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Alternative Careers in Oncology (Industry perspective)

Expert: **Dr Meinolf Linn**, Mundipharma GmbH, Zug, Switzerland

Discussant: **Dr Simona Volovat**, Grigore T. Popa University of Medicine, Iasi, Romania

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Alternative Careers in Oncology (The Industry Perspective)

Meinolf Linn, MD

Vice-President Global (ex-US) Medical Affairs

Mundipharma Holding, Switzerland

College of the European School of Oncology
Offering a structured educational pathway and opportunities to enhance your oncology career
ESCO.org

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Quick intro



German MD, studies in Munich and Cape Town

8+ years clinic in Germany: Internal Med,
Oncology

Since Jan 2000: Pharmaceutical industry, based in
Switzerland

- Local, regional & global roles
- R&D and Medical Affairs
- Novartis, Amgen, GSK, Shire a.o.
- Since 2021 VP Med Affairs at Mundipharma
- Interests: patient care, access to medicines in developing markets, politics



What are we talking about today:

Myths & reality

Jobs in the pharmaceutical industry

- Research & Development
- Medical Affairs
- Other areas: Regulatory & Safety, Commercial a.o.

Qualifications & expectations

Beyond money

Career development

Work/life-balance

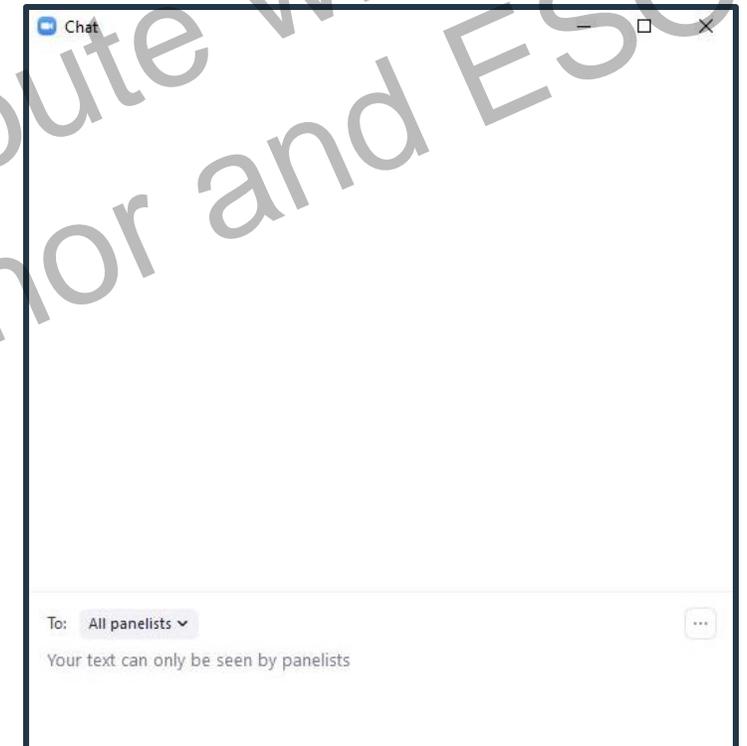
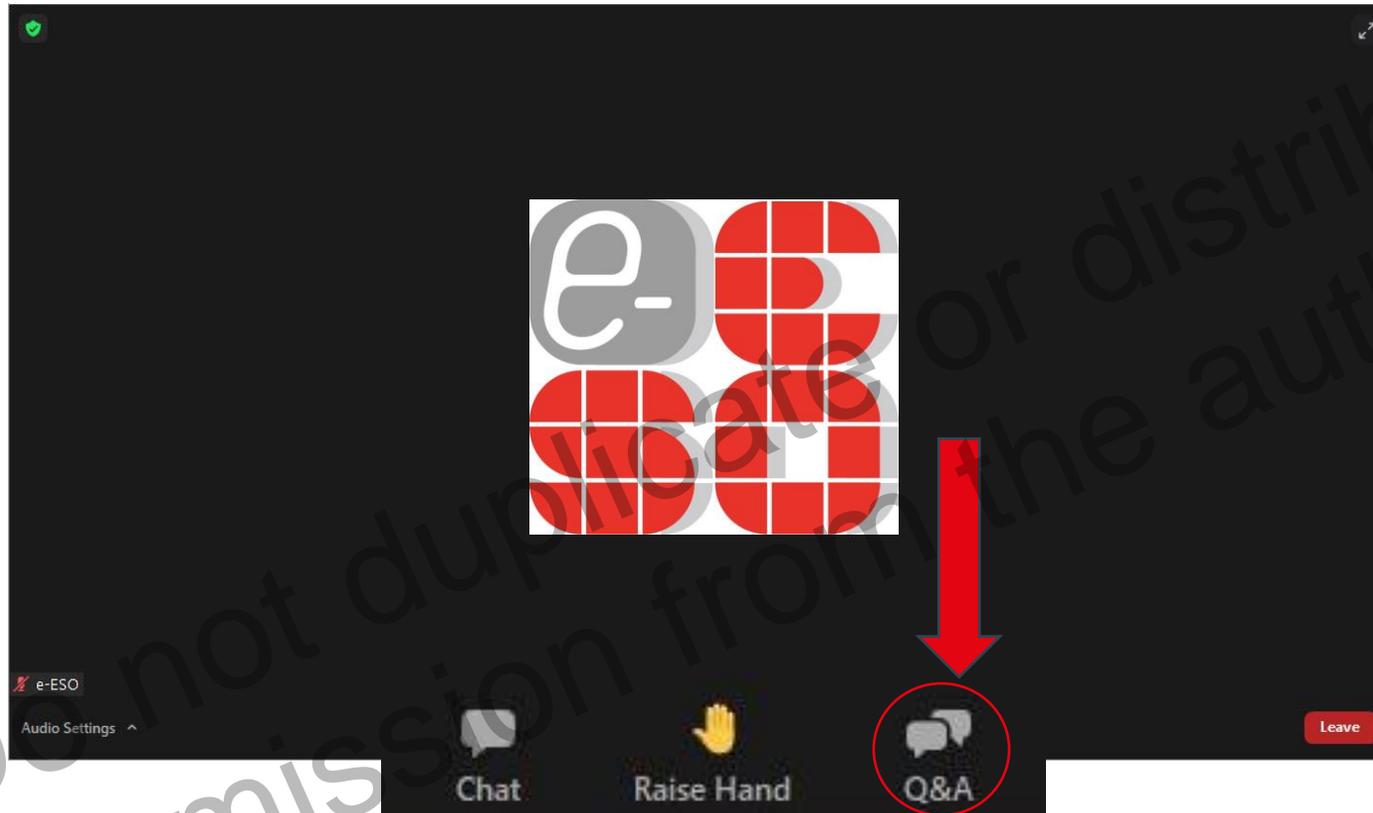
Mobility

