Bayer/Rutger’s I-Job Introduction Meeting

January 15, 2019
## Bayer/Rutgers I-Job Introduction Meeting

**January 15, 2019; 9AM-12PM**  
**2B 018 A - Auditorium**

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Presenter</th>
<th>Title</th>
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<tbody>
<tr>
<td>9-9:10</td>
<td>Moderator</td>
<td>Libia F. Scheller, PhD, MBA</td>
<td>Global Head, Cooperative Groups &amp; Strategic Alliances, Global Medical Affairs Oncology</td>
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<tr>
<td>9:10-9:40</td>
<td>Brief overview of Bayer (20min) Q&amp;A (10 min)</td>
<td>Edio Zampaglione, MD</td>
<td>VP US Medical Affairs Women’s Healthcare</td>
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<td>9:40-10:10</td>
<td>Opportunities for PhDs in Pharma (20min) Q&amp;A (10 min)</td>
<td>Heather Goolsby, MS, PhD</td>
<td>Deputy Director, WHC Marketing</td>
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<td>10:10-10:40</td>
<td>Bayer’s Oncology Pipeline Compounds &amp; Future of Oncology (20min) Q&amp;A (10 min)</td>
<td>Svetlana Babajanyan, MD, MD</td>
<td>Medical Director, US Medical Affairs Oncology</td>
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<td>10:40-11:10</td>
<td>Strategies for jobs in Pharma (20min) Q&amp;A (10 min)</td>
<td>Libia F. Scheller, PhD, MBA</td>
<td>Oncology Global Head, Cooperative Groups &amp; Strategic Alliances, GMA Oncology</td>
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<td>11:10-11:40</td>
<td>Q &amp; A</td>
<td>ALL</td>
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<td>11:40-11:45</td>
<td>Survey/Feedback</td>
<td>ALL</td>
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<td>11:45-12 noon</td>
<td>Meet the team, Bayer Store</td>
<td>ALL</td>
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From the Amazon to the Corporate World of the Pharmaceutical Industry

Libia F. Scheller, PhD, MBA
Global Head, Strategic Alliances
Bayer Healthcare
BACKGROUND/EDUCATION:

- Born in Cali, Colombia
- Lived in Colombia, Venezuela, Argentina, Mexico, The Netherlands
- Emigrated to USA when I was 9 yrs old
  - FORESHADOW: Global Thinking
- Undergraduate: Yale University (Genetics)
- Doctorate: PhD: University of Maryland School of Medicine (Immunology)
- Post-doc Fellowship” Naval Medical Research Institute (Vaccine Development for Malaria)
- MBA Switzerland: International Management of Science
- Field Work: Vaccine development in Amazon
- Re-Invent Myself: HIGHLIGHT TRANSFERABLE SKILLS
## Pharma History

**MEPHA:** Clinical Trials in the Amazon  
**Osiris Therapeutics:** Biotech: Sr. Research Associate  
**The Norv Carey Group:** Consulting Brain Bank Washington, DC  
**ALTECH Biomedical:** SVP Research & Development  
**OWNER:** Opened my own biotech branch:  
Diagnostics: DNA probes in Oncology  
**Sanofi-Synthelabo:** Medical Science Liaison  
**Sanofi-Aventis:** Sr. MSL Cooperative Groups  
**IMER:** Medical Director; Medical Education Company  
Bayer Healthcare Global Head, Cooperative Groups & Strategic Alliances  

**OTHER:**  
- **Board of Directors:** Gastric Cancer Foundation DDF  
- **President:** Tiger Paw Refuge: rescue wild cats  
- **Woman of Tomorrow:** Mentor  
- **Mentor:** Rutger’s Univ PharmD Program
Global Head, Strategic Alliances Function

**Create/Drive/Execute Global Strategic Plan**

- **Maintain Scientific knowledge of strategic Pharma oncology compounds & their development plans**
- **Create/Manage/improve of teams**
- **Strive to Gain internal Alignment**

**Strategic Alliances Function**

- **Mapping/engaging of all top thought leaders of the world**
- **Medical Knowledge of oncology treatment landscape for all tumors**

**COLLABORATE WITH GLOBAL RESEARCHERS:**
- Partner with oncology researchers to perform preclinical, phase I, II, & III studies in oncology (all tumor types)

