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... ..brilliant people aren't
brilliant everywhere... ..

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Selecting a recruitment consultant

- Reputable
- Knowledgeable
- Rapport
- Trustworthy?

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Be aware...

- Same job appears many places!
- 'Dressed up' slightly differently
- Multiple recruitment consultants
- May take longer than you think
- Start looking/applying about 3 months in advance

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Sniffing out the
top jobs is a
job in itself!

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Our approach

- Telephone interview
- Test
 - Writing test
 - Proofreading and commercial assessment
- Face-to-face meeting
- Agree on companies to target
- Dialogue
 - Keep you informed
 - Interview preparation

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... ..the beginning of
a partnership... ..

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A little bit more

- We stay in touch after you've started
- Help you prepare for your first review and/or objectives setting meeting
- Advice/guidance if 'tricky' situations arise

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Direct/speculative approaches

- Research companies
 - Websites
 - Articles/publications
- Up-to-date information?
- General contact
 - Will it get to the correct person?

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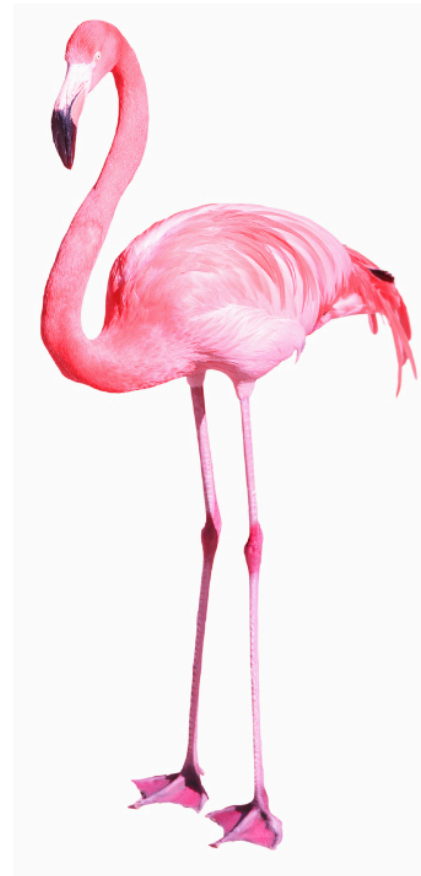


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... ..current market very
competitive... ..

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Stick your neck
out and get
ahead!



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... ..hopefully we can help you
find that first crucial role to a
magical career... ..



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Find us

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