Risks

Future of Pharma

Q&A

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Myths & Reality:

Clinic: stress, no sleep, no money...



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Myths & Reality:

Industry: first class flights, top destinations and hotels, money, money, money...?





What jobs can the industry offer for MD's?

R&D:

from Scientific
Manager to CMO

Medical Affairs:

from MSL to CMO

Safety & Regulatory:

from study Safety
Lead to Head of
S&R/CSO/CMO/

Commercial:

from sales rep to
CEO

Cross-functionally:

changes of areas
often
possible/desired



Jobs in the pharmaceutical industry: Research & Development - 1

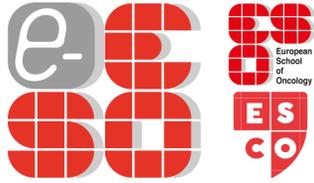
- Pre-clinical development:

- To determine dose, toxic dose, pharmacological action as required by regulatory authorities to identify the best new molecular entity (NME) for clinical trials.
 - lab-tests/animal tests of new drug substances,
- **Jobs:** Project lead / Therapeutic Area lead..., usually global roles, HQ-based
 - Qualifications: MD, PhD, scientific track record (MD not always required)
 - The higher the position, the higher the level of experience needed (e.g. for entry position research experience at least during doctorate, for advanced positions substantial academic research experience needed)



