



PREPARING FOR A SCIENCE CAREER IN INDUSTRY

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Objectives

- Who am I?
- Corporate Recruiting Goals and Strategies
Making the connection
- Transition to Industry
Making a good second impression
- Careers and Career Paths



BACKGROUND INFORMATION

Who Am I?



Baxter



Education:

BS Lincoln University

MA Indiana University of PA

Ph.D. University of Pittsburgh

Internship:

Alcoa Technical Center

Career:

Baxter Healthcare

Unilever

L'Oreal



**CORPORATE RECRUITING
STRATEGIES: MAKING THE
CONNECTION**

Goals of Corporate Recruiting

ATTRACT

ENGAGE

BUILD

The
TALENT
PIPELINE
OF

BE
THE
COMPANY
TO WORK
FOR

CONSISTENT
MESSAGE
AND
COLLECTIVE
EFFORT

THE
FUTURE

Successful Campus Recruitment

- Key schools based on academic strength, cultural fit and strong relationships
- Clearly identified student targets for each function – future talent pipeline
- Close partnerships with professors and student organizations
- Coordinated efforts as a campus team
- Consistent assessment from campus visits

Strengthen Your Relationship

- Key schools based on academic strength, cultural fit and **strong relationships**
- Clearly identified **student targets** for each function – future talent pipeline
- Close **partnerships with professors** and **student organizations**
- Coordinated efforts as a campus team
- Consistent assessment from campus visits

Student Touch Points

- Career Fairs
- Diversity Conferences
- Information Sessions
- Networking Events
- Employee Panels
- Classroom Sessions
- On-Campus Interviews



DETERMINING A GOOD FIT

A Good Fit Goes a Long Way

- Know the industry/company, Know yourself
- What are they looking for
- What traits define success
- Learn about various industries
- Attend department specific industry events

- INTERNSHIPS!

- A bad fit = an unsuccessful opportunity = an unsuccessful opportunity

Types of Internships

Mentoring – introducing young students to career options

- Students early in academic career
- No specific openings
- May or may not track to graduation

Auditioning – top students working on real challenging projects

- Profiles matching current job openings
- Introduce students to the entire corporation
- Students evaluate fit
- Job offers made at or near the end

Comparing Two Industries

Pharmaceuticals

- Extensive R&D
- Long product life cycles
- 1 project may take several years (2-3 projects in 5 yrs.)
- The same type of work for different drugs
- Highly regulated

Cosmetics/Personal care

- Varying levels of R&D
 - Science and the story
- Short product life cycles
- Multiple projects in 6 months
- Different challenges all of the time
- More flexible



**TRANSITION TO
INDUSTRY**

Transition to Industry

Industry Dependent

how is science valued? Does it drive the business or support the business?

Advanced research vs. Applied research

Invention/discovery vs. Innovation

Invention- the creation of an idea or method

Innovation- application of better solutions that meet new requirements, unarticulated needs, or existing market needs, more effective products, processes, services, technologies, or ideas that are readily available to markets

Point of Entry Ph.D. vs. B.Sc.

- B.Sc. – entry level position, expected to understand basic scientific principles, learn industry specifics
- Ph. D. – may enter above entry level, may be equivalent or higher than others with more experience, expected to bring problem solving and or new technologies and ideas

Problem Solving

- Academic: unlimited time, must get the absolute best answer, use the best equipment (build your own)
- Industry: Best answer, with what you have, in the time the business allots

