

A top-down view of a desk with a tablet, keyboard, stethoscope, pen, and X-rays. The tablet is the central focus, displaying the title and speaker information. The background includes a white keyboard, a blue stethoscope, a blue pen, a stack of blue surgical masks, and a blue folder with X-rays.

# **A view of the industry job market for scientists**

Marc Bonnefoi, Sanofi R&D  
July 13, 2017

# Discussion Topics

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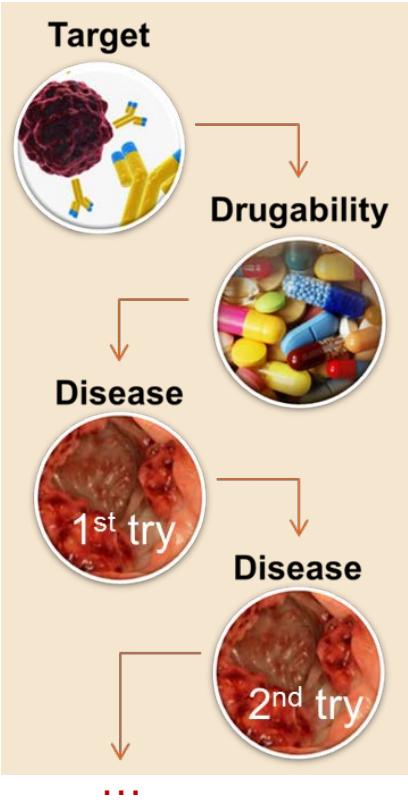
- The evolution of R&D in the pharmaceutical industry
- Current and future roles for scientists in pharma R&D