Jobs in the pharmaceutical industry: Research & Development - 2

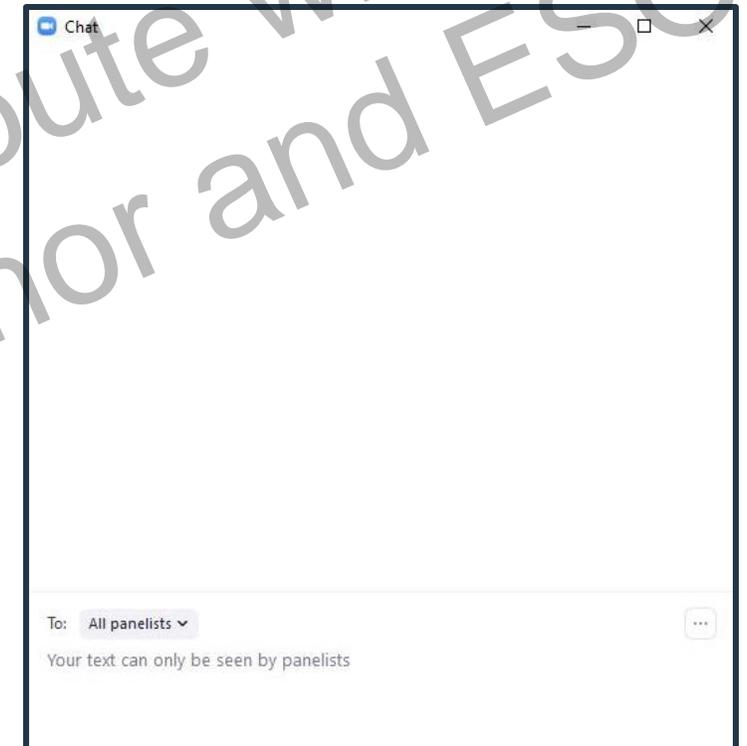
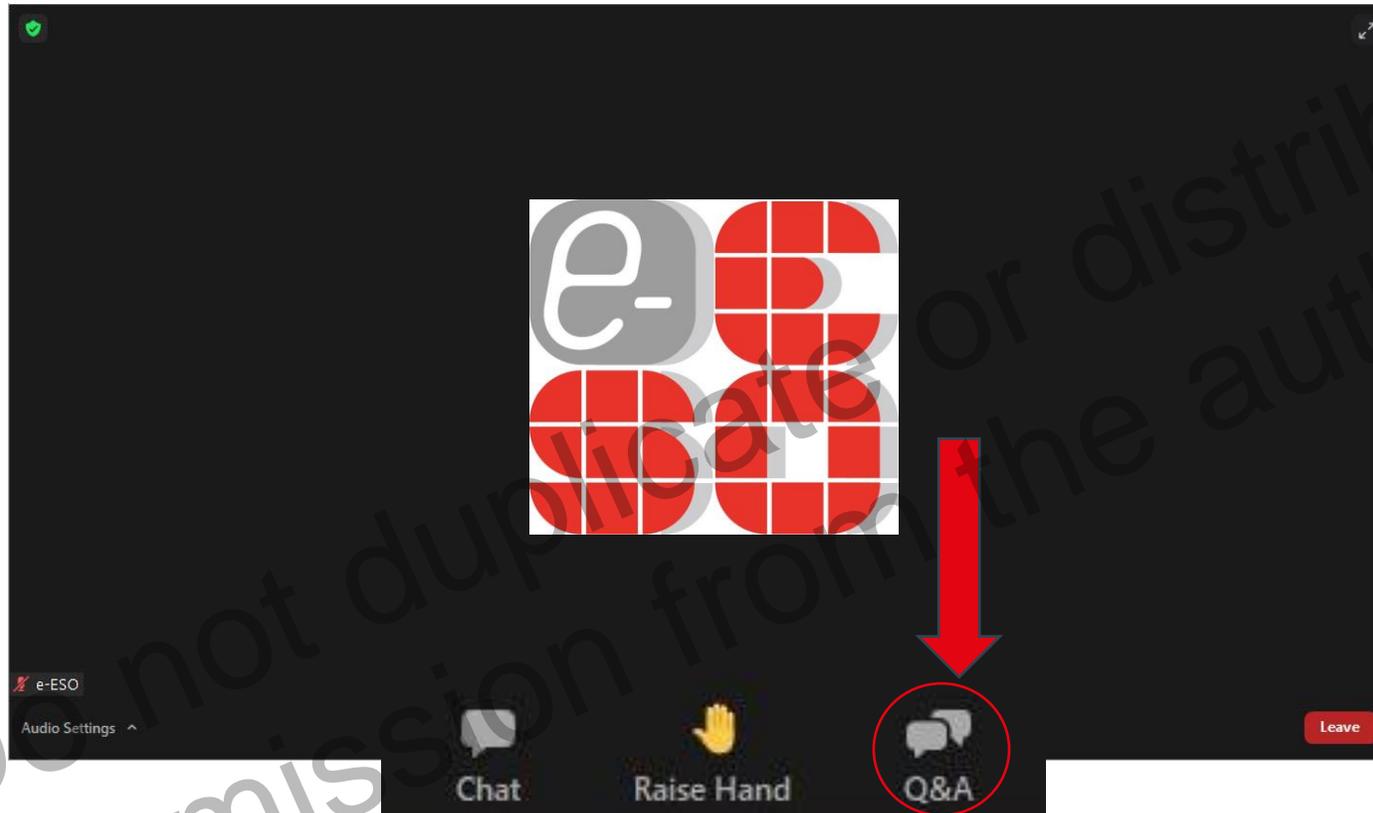
- Clinical development (often divided early/late-stage):
 - *Phase I/II*: focus on safety/tolerability, PK/PD/DDI, target population/endpoints for ph III, etc.
 - *Ph III*: registration-focused, large studies, efficacy/safety/QoL
 - **Jobs**: Clinical trial/indication/asset leader → IB, protocol, work with advisory boards, principal investigator, DSMB, ev. co-chair product team, work crossfunctionally with
 - Clinical operations (country/site selection, monitoring, drug supply...)
 - Safety (identify signals, evaluate SAE/AE...)
 - Regulatory (submissions, registration planning...)
 - Medical Affairs
 - Market Access
 - Commercial
 - Eventually line management of study managers, scientists,...
 - Qualifications: MD, PhD, PharmD (MD not always required, but often desired), statistics
 - The higher the role, the more MD +/- PhD required