**COLLABORATE WITH PHARMA/BIOTECH:**
- Strategically partner with other pharmaceutical companies to perform combination studies or to develop companion diagnostics

**COLLABORATE INTERNALLY:**
- Strive to gain internal alignment with Bayer colleagues
- Leverage country expertise
5 Teams: ONE Strategy → EFFICIENCY

Cooperative Groups & Strategic Alliances Task Force

USMA Coop Task Force

Pipeline Cross Functional team

NCI Task Force

SBU ORNL T

MA

GCD

TRG

THOUGHT LEADERS

- Mapping
- Strategy
- Engagement

CLINICAL TRIALS

- Investigator Initiated
- Bayer Trials
- Collaboration Agreements

ADVISORY BOARDS

- Recommend KOLs for Ad boards
- New KOL talent

EDUCATION

- Xolofo
- TKIs
- Pipeline

STRATEGY:
- Cooperative Groups
- Research Networks
- Unofficial networks

Global Medical Affairs ONCOLOGY
Strategies For Jobs in Pharma

- Strategies on how to get an Interview
- Developing Powerful Interviewing Skills
- Being A Valued Employee
Strategies on how to get an Interview

**PREPARATION!!!**
- Self Inventory
  - Strengths/Weaknesses/Desires
- What job do you desire?
  - Need to be targeted in your search
- Do you have the qualifications for your desire
  - Sharpen your skills: Courses, Mentors, projects
- Location
- What are your transferable skills?
  - Laboratory skills vs people skills
  - Individual research vs Project management
  - Technical skills vs education
Strategies on how to get an Interview

- **RESUME**
  - You must know what type of job you are going for!
  - Multiple resumes tailored to the job you are applying for
  - Must stand out from the rest
  - Write your resume as if you were the hiring manager
  - Highlight transferable skills that match the job description
  - Hire a professional resume writer (Resume/cover letter)
  - Review your resume with all your mentors
Strategies on how to get an Interview

- **NETWORKING**
  - LinkedIn, etc
  - Congresses (local/ national)
  - Doctors in your own institution
  - Target startups and international companies
  - Develop a board of directors in the industry
  - Develop a list of recruiters
  - Consider an internship; Paid vs non-paid; collaboration project
  - Least likely to succeed: applying online
  - BE UNSTOPPABLE
DEVELOP POWERFUL INTERVIEWING SKILLS

PREPARATION FOR THE INTERVIEW

- RESEARCH, RESEARCH, RESEARCH!!!!!
- History of Company
- Know Products well
- Know the competitors
- What is the LCM of each product
- Research the person(s) interviewing you
- News: Press releases
- Learn how to do an interview: books/articles, practice,
- Make a list of thoughtful questions
- Know the answers to usual questions ahead of time
  - Ie: where do you see yourself in 5 years
- Follow up: thank you and this is why you will contribute to their organization.
How to keep a job in industry

- LIFE Values: Leadership, Integrity, Flexibility, Efficiency
- Network internally!
- Build Trust
- 1:1 internal meetings
- Bring value to each group: ASK how you can be of value to a group
- Ask for feedback
Pharma Survival Kit

How to be EXTRAORDINARY
In your first year....
- Map your surroundings
  - Who is who & who are the influencers
  - Interview everyone!
- Understand how matrix teams work
  - Understand where you fit in that matrix
  - Know what is required of you on these teams (ASK!)
  - Take a pulse regularly
- Identify Mentors
  - Seek out those qualities in colleagues
- Know when to interject new ideas
  - Great ideas are often met with severe pessimism- Albert Einstein
  - But it will take your communication skills to lead them to the AHA moment
  - Vet ideas first with your mentors
Dr. Libby’s Quotes:

- Life by Design, Not by Default!
- NO is the beginning stages of a “YES”….. And it takes your communication with the other party to come up with a solution so that both sides win.
- Be kind to others & be kinder to those who are not kind to you
- If you want to do something big….Bring in your ARMY (Mentors)!
- The Sky is NOT the limit; the limits are in your brain
- Passion will get you everywhere!
- Relish in uncomfortable situations: Grow Exponentially