



iJOBS Career Panel Series: Wuxi Pharma

Tuesday February 9, 2016

4:30-6:00pm

675 Hoes Lane West

Robert Wood Johnson Medical School

Research Tower, Room V10

Piscataway, NJ 08854

Information about Wuxi

- Of the 44 drugs that went to market globally last year, Wuxi was involved in 36 of them. They are growing their business with biotech company clients more than pharma company clients.
- First a business development person goes out to get clients. There are jobs in business development team for PhDs because they can talk the science as well as the business side. For these jobs you need communication, analytical skills, good listening skills. You have to be able to understand a client and maintain relationship.
- Then the VP at Wuxi meets with client in China or US to ask what is target and goal. Some clients want publications on the compound so they can get bought. Other clients want to get compound into clinical trials.
- Of the approximately 140 jobs open at Wuxi each year, about 25 of them are for PhDs.
- Some people come to US from China (about 10) and rotate around and then go back to China. Also people move around from MN, PA, GA etc...
- There are a lot of jobs in China from Wuxi and then you can stay there for a few years and get experience before transferring back to the US for Wuxi or another company.
- Philadelphia is one of the fastest growing locations in US.
- Medical device area is growing as is Neuroscience.
- Areas that are hiring: Flow cytometry, Cellular therapeutics manufacturing, Mass spec, Autoradiography, Bioinformatics, Clinical geneticists, Next generation sequencing, Virology, Biologics testing
- A postdoc is helpful but what they really want is industry experience, either summer internship is helpful
- Breadth of skills on your resume can be more important than publications and depth.
- There are no temporary positions. They are all regular, full time.
- Scientist starting salary \$65,000
- At Wuxi there is not much beaurocracy and there is a real human touch to the hiring process.
- They do sponsor OPT and H1 visas.

General Advice

- It is more about who you know than what you know. Networking is important for getting new jobs. Even if you know someone at the company, you still have to apply for the job through the system.
- LinkedIn profile is critical because it is often used for recruiting. Companies scan the people they are connected to by LinkedIn for skills that they list and then reach out to them. When you ask to connect with someone, do you not use generic invitation. Write a personal one with how you met that person.
- Be open and flexible about taking different jobs that you hadn't considered before.
- It is hard to manage being at the bench and in management at the same time so easier to focus on one or the other.
- Cover letter should be targeted to each job but should not be a substitute for the resume. You need to have all the key words and skills the resume itself.
- Use the exact words in your resume that are in the job description because some companies use electronic scanning of resumes. HINT: You can use white font to put in those buzz words at the bottom of your resume which will be picked up by scanner.
- Nobody is 80% match for a job. You should apply if you are remotely close to a match because you may also match another job at the company or they may change the job description to your skills.
- Don't put down a skill that you only did once during a lab class.
- Practice speaking in English even if you are American born.
- Take notes about what you want to say during phone interview so you are prepared.
Know what your resume says so you can answer their questions about your resume.
- Human Resources screens the resumes and then the Hiring Manager makes the decision.

Eric Johnson, PhD

Director Cellular Biology



Eric Johnson has extensive experience in the fields of assay development and high-throughput screening. He began his career at GlaxoSmithKline where he developed a series of assays for GPCRs and other target classes for compound profiling. From there, he was recruited to the screening center at Merck & Co. where he led a small team focused on assay development with an emphasis on GPCR targets. He spent more than 8 years developing assays for small molecule and siRNA screens and rose through the ranks to

Director of Small Molecule Screening where he led a team of ~25 scientists

responsible for all assay development for ultra high-throughput screening campaigns including primary screening assays, counter screens, dose-titration assays and mechanism of action studies.

Dr. Johnson received his Ph.D. in Pharmacology from Vanderbilt University in Nashville, TN after graduating with his Bachelor's degree in Biology from Dickinson College, in Carlisle, PA. He completed post-doctoral studies with Joan Heller-Brown at the University of California, San Diego where he studied signal transduction in cardiac myocytes and other systems. He also performed post-doctoral studies with Kirk Druey, at the National Institute of Allergy and Infectious Diseases (NIAID) part of the National Institutes of Health (NIH) in Bethesda, MD where he studied regulators of G-protein signaling (RGS).

