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 a tailored and improved recruitment service
• Desire to set up my own business
• Flexibility around young family
A career in medical communications

• Is it for you?
• Which direction?
  – Medical writing
  – Account management
Medical writing & account management

• What are the key skills and attributes?
  – Writing, writing, writing
  – Project management
  – Ability to understand a brief and to take instruction
  – Know when to ask for help and when to use initiative
  – Flexibility
  – Pro-activity
  – Team-work
  – Personality
Your CV

- Concise – maximum two pages
- Publications and presentations – crucial
- Customise and adapt:
  - Lab experience, mentoring, multitasking
- 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 approaches
Recruitment consultants

• Meet you and advise on career direction
• Detailed information
• ‘Competitive landscape’
• ‘Sell you’ into the company
• Help you prepare for the interview
• Constructive feedback
• Negotiate your contract/package
• Match you to the right agency
... brilliant people aren’t brilliant everywhere... ...
Our approach

• Telephone interview
• Test for entry level candidates
  – MWs – writing, proofreading and commercial assessment
  – AEs – preparation of brief presentation
• Face-to-face meeting if at all possible
• Agree on companies to target
• Dialogue
  – During the recruitment process
  – After you have started
The tests – what are we looking for?

• Your current ability and future potential
  – Timeframe and general appearance

• General writing ability
  – Good use of English, attention to detail, writing style

• Scientific writing ability
  – Understanding of science, identification of key scientific points
  – Clarity of writing/ability to pitch to correct level

• Commercial writing ability
  – Identification of key commercial points
  – Balance of commercial vs scientific messages
Direct approaches

• Contacts made at the workshop
• Research companies
  – MedComms Networking
  – Websites
  – Articles/publications
Everything you do and say is communication!
Communication

• Emails
• Covering letters
• Telephone conversations
The interview – assessing your skills

• **Scientific ability** – insight from medical writing test
• **Project management** – manage several projects?
• **Flexibility** – prepared to work outside of your job description?
• **Pro-activity** – can you pick up the phone? Are you a self-starter?
• **Team-work** – willing to muck in and do your share of the tough jobs?
• **Personality** – does it fit with the current team/can they imagine working with you?
Sniffing out the top jobs is a job in itself!
... ...current market very competitive... ...
Stick your neck out and get ahead!
Find us

- Web: www.carysmillsrecruitment.co.uk

- Email:
  - carys@carysmillsrecruitment.co.uk
  - karen@carysmillsrecruitment.co.uk
  - becky@carysmillsrecruitment.co.uk