# Our Evolution



CLASSICAL R&D MODEL



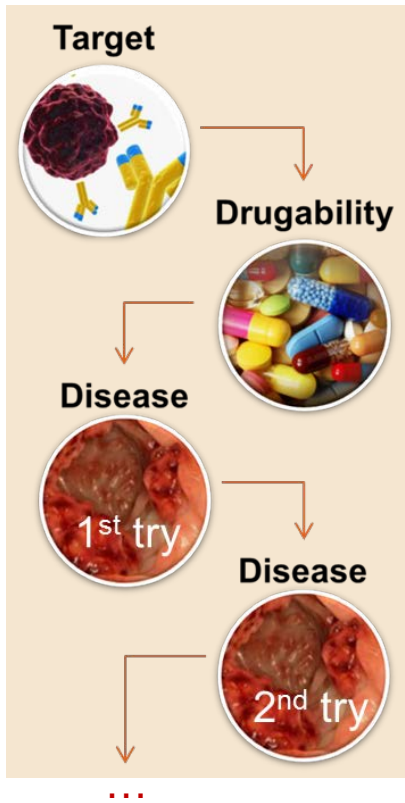
# Our Evolution

before 2011

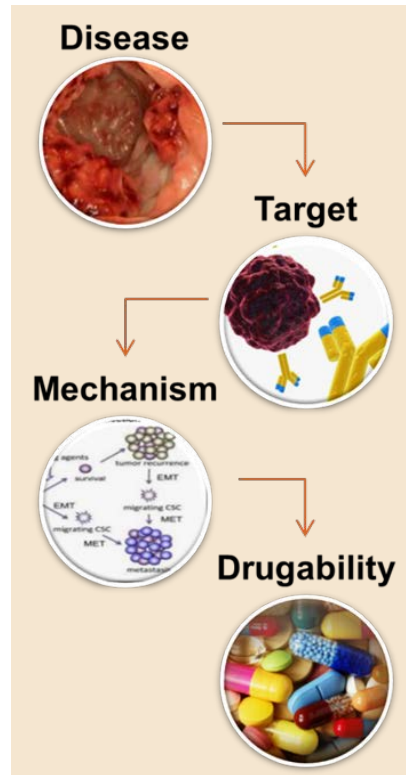
2011-2015

2016-2020

CLASSICAL R&D MODEL



TRANSLATIONAL R&D MODEL



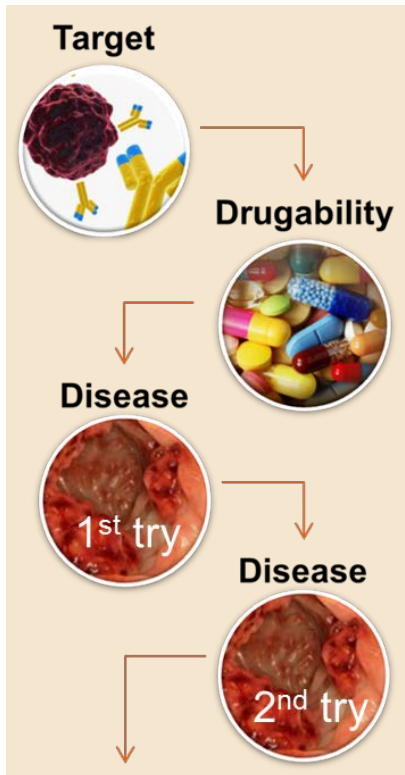
# Our Evolution

before 2011

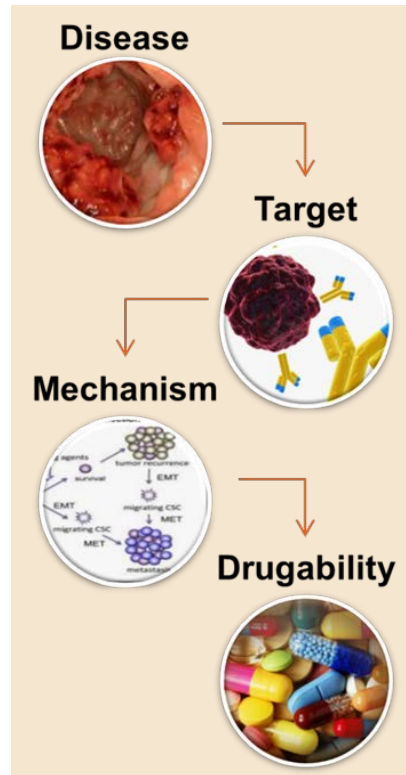
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TRANSLATIONAL R&D MODEL



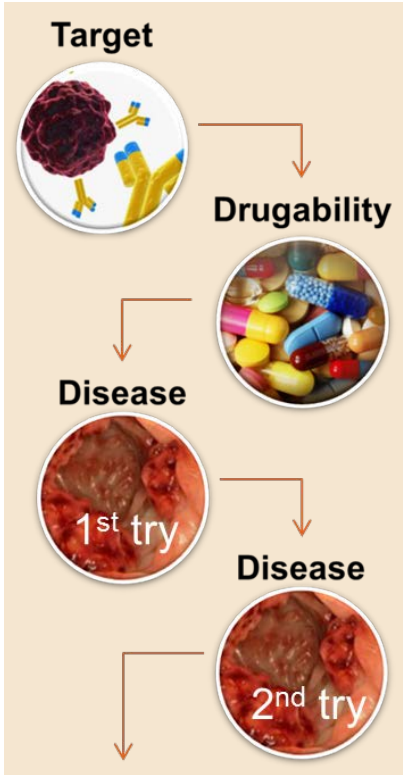
## Development-to-Research Strategy

- Created a robust launch pipeline
- Relied on external heavily
- Increased flexibility
- Developed biologics