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Jobs in the pharmaceutical industry: Medical Affairs-1

- Medical Affairs links science and commercial activity, manages external relationships (experts, scientific societies, patient advocacy groups, etc), handles inquiries (both externally and internally), provides balanced and unbiased medical education about disease and products (registered or in development) and ensures a high level medical/scientific training of internal staff (medical, marketing, sales force, others...)
- Medical face of the company at local, regional and/or global level
- *In-country roles (examples):*
 - **Med Science Liaison:** in-country field-based position, provides med educ, works with experts on unsolicited study proposals (ITs), feeds back on potential safety signals
 - **Medical Advisor:** usually in-country, office-based, often leads a therapeutic area (e.g. Oncology), manages external relationships, provides strategic feedback to above-country functions, leads programmes with scientific societies
 - **Country Medical Director:** the medical head of a country organisation, responsible for local Med Aff, R&D, Safety, sometimes Regulatory or Market Access. Line manager of all these functions, member of the country leadership team



Jobs in the pharmaceutical industry: Medical Affairs-2

- *Above-country roles:*
 - Regional level:
 - Medical Advisor (as before, but for a larger geography)
 - Regional Medical Director: either TA-specific lead or full portfolio and line manager of all country Med Dir's in the region, medical spokesperson of the company for the TA/region
 - Global level:
 - Brand Medical Director: strategic medical lead for a marketed product (or prior registration), global medical spokesperson for this product. Works closely with the Commercial Director, Market Access, R&D a.o., often manages a team
 - Global Medical Affairs: for a TA (e.g. Oncology) or like my role, we discuss later. Line management of a large cross-functional, cross-cultural team across the globe

Jobs in the pharmaceutical industry: Pharmacovigilance & Regulatory Affairs

- **Pharmacovigilance:** detection, assessment, understanding and prevention of adverse events throughout lifecycle,
 - Jobs (examples):
 - Drug Safety Physician**, responsible for monitoring and reporting of drug effectiveness and adverse effects
 - Safety Lead**, in clinical trials, monitoring the progress of a study for any safety signals,
- **Regulatory Affairs:** RA is the interface between a pharmaceutical company and regulatory authorities for registration of new products, line extensions, etc., keeps up to date with the legislation, advises different company functions on registration routes





