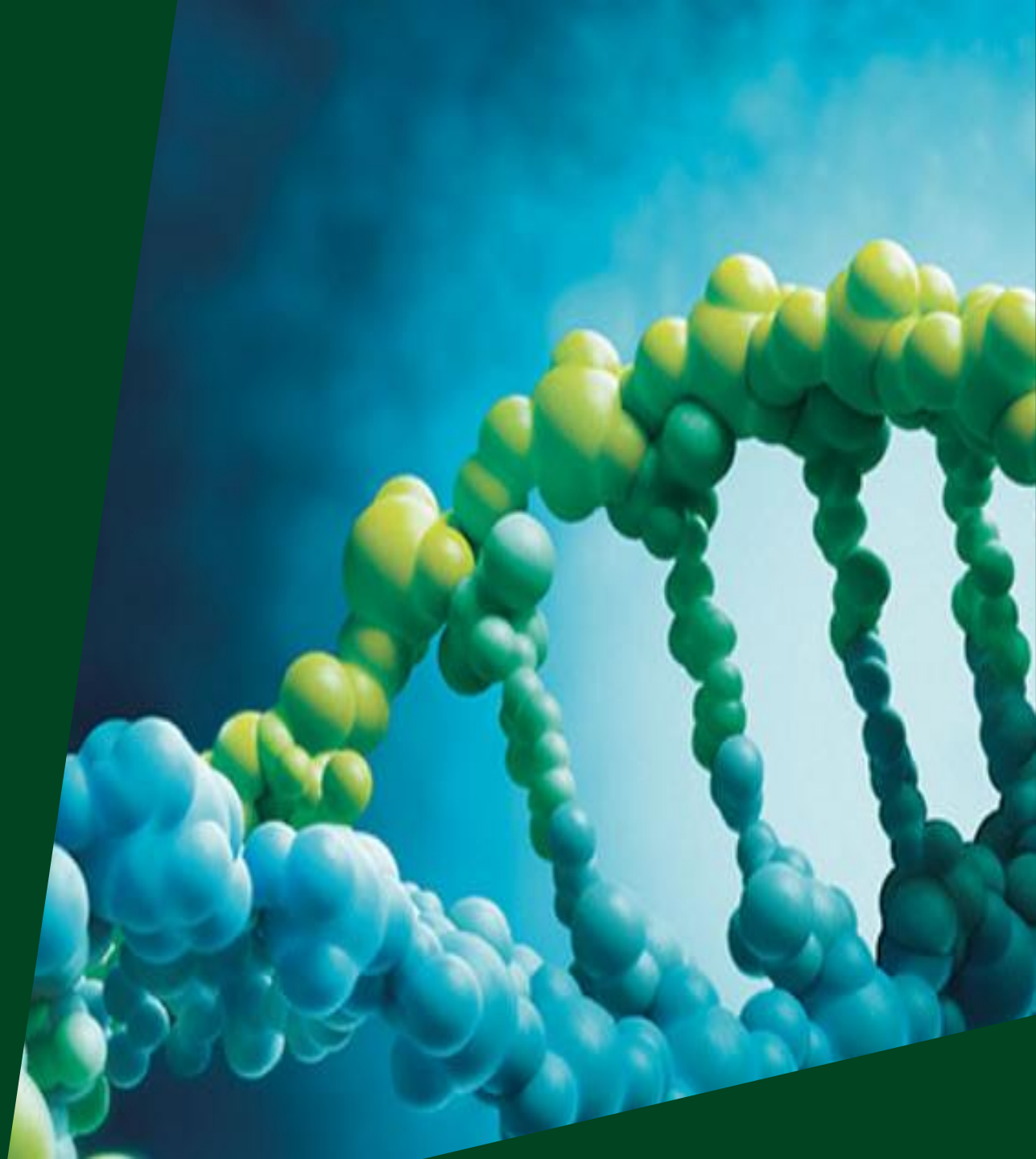




*Bayer/Rutger's  
I-Job Introduction  
Meeting*



January 15, 2019



**Bayer/Rutgers I-Job Introduction Meeting**  
**January 15, 2019; 9AM-12PM**  
**2B 018 A- Auditorium**

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

# From the Amazon to the Corporate World of the Pharmaceutical Industry

*Libia F. Scheller, PhD, MBA*  
*Global Head,*  
*Strategic Alliances*  
*Bayer Healthcare*



# BACKGROUND/EDUCATION:



*“What you are  
Experiencing  
now is only  
building a piece  
of what you will  
become”*