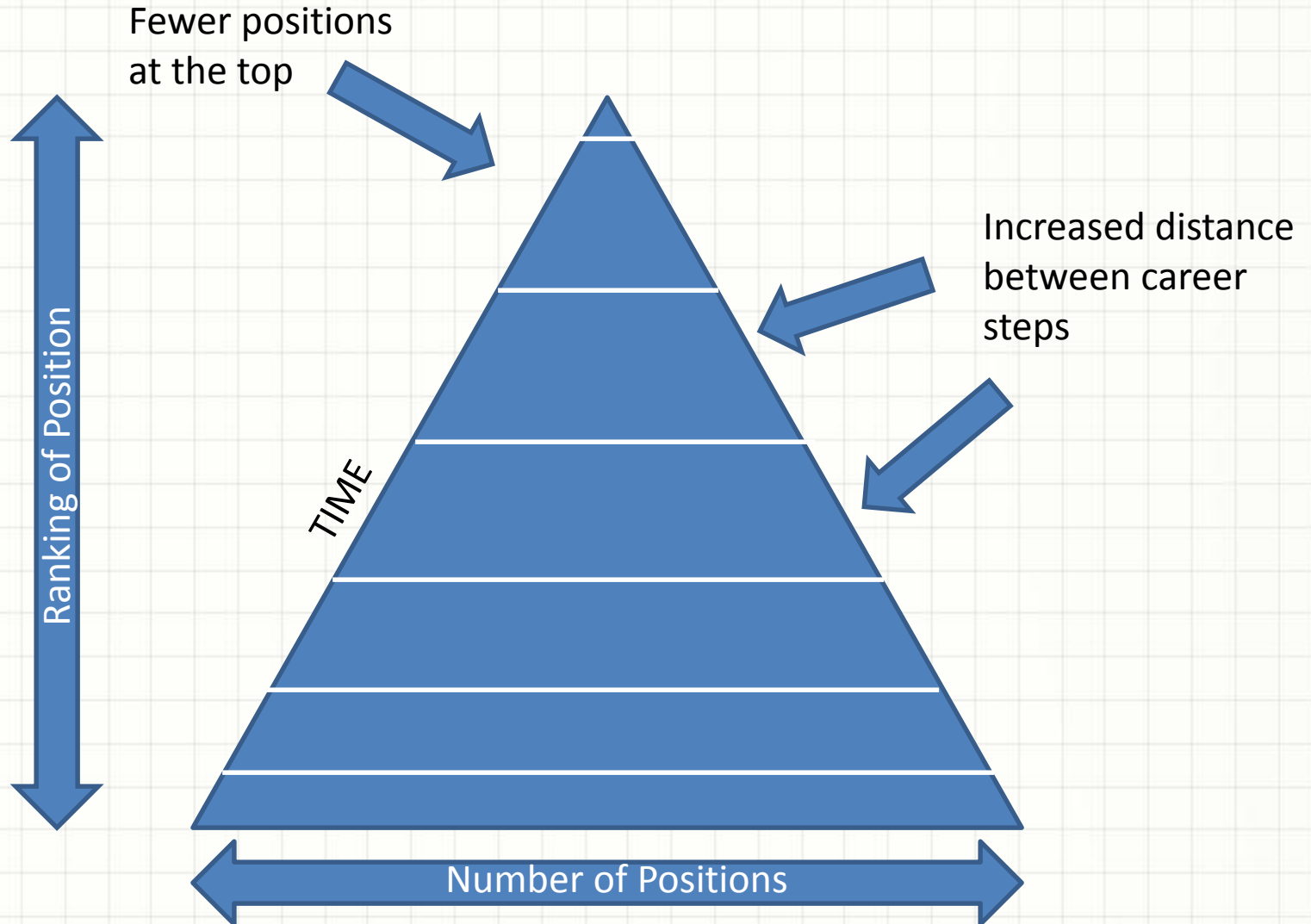
Making a Second Impression

- Do good solid scientific work with the highest integrity
- Ask for feedback and be open to it
- Try to learn the culture
 - What is valued
 - What behaviors do the successful exhibit
 - What are the unwritten rules
- Participate\Volunteer for cross functional teams
e.g. safety