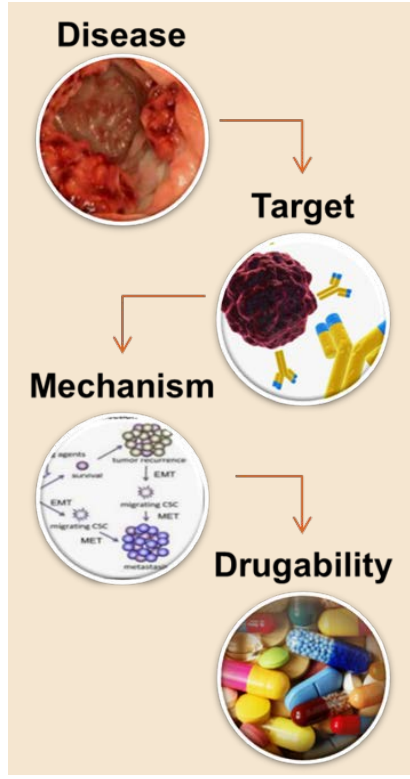
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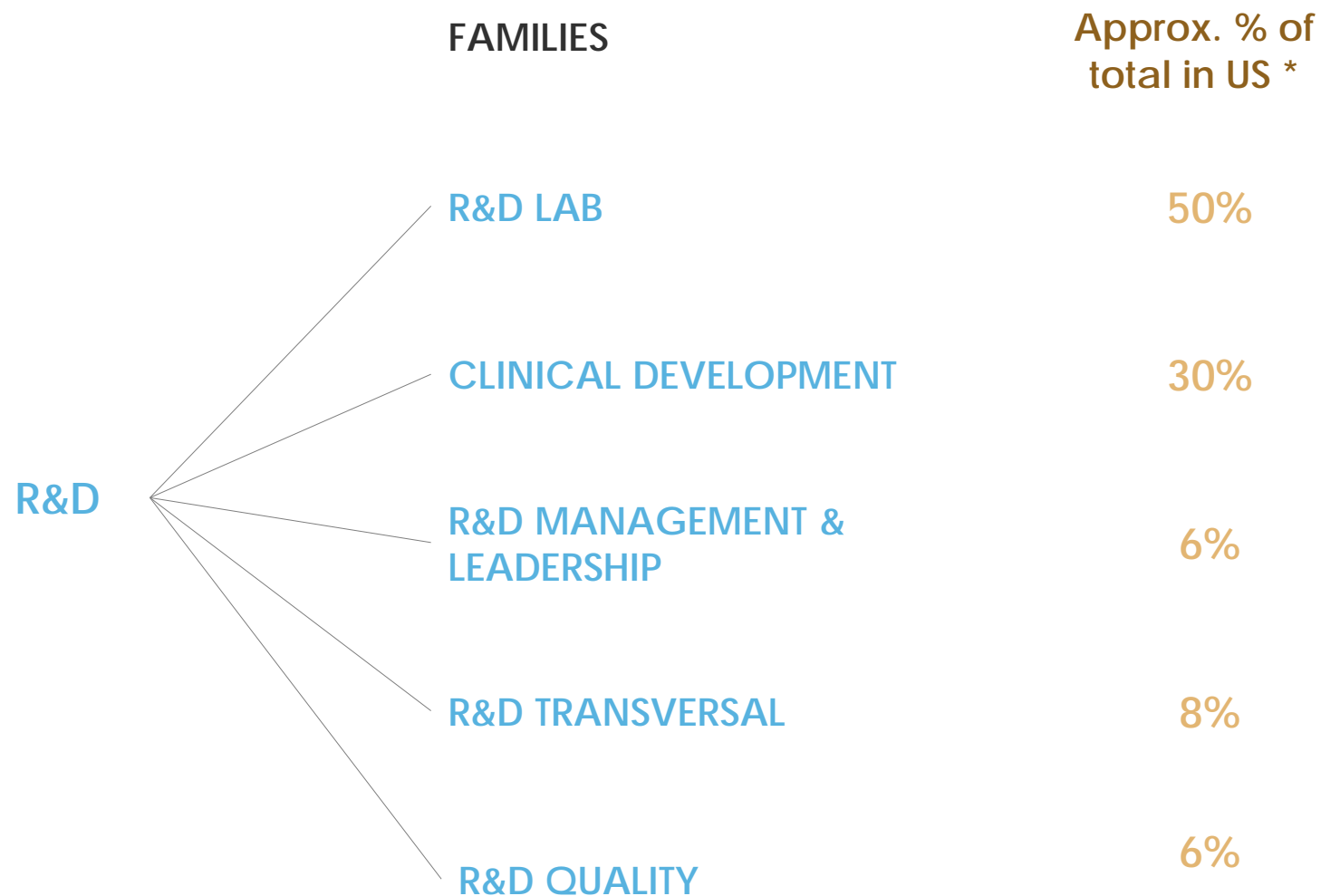
## Strengthen Research Productivity