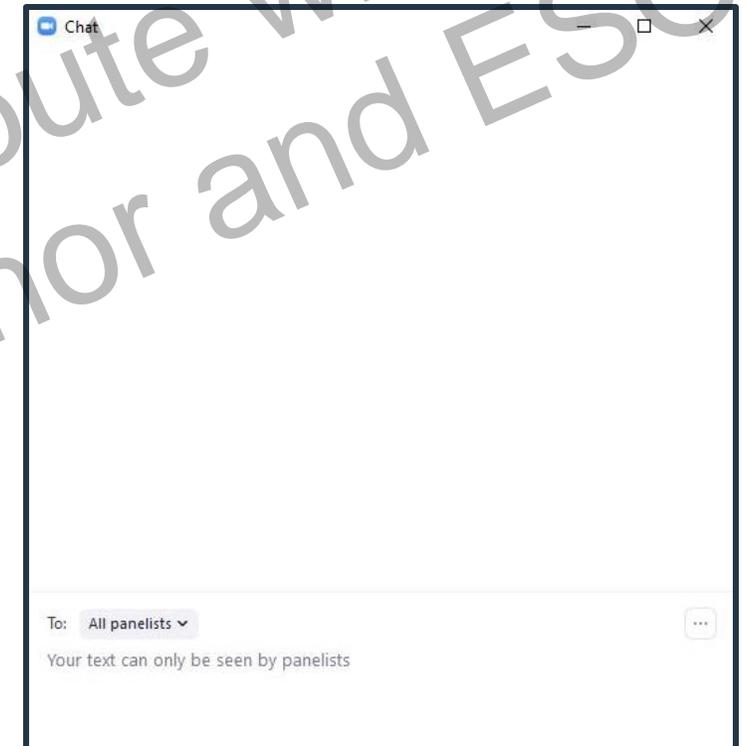
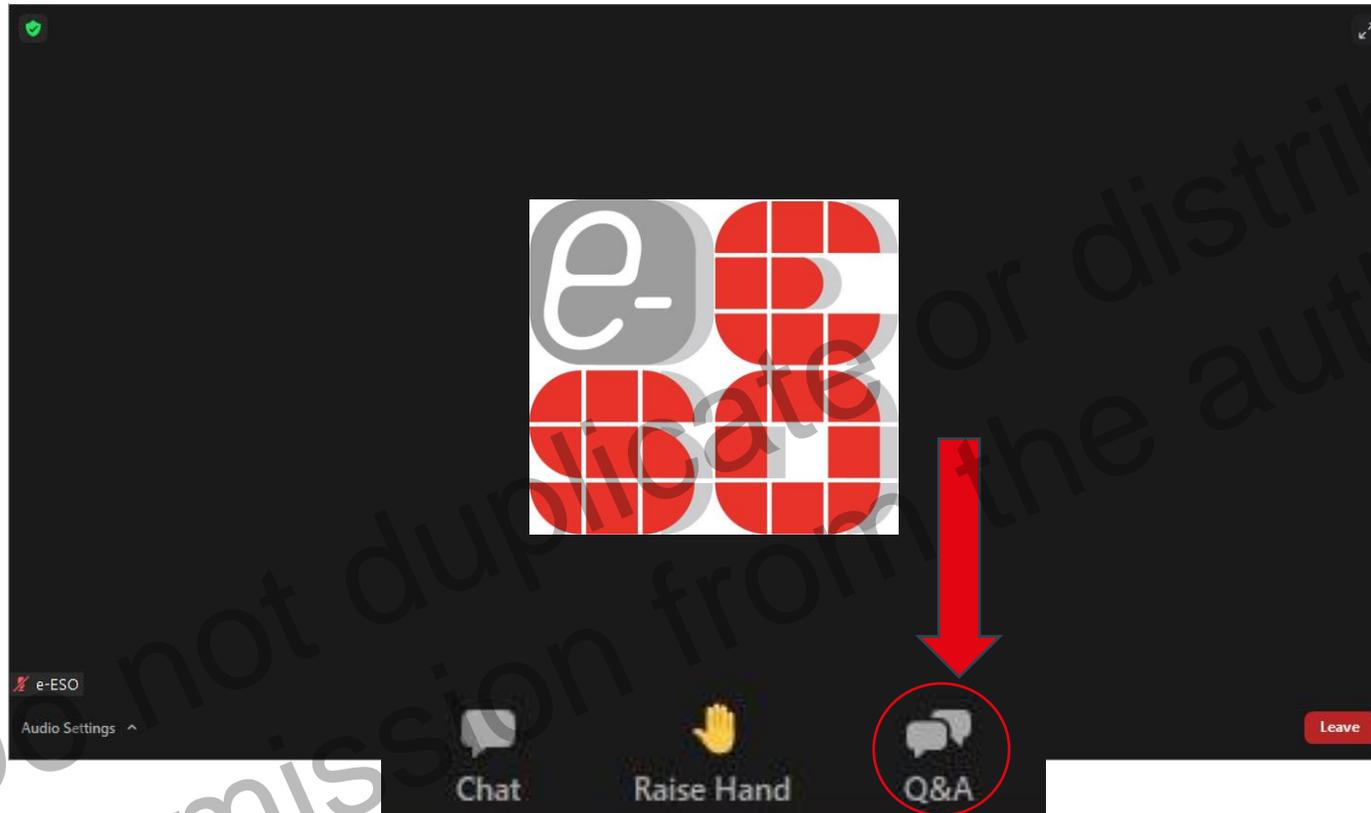
Jobs in the pharmaceutical industry: Commercial

From Sales Rep to CEO: everything is possible.

Start with a MSL-role, switch to a commercial role, e.g. marketing manager, business unit head, later General Manager of a country, promoted into a global role



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Everything is possible...
but with realistic expectations

As with every career: great opportunities and sometimes frustration and disappointment

Be authentic, curious, ambitious, 100% compliant and: the patient stays nr 1 in your priority list.

- Working as a MD in industry means patient-care in a different way, as important as the bed-side work.
- Cultural sensitivity is important, both in internal and external work

Qualifications:

- MD with clinical/academic experience, PhD often desired
- Board certification +, but no must
- Good therapeutic area knowledge and network
- MBA or similar often +
- Good proficiency of English, other languages advantage
- Publication record +
- Membership in scientific societies + (ESMO, ASCO, EHA, etc)
- Financial and digital knowledge +



My own career as example

2 years Medical Advisor Oncology Novartis Switzerland

2 years Medical Director Amgen Switzerland

1 year Global Indication Lead Bevacizumab Lung, Roche

2 years Global Medical Head Immunology, CSL Behring

8 years GSK Oncology (last year Novartis Oncology)

- Medical Director CEE/SEE
- Head Medical Affairs Emerging Markets & Asia-Pac (incl China, India, MiddleEast & Africa, LatAm)
- Head Medical Affairs International (above plus Europe)

2,5 years Baxalta/Shire/Servier

- Head Medical Affairs International Oncology

0,5 years Vice-President Medical Affairs Mundipharma (all portfolio)



Money and beyond...