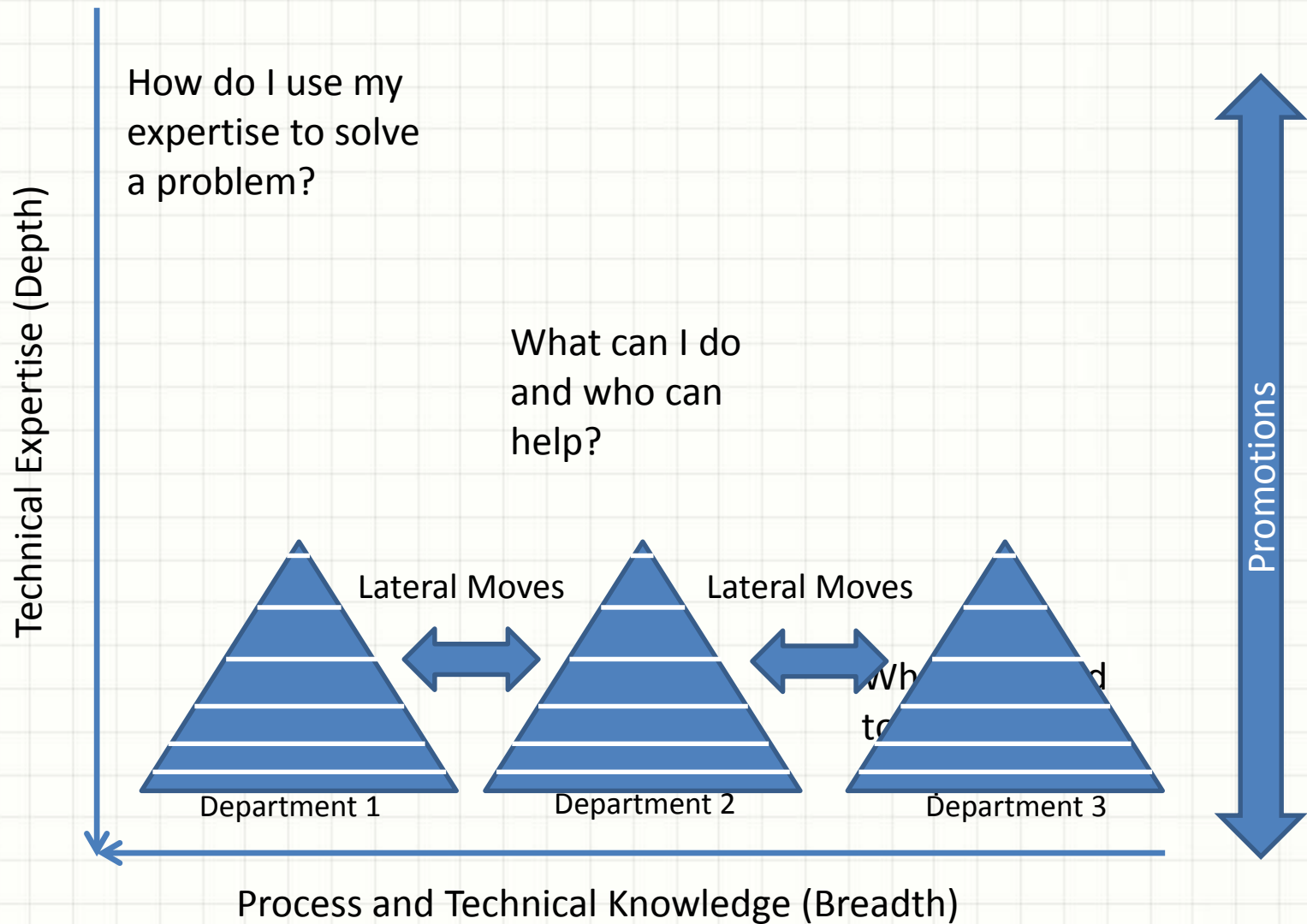


CAREER PATHS

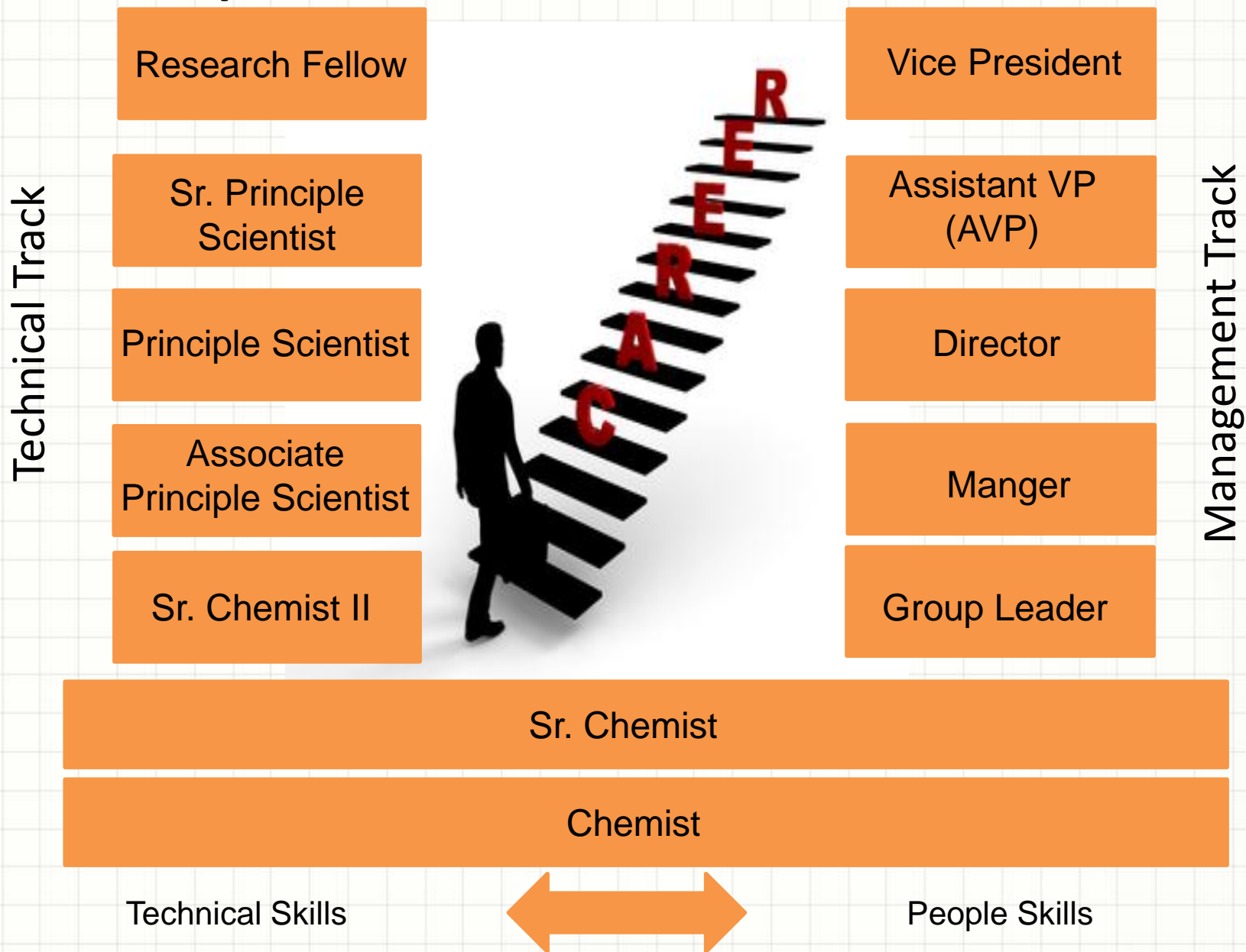
General Career Progression



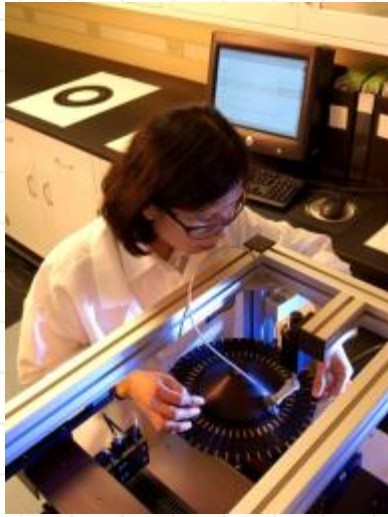
Scientific Career Progression



Example Dual Career Paths



Dual Tracks: Technical and Managerial

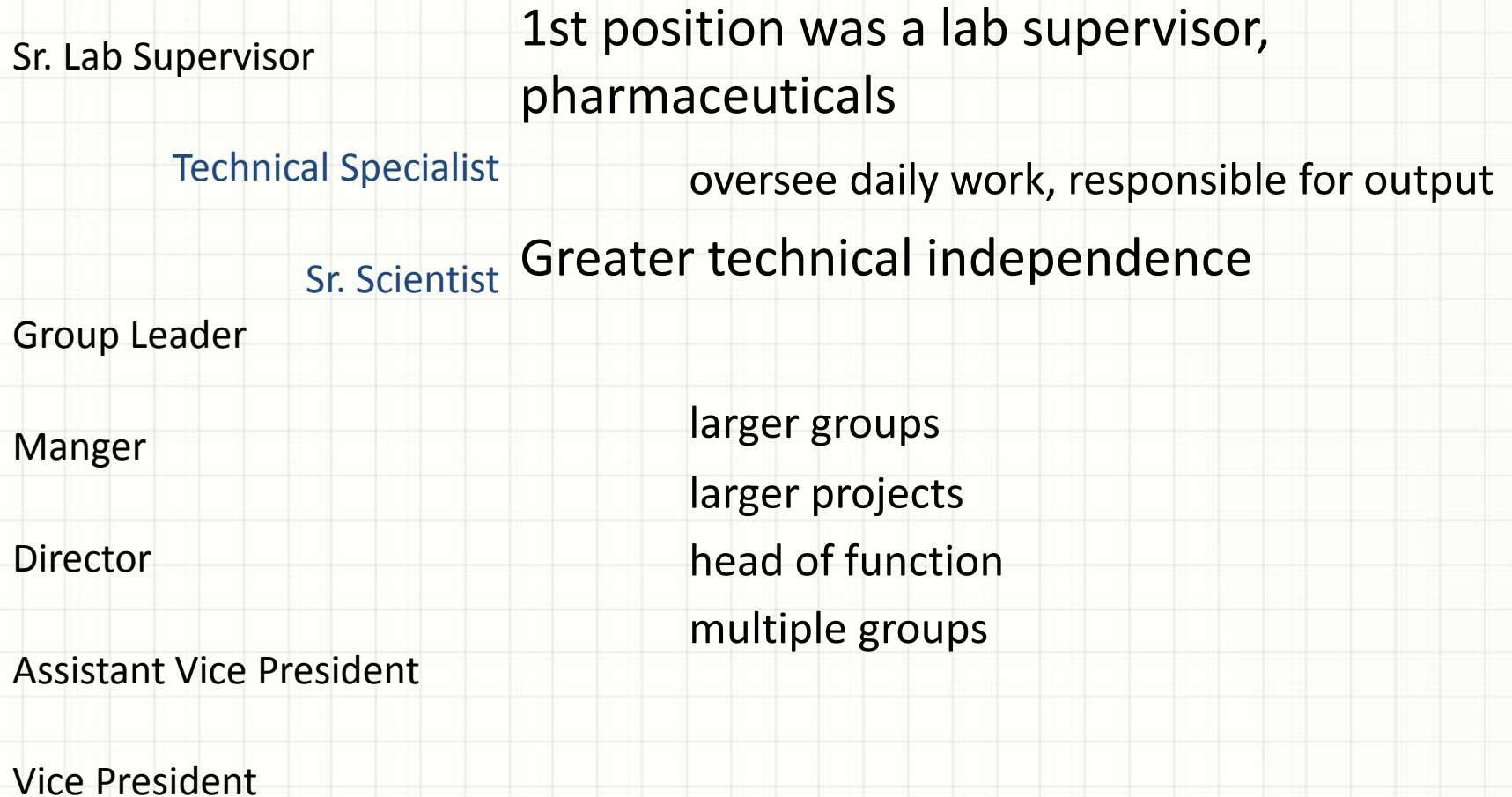


Technical Track Progression – develop a technical expertise over time, become “the expert” recognized internally and externally or develop technical breadth that allows you to contribute at a high level or manage large multidisciplinary projects



Management Track Progression – increasing responsibility, from day to day to strategic long-term planning and or increasing size of group(s) or impact of work

My Career Path





**EXAMPLES OF CURRENT
POSTINGS ON INTERNET**

Formulator/Chemist

Responsibilities

- Review and update of all production formulas, quality control test methods and in-process information as required
- Implementation and management of testing in R&D, QA, and QC and all aspects of OSHA and Hazardous material handling