*-Dr.Libby 1995*

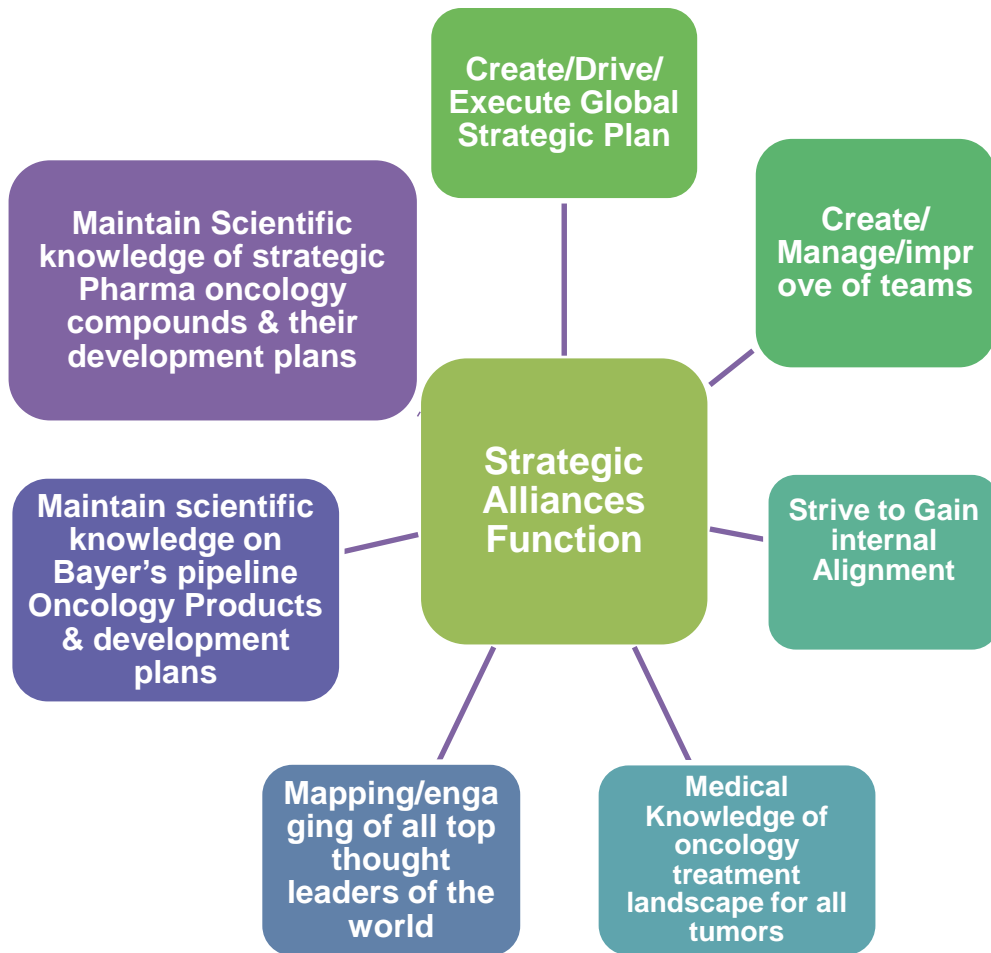
- Born in Cali, Colombia
- Lived in Colombia, Venezuela, Argentina, Mexico, The Netherlands
- Emigrated to USA when I was 9 yrs old
  - **FORESHADOW: Global Thinking**
- **Undergraduate:** Yale University (Genetics)
- **Doctorate:** PhD: University of Maryland School of Medicine (Immunology)
- **Post-doc 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 Novv Carey Group:** Consulting Brain Bank Washington, DC
- ALTECH Biomedical:** SVP Research & Development
- OWNER:** Opened my own biotech branch:  
Diagnostics: DNA probes in Oncology  
Medical Science Liaison
- Sanofi-Synthelabo:** Sr. MSL Cooperative Groups
- Sanofi-Aventis:** Medical Director; Medical Education Company
- IMER:** Global Head, Cooperative Groups & Strategic Alliances
- Bayer Healthcare**
  
- 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



## ✓ 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



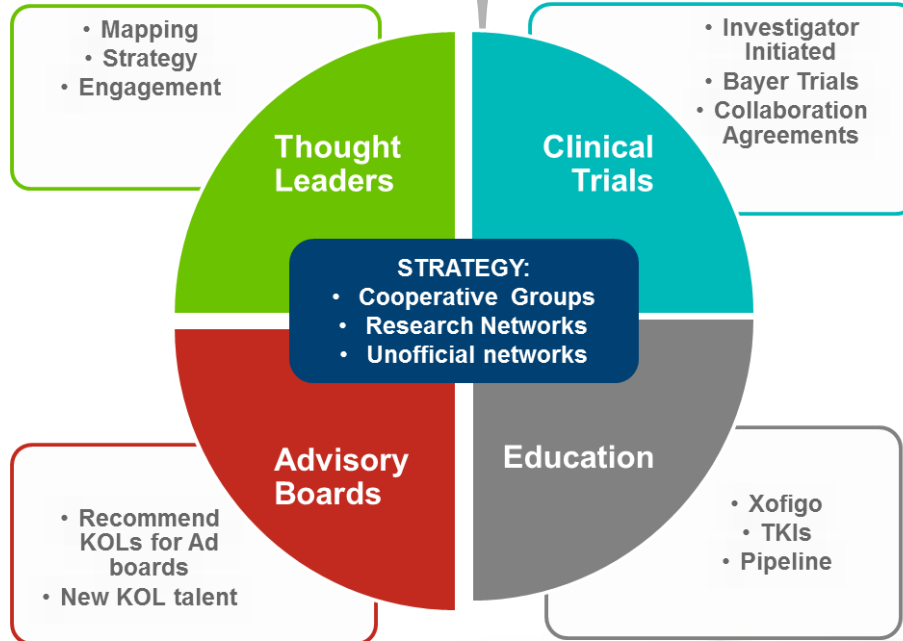
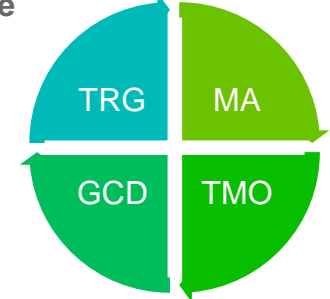
Pipeline Cross Functional team



NCI Task Force



SBU ORNL T



# 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



k14817871 www.fotoresearch.com

## ○ 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

## o NETWORKING

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



k12276394 www.fotosearch.com

# 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