/1

Packages: wide range between countries and industries

- Salaries usually above clinic salaries, often bonus, health care, pension plan (country-dependent)
- Sometimes car (-allowance), shares/options, other benefits (gym, discounts, etc), child-care, international schooling
- Work equipment with notebook, phone, tablets (if required)

Work-life balance: not a paradise, but possible and dependent on company

- Mix of office-based/home-office increasingly possible, but with caveats
- Usually no night/weekend shifts (except certain on-call roles), BUT: often high pressure and long working hours
 - Travel is exiting for every beginner, but not always fun on the long run
- **Never forget: you are the master of your life and set your own priorities**



Money and beyond...

/2

Mobility: very helpful and desired for career development

- Gain experience in different cultures and build a global network
- Career steps often linked to mobility
- Cave: change of social systems, some countries have limited social coverage
- Ex-patriate packages (contract stays home-country) less and less an option

Risks: certain loss of planning and stability

- Many new entities in R&D do not make it to the market
- Companies might divest parts of the business
- Mergers and acquisitions can lead to re-organisation and termination, but
 - experienced medical experts are sought
 - specialist recruiters/»head-hunters» will always keep in touch during your career

Where to apply?

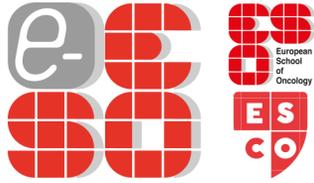


Each company has a «Career» site for unsolicited and/or on-job applications:

- www.mundipharma.com
- www.roche.com/careers
- www.novartis.com/careers
- www.careers.amgen.com

Specialized recruitment firms or search engines offer various positions from entry to top-level:

- www.kornferry.com
- www.pharmiweb.com
-

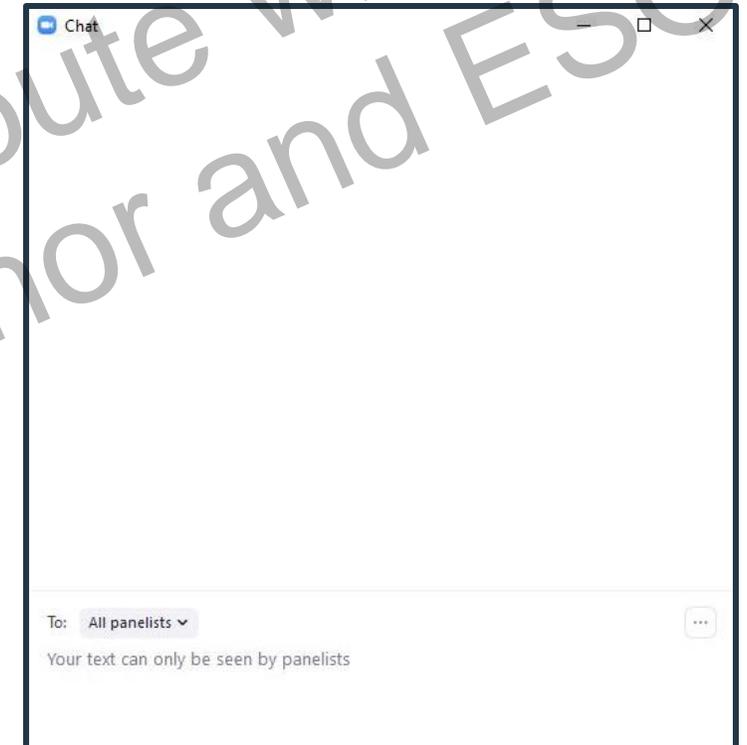
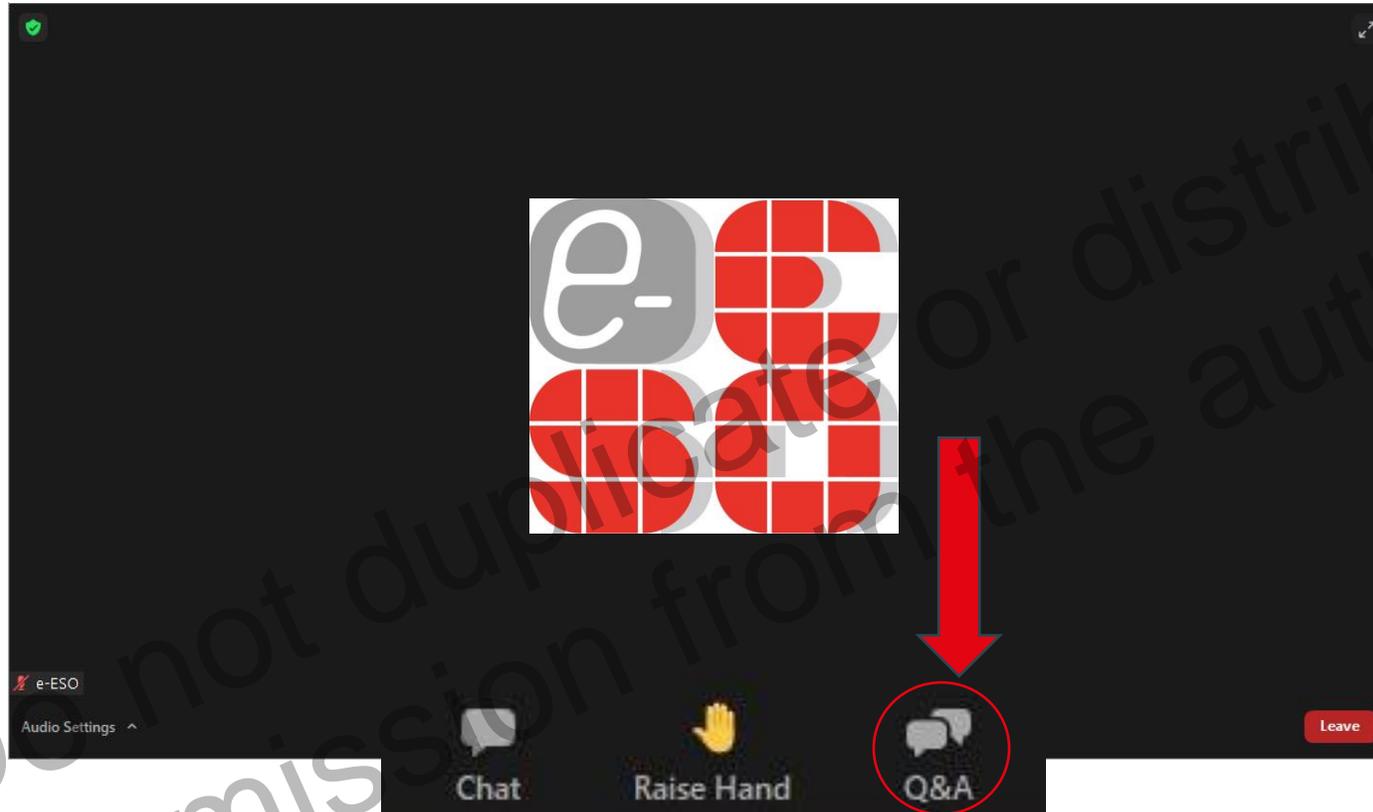


