Agenda

- Recognising your existing skills & strengths
- **Approaching agencies**
- Writing tests
- Interviews
- Training opportunities & career development
Establishing who’s recruiting?

- Recruitment consultants
  - Fee paid by the employer
- Job adverts
  - Websites
  - Journals
- Direct/speculative approaches
Recruitment consultants (1)

- Know roles available
- Company background information
- Key contacts
- ‘Competitive landscape’
- Arrange the interview
- Constructive feedback
- Negotiate your contract/package
Recruitment consultants (2)

• Meet you
• Detailed job information
  – Role/job description
  – Who will you meet
  – Interview format
  – Company culture
• Candidate profile
• Match you to the right agency
brilliant people aren’t brilliant everywhere
Adverts

- Websites
  - www.medcommsnetworking.co.uk
  - www.emedcareers.com
  - www.pmlive.com
  - www.InPharm.com
- Journals
  - Nature
  - New Scientist
  - Pharmaceutical Marketing
  - Pharmafocus
Be aware....

- Same job appears many places!
- ‘Dressed’ up slightly differently
- Multiple recruitment consultants
- Some recruiters send CVs speculatively without your consent/knowledge
Direct/speculative approaches

- Research
  - Key websites
  - Google
- Up to date information?
- General contact
- Lack of follow up
Your CV

- Concise – maximum two pages
- Customise for the role
- Lab experience
- Publications and presentations
- Font
- Layout
everything you do and say is communication!
The interview

- Location
- Punctual
- Be yourself
- Presentable
- Stay focussed
- Eye contact
Other options

- Account management/client service
  - Account executive positions
A new trend ....

- Contract positions
- Opportunity to get experience?
Alternative approach

• Work experience
  – Unpaid
The future....

- Executive search/headhunting
  - Client’s perspective
  - Candidate
..... current market very competitive .....
Stick your neck out and get ahead!
Find me

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