- Formulation of new and updating existing personal care products, researching new and innovative raw materials and technologies
- Development and implementation of improved process control strategies for batch manufacturing and processing equipment

Qualifications

- BS or BA in chemistry or related science required
- 3-5 years of experience in cosmetic formulation needed,
- Strong analytical, problem solving and conceptualization skills necessary
- Familiarity with the personal care market, knowledge of cosmetic regulations, production scale up experience necessary
- Ability to analyze business periodicals, professional journals, technical procedures, or governmental regulations required

Process Engineer

Responsibilities

- Based on processes developed by our Corporate Pilot Labs, develop scaled-up bulk manufacturing procedures for new product launches and formula renovations
- Conduct bench and pilot batches for new and existing formulas to gain an understanding of the bulk physical and chemical properties while trouble-shooting quality problems

Qualifications

- Bachelor's of Science degree in Chemical Engineering preferred or Bachelor's of Science degree in Chemistry
- 5+ years' experience in a high performance manufacturing facility - cosmetics industry preferred

Applied Development: Associate Scientist

Responsibilities

- Develop key technical insights on fragrance technologies from product application work that can be applied to development projects by interacting with group/team members
- Design and carry out laboratory experiments such as formulation, characterization and performance evaluation
- Prepare and analyze new technology solutions and measure their performance in toiletries and personal care products

Qualifications

- Minimum 3 - 5 years of experience in the industrial food, pharmaceutical, chemical, cosmetic, consumer goods and/or fragrance industry
- Knowledgeable about toiletries and personal care product applications such as raw materials, chemical and formulation processes
- BS degree in Science & Technology, organic chemistry, polymer science, interface & colloid science or related discipline: Master degree preferred