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Future trends in Pharma

Digitalization:

Not just scanning papers and send emails, but providing added services like real-time, sensor-controlled glucose-measurement for T1DM-patients, remote access for therapist to access stored data (e.g. T1DM-, pain, cardiology patients)
Webinar's, targeted emailing
Data will become an additional asset to generate revenues
Companies like Google, Amazon have already large health groups

mRNA-technology:

Will likely revolutionize the pharma industry, big players today might be gone in some years.
New players like Biontech, Moderna, Curevac will lead the field: cancer, vaccines, HIV, cardiac diseases, Alzheimer...



To summarize: What can the industry offer for MD's?

- Career Opportunities +++
- Challenge +++
- Financials ++
- Work-Life +
- Academic visibility ++
- Parallel academic career +/-

R&D:
from Scientific Manager
to CMO

Medical Affairs:
from MSL to CMO

Safety & Regulatory:
from study Safety Lead
to
Head of S&R/CSO/CMO/

Commercial:
from sales rep
to CEO

Cross-functionally:
changes of areas
often possible/desired

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THANKS FOR LISTENING



ANY QUESTIONS

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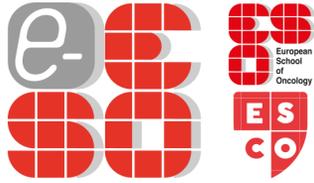
Questions



Is a decision for a career in industry a one-way road?



Can I keep part-time work in a clinic while working in a pharmaceutical role?

