How do you get that ‘magical’ first role?
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
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
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
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
A career in medical education

• Is it for you?
• Which direction?
  – Medical Writing
  – Account Management
Your CV

- Concise – maximum two pages
- Publications and presentations – crucial
- Customise and adapt:
  - Lab experience, mentoring
- Work experience
- Format
  - Layout, font
- Spelling and grammar
Everything you do and say is communication!
Finding a position

• Recruitment consultants
  – Fee paid by the employer
• Direct/speculative approaches
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
Recruitment consultants (2)

- Key contacts
- ‘Competitive landscape’
- Arrange the interview
- Constructive feedback
- Negotiate your contract/package
- Match you to the right agency
... brilliant people aren’t brilliant everywhere...
Selecting a recruitment consultant

- Reputable
- Knowledgeable
- Rapport
- Trustworthy?
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
Sniffing out the top jobs is a job in itself!
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
... ...the beginning of a partnership... ...
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
Direct/speculative approaches

• Research companies
  – Websites
  – Articles/publications
• Up-to-date information?
• General contact
  – Will it get to the correct person?
Everything you do and say is communication!
... ...current market very competitive... ...
Stick your neck out and get ahead!
... ...hopefully we can help you find that first crucial role to a magical career... ...
Find us

• [www.carysmillsrecruitment.co.uk](http://www.carysmillsrecruitment.co.uk)
  – [carys@carysmillsrecruitment.co.uk](mailto:carys@carysmillsrecruitment.co.uk)
  – [karen@carysmillsrecruitment.co.uk](mailto:karen@carysmillsrecruitment.co.uk)
  – [becky@carysmillsrecruitment.co.uk](mailto:becky@carysmillsrecruitment.co.uk)

• TEL: 020 8891 6333