



Marketing Yourself as a Candidate in a Competitive Clinical Research Job Market

Bill Neese: Director, Kendle Global Recruitment

Tim Neathery: Associate Director, PPD NA Recruitment

Overview

- CRO Job Market
- What are Hiring Authorities Looking For
- Career Websites
- Interview Preparation
- Interviews
- Post Interview
- Questions

CRO Job Market

- More than 200,000 professionals are working in the clinical research industry today. (CenterWatch)
- The number of clinical research projects are expanding, creating an increased demand for clinical research professionals.
- In order to meet the demands of staffing, CRO and pharmaceutical companies are using incentive programs that include increased compensation and enhanced benefit programs as well as training and enhanced career advancement opportunities.

CRO Job Market Cont:

- While the job market remains positive for clinical research professionals, obtaining even an entry level position with a CRO or pharma company can be difficult if you do not have clinical research experience.
- It may be difficult to obtain a home based position with a CRO or pharma company if you do not have CRO or pharma experience.
- If you are working to break into a clinical research position, sometimes it is helpful to target CRO and pharma companies in your area and work to obtain an office based entry level professional position that offers career advancement.

What are Hiring Authorities Looking For in a Candidate?

Attributes

- Relevant experience and the ability to articulate exactly what your responsibilities are and what you've accomplished
- Aptitude
- Attitude
- Desire and motivation to learn
- Attention to detail
- Team player
- Communication skills and ability to work with clients/sponsors
- Basic level of computer/database knowledge (i.e. Word/Excel)
- Ability to multitask

Career Websites Relevant to CRO

Websites

- www.hirehealth.com
- www.medzilla.com
- www.centerwatch.com
- www.monster.com
- www.hotjobs.com
- www.careerbuilder.com

Pre-Interview

Preparation

- Review all relevant information before arrival and immediately upon arrival. Clinical Research is highly competitive, it's important to know the differences between competitors.
 - Review company information found on the companies website.
 - Review the specific job description, since each companies position will vary in some way. Prepare to answer questions that could tie your experience to the duties of the position you are interviewing for.
 - Research competitor information to know the Clinical space better.
 - Prepare questions to ask the Interviewers. Make sure that you have an end result to the information you are seeking.

Pre-Interview

Preparation Continued

- Prepare questions to ask the Interviewers. Make sure that you have an end result to the information you are seeking.
 - Questions can include areas such as:
 - Company information around growth and training.
 - Interviewers experiences and career path since arriving.
 - What made the interviewer choose the company over others.

Pre-Interview

Preparation Continued

- Remove any stress possible by preparing for your departure and arrival to the interview.
 - Give yourself plenty of time.
 - Make sure you have all of your materials before leaving.
 - Dress appropriately. Have your outfit ready to go the night before.
- Arrive Early
 - Not too early, but 10 minutes is a good target.
 - Take time to review your notes one last time.
 - Compose yourself and prepare for the day ahead.
 - Remain professional and alert while waiting.

Pre-Interview

Preparation Continued

- Be ready to answer questions around gaps in your employment.
- Bring copies of your resume and references (on quality paper).
- Make sure all of your paperwork is completed ahead of time, such as application, assessments, etc.
- Bring materials to take notes and gather information.

Interview

During the interview

- Keep eye contact and use positive body language to express interest.
- Answer questions with confidence and use specific experiences that reflect knowledge around behaviors the interviewer is targeting.
- Gather information for your knowledge and future conversations. Ask questions that show your knowledge and commitment to the position.
- Make sure to always be polite and professional.
 - Stand and shake the hand when interviewers exit and enter.
 - Refrain from chewing gum, tapping your fingers, and do not bring food or drinks unless asked or ask if you may have something.

Interview

Interview Continued

- Take the personality to some level of your interviewer. Don't go overboard, but it helps things flow more smoothly.
- RELAX..... Enjoy yourself. This is a learning experience and a conversation at the end of the day. HAVE FUN!

Interview Styles

More companies are going toward Behavioral-based interviewing. Be prepared for this form of questioning.

■ Behavioral Based Interviewing

- **Behavioral based interviewing** is interviewing based on discovering how the interviewee acted in specific employment-related situations. The logic is that how you behaved in the past will predict how you will behave in the future i.e. past performance predicts future performance. *(Source About.com)*
- Prepare answers around specific experiences that relate to the job you are applying for and successes.
- You can determine if the interviewer is using Behavioral-based interview questions, if they start the question as such; *“tell me about a time”* or *“give me an example of a situation in which.”*

Post Interview

Follow Up

If you are anxious about a possible offer, don't call to 'check in' unless you have a good reason for doing so, such as another pressing offer. Do not call repeatedly when someone is not answering. Hiring Managers have caller ID. A message or email is effective.

Thank you notes: If you want to write one, email is fine. Just make sure there are no typos and you don't write the same thing to each person.

Thank you notes: Don't say you think you're a 'perfect fit' after an initial interview. It's too early and questions your sincerity.

Questions?