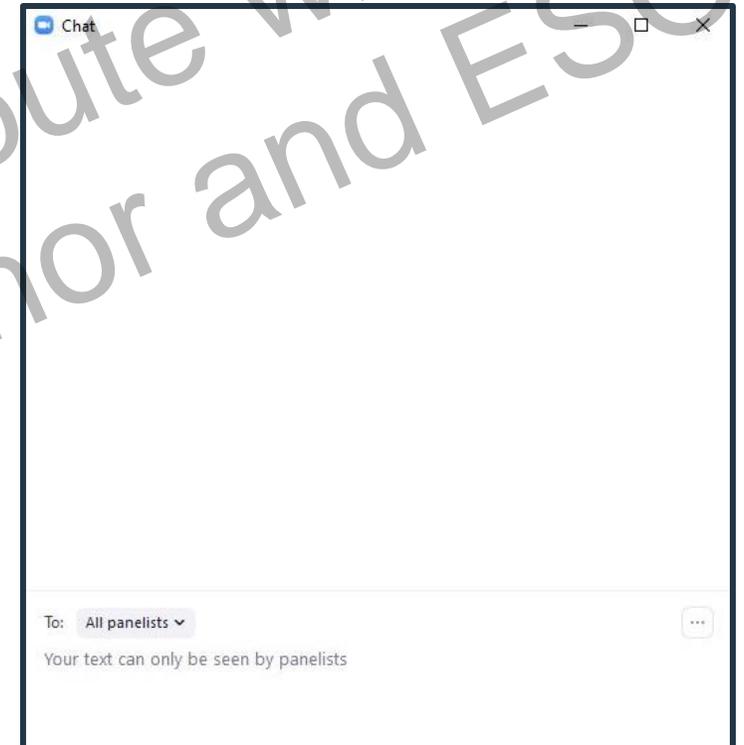
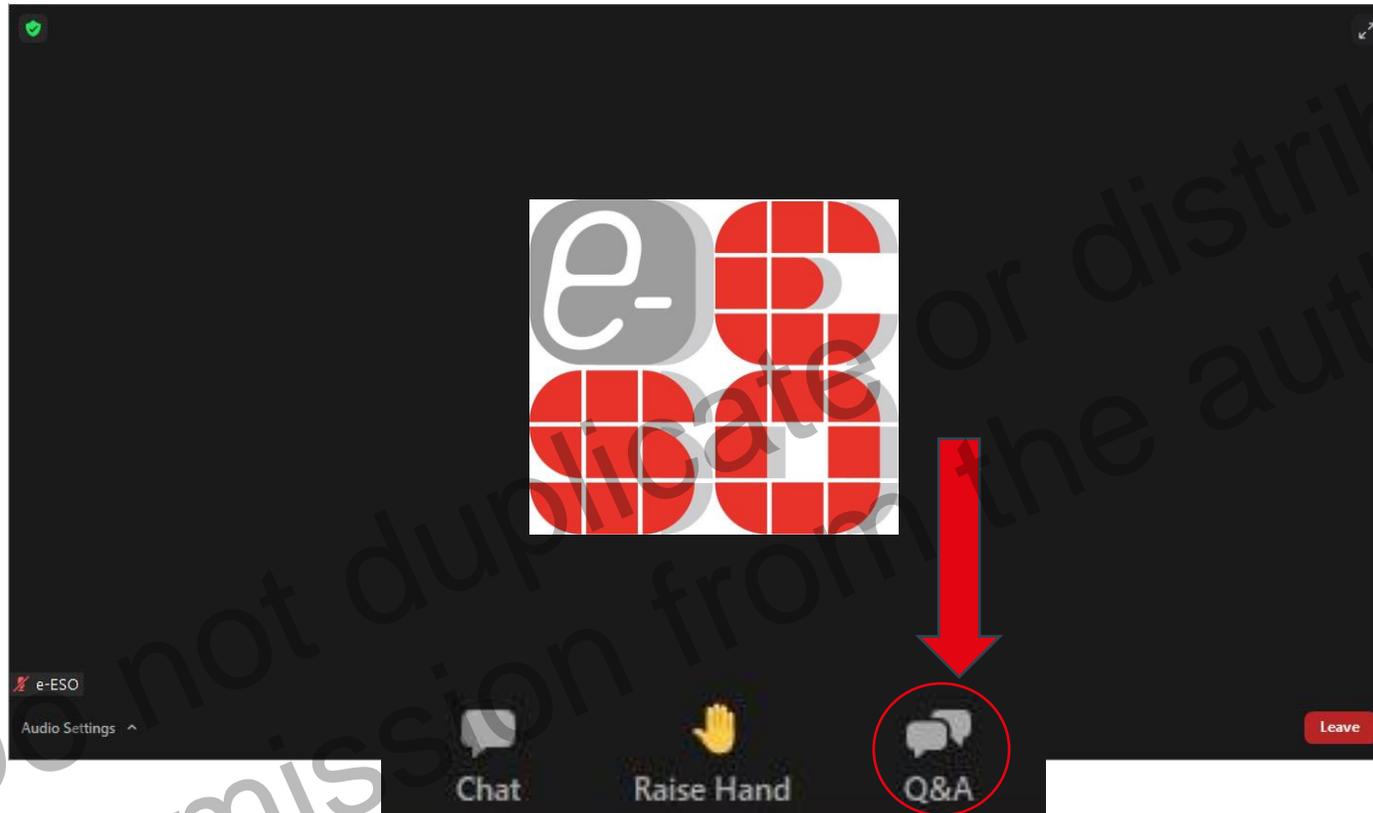


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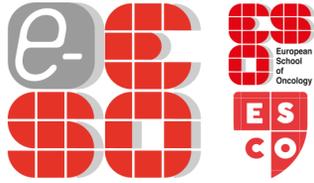


e-Session

Question & Answer Session



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