- Rebalance portfolio to at least two thirds internal
- Multi-targeting approach
- Strengthen excellence
- Leverage digital



# Driving Breakthroughs with Innovative Scientists

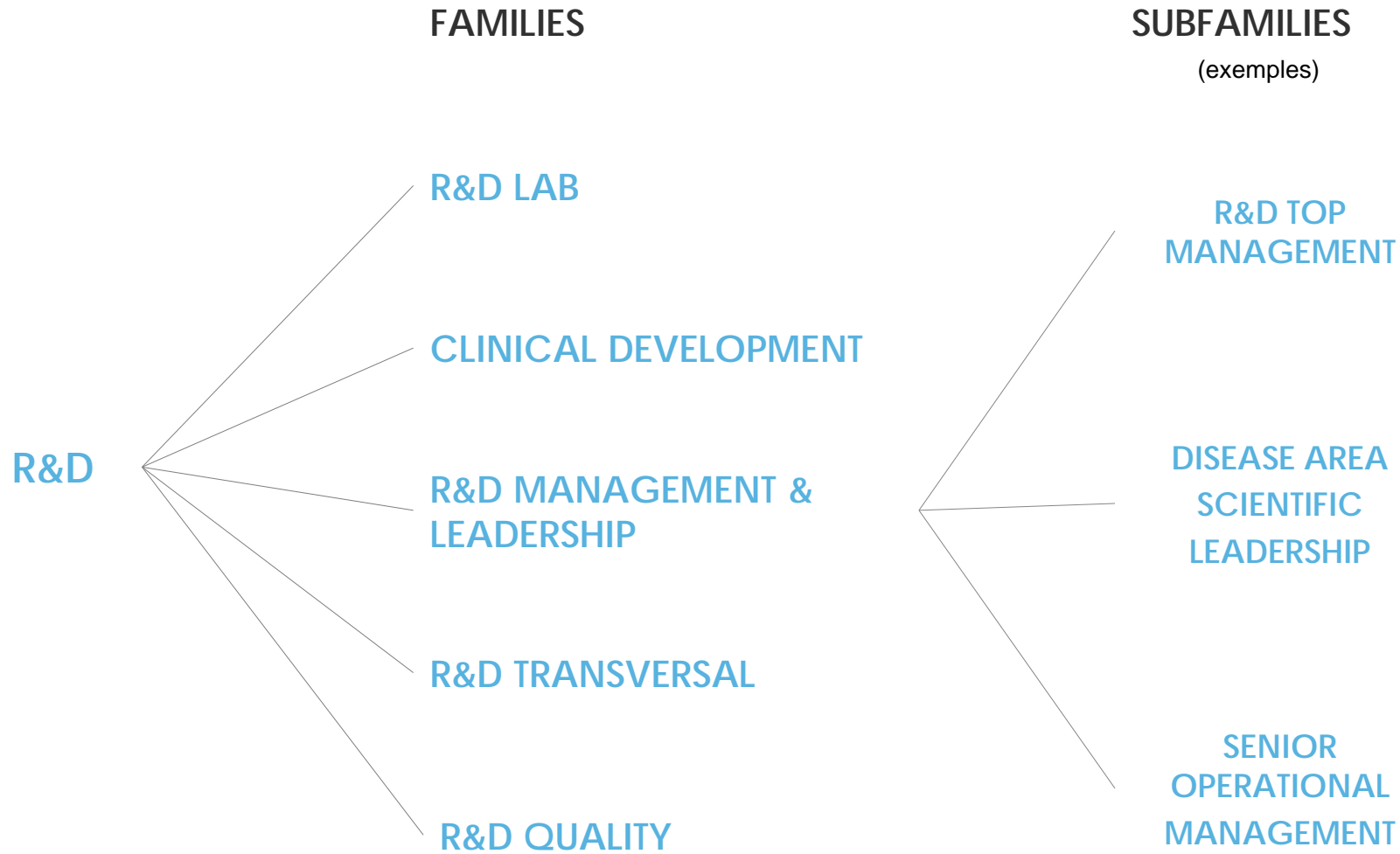
# A look at R&D job segmentation



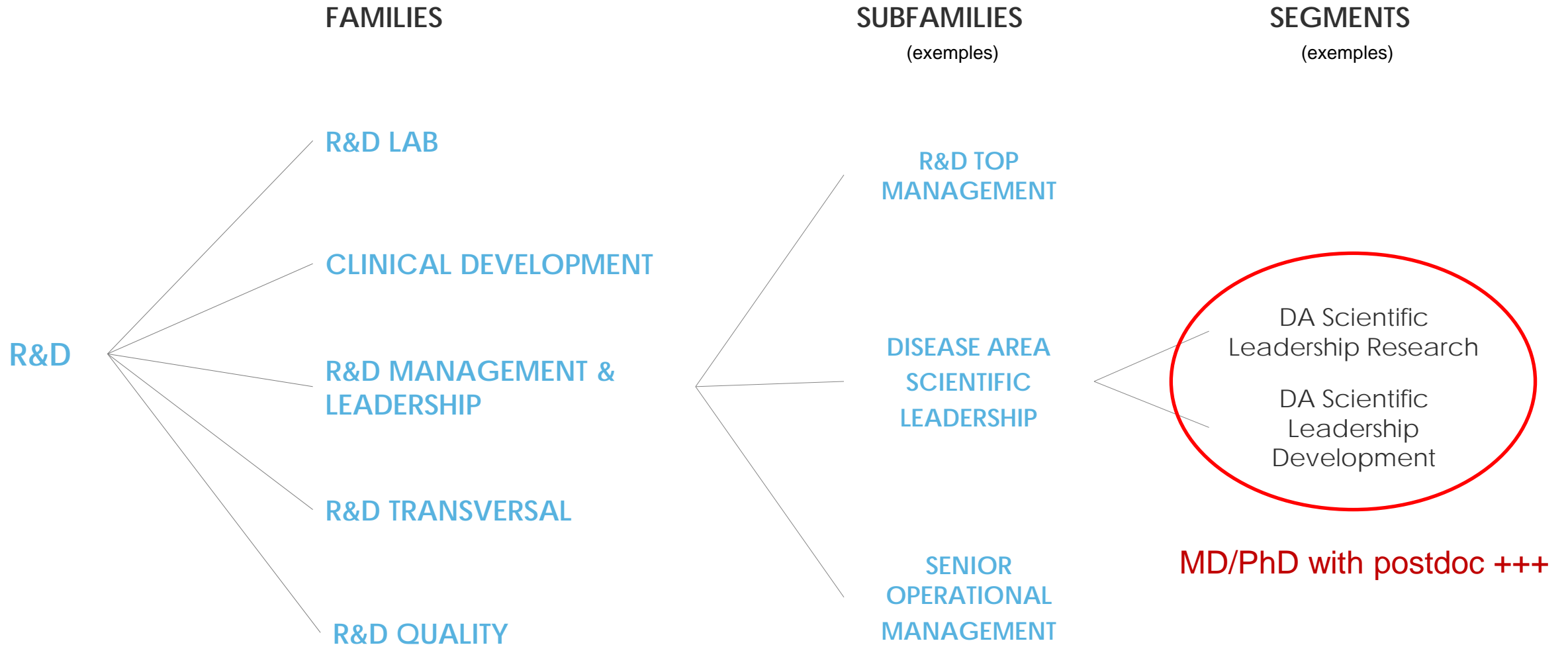


# A look at R&D job segmentation

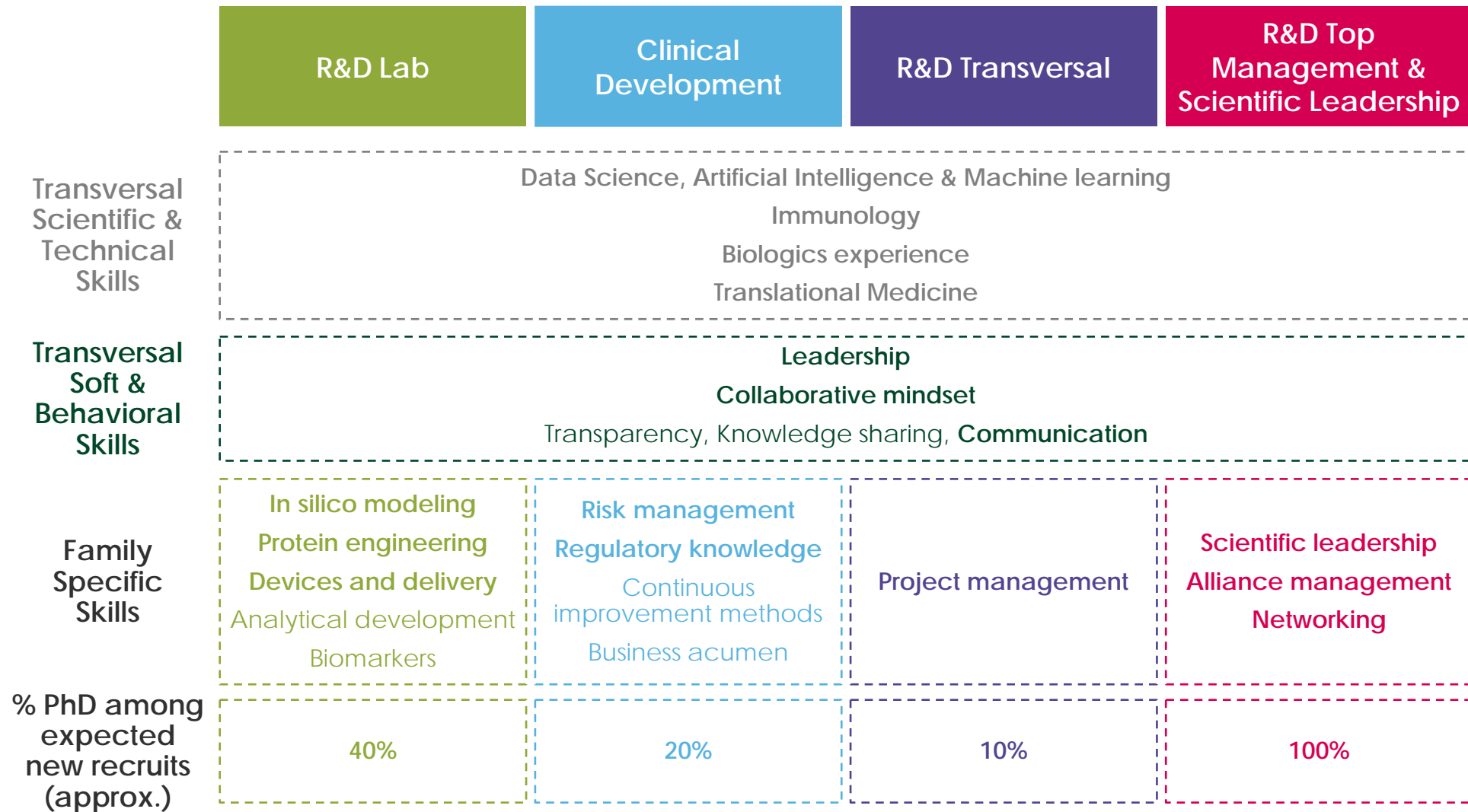
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# A look at R&D job segmentation



# Most needed skills across R&D



## Other considerations

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- Some areas particularly rich in PhDs (>50%):
  - Translational science
  - Pharmacokinetics and drug metabolism
  - Pharmaceutical development
  - Biostatistics
- Postdoctoral training is generally considered as a plus
- Experience is key. Many Pharma have strong training programs
- Internal postdoctoral programs
- Opportunity to move from Pharma to Pharma is significant, and rewarding



# A look at R&D job segmentation

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