Dr. Johnson has co-authored more than 20 publications in peer-reviewed journals and book chapters. He has taught courses in Establishing Cellular Assays at the Society for Laboratory Automation and Screening meetings, as well as tutorials in the use of various technologies including Enzyme-Fragment Complementation (EFC), Fluorescent Resonance Energy Transfer (FRET), and the GloSensor technology.

In his current role as Director Cellular Biology, In Vitro Pharmacology at WuXi Apptec, Dr. Johnson has helped to build a laboratory in New Jersey and establish a small team of scientists to develop cellular assays for compound screening and profiling. He acts as the lead biologist on a number of different projects advising both external clients and internal staff as to design and execution of experiments. He also serves as a resource for questions regarding cellular biology, GPCR studies, and compound screening to all WuXi scientists.

Gautam Agnihotri, PhD

Director, In Vitro Biology



Gautam Agnihotri, PhD has more than 14 years of experience in the pharmaceutical and biotech industry. After graduating with a Ph.D. in Biological Chemistry from the University of Minnesota, Minneapolis, he joined SmithKline Beecham (now GSK) as a post-doctoral scientist in 2000, where he worked in the area of HTS assay development for anti-infective targets. He joined NeoGenesis, Inc. in 2002 where he was part of a group that provided biochemical and cell assay support for external collaborations as well as internal discovery programs.

After NeoGenesis was acquired by Schering-Plough, he joined the HTS group of Schering-Plough in 2006, where he supervised assay development, screening, data analysis, and post-HTS followup for a wide variety of target classes from diverse disease areas in both medium throughput (96/384) and high-throughput (1536) formats.

After the acquisition of Schering-Plough by Merck, Dr. Agnihotri joined the In Vitro Pharmacology group at Merck Research Labs in Kenilworth, NJ in 2010. He led a team in the Biochemistry/Biophysics group to develop assays and determine mode of action for multiple protease targets and then moved to the Screening

Operations team in 2012 where he led a team of compound management scientists, automation engineers, and biologists. He left Merck in June 2014 to join WuXi AppTec as Director, In Vitro Biology (Biochemistry).

Dr. Agnihotri's skills span the areas of biochemistry and enzymology, as well as medium and high-throughput screening, automation, data analysis and reporting. In his current role, he will help in the establishment of WuXi AppTec labs in New Jersey and will lead biochemical/biophysical assay development and optimization.

Ken Schneider

Senior Technical Recruiter



Ken Schneider - Senior Technical Recruiter with 20 years' experience supporting the Pharmaceutical, Clinical, and Biotechnology industries. My experience encompasses the talent acquisition of Entry to the Executive- level personnel, all within the Corporate Recruitment, RPO, Consulting, and Human Resources arenas. In addition, I have studied at Montclair State University where I completed the coursework for the

Industrial/Organizational Psychology MA Program.

Julia Neusch

Senior Director, Human Resources



Julia Nüesch is an experienced Human Resources Leader and Business Partner with demonstrated success in talent management, organizational development, management coaching and process development.

As Senior Director, Human Resources at WuXi AppTec, Julia is responsible for all WuXi AppTec employees in the US and Europe who are a part of business units that are headquartered in China.

Ms. Nüesch has previously held the position of Vice President HR for Premier Healthcare Exchange, a healthcare insurance cost management company, Vice President HR for Orchid BioSciences, a provider of Paternity and Forensic testing services, Executive Director HR at Pharmacopeia, a CRO providing Chemistry, Biology and Pharmacology services to major pharmaceutical companies.

Ms. Nüesch has experience in leading teams in multiple countries and cultures. She has expertise in strategy development and staffing planning, design, development and presentation of curricula for management training. She has participated in multiple mergers, acquisitions and integrations. She has led HR department start up and development.

She is a member of Society for Human Resources Management and has both the SPHR (Senior Professional in Human Resources) and SHRM-SCP (Senior Certified Professional) credentials.