

WELCOME TO THE INDUSTRIAL PHARMACEUTICAL SECTOR HUB!

Panel Members:

Dr. Alexander MacGregor, Toronto Institute of Pharmaceutical Technology, Dean
Deborah Clark, George Brown College, Centre for Continuous Learning, Chair,
Community Services and Allied Health

Dr. Vipin Dhall, Patheon Inc., Group Leader Formulation Development
Malcolm Gabriel, Biovail Inc., Human Resources Manager

Facilitator:

Heather Turnbull, Turnbull Consulting Group, Consultant

Instructions to participants: (if Facilitator provides)

Information and points put forth by panel members:

Dr. MacGregor

- Don't have to take a lesser job to work your way up
- The longer you wait to work in your field the harder it becomes to find your work
- Commanding respect from employers is the key essential skill
- Prove skills back home are recognizable here
- Respect may be earned with retraining, revalidate your credentials through Canadian education

Deborah Clark

- Internationally educated should bring documents and have equivalency assessments done
- Exemption can be challenged by doing an exam
- On-line programs are gaining in popularity
- Relate international career into programs in the same field

Dr. Vipin Dhall

- Identify strengths that relate to Canadian market needs

- Resume should be the Canadian standard
- Network – make personal contacts
- Self-gratuitous behaviour of your accomplishments is unacceptable!

Malcolm Gabriel

- Pharmaceutical trends – combination therapies are increasing
- Lifestyle pharmaceuticals for seniors
- Gene therapy, DNA is growing
- Important to belong to a professional association, volunteer to do seminars and contribute to research in associations
- Get referrals through associations
- Have achievements up front on your resume, have Canadian-based resume that connects with your overseas degree
- Ambition combined with humility helps with the fit

Questions, with corresponding answers, asked by IEP participants:

To Malcolm: When there are no experts within the organization available to be hired, where does the industry get their experts from and what skill sets do you look for?

Not as many mergers now in the industry

- Use recruitment agencies
- Personal referrals are pre-screened (eg. By vice-president)
 - o E-mails are sent throughout the organization (the e-mail trail)
 - o Positions can be created as a result of referrals

To Malcolm: Is my experience in chemical engineering suitable for the industry?

- The specifics of your experience would have to be analyzed by HR
- Some skills are transferable
- May need to take a short course or program
- Behaviour skills – entrepreneurial, problem-solving skills are important
- Describe your skills – what you can offer the company
- Quality assurance and validation employs some chemical engineering people

To All: What is the process to finding a job – especially networking – when you have the skills and experience?

- You should think about learning about networking avenues – companies in your field, trade fairs
 - Do more homework – researching industry

To All: Where can you get info about scholarships?

- Depends if your full-time or part-time
- Ontario Student Award Program
- Bursaries are available
- Part-time – bursaries and loans
- Book vouchers are available at George Brown
- Can get money from a corporation (eg. for pharmacy certification) in exchange for signing a one or two year contract
- For loans has to be approved course, minimum number of courses, residency, proper financial status
- Check out the schools' website
- HRDC Wage Subsidy
- Getting experience by volunteering
- Need determination

To Dr. MacGregor: How can a foreign-trained medical professional recertify in Canada, and how can they realign their goals in Canada?

Government regulations govern certification, not necessarily recertification but science education, job specific training or work experience

No specific association that certifies in the industry – have to have proof of relevant training

Are qualifications from other countries accepted?

- If you train in the European Union, US or Japan your qualifications are readily accepted in Canada

To All: How can we break the “experience to get a job” cycle?

- Often “experience” equals fitting into the company’s culture (how you present yourself, interpersonal skills) and what value can you add to the company – this is what employers mean
 - Employers want a safe bet, someone who can quickly fit into the company
 - Also depends on the type of job too
 - Research the industry (use company’s website, look at annual reports) so you can show that you understand the industry’s challenges, then relating it to your international experience
- Should be prepared, set-up a meeting, don’t just drop-in, have your documents ready
- Say you’re looking for their expertise and wisdom, not that you’re directly looking for a job

To All: What else can a newcomer do to be the best fit for the company?

- Enhance your interpersonal skills, most important, these skills help the company grow
- Have to sell yourself, your behaviour, attitude
- The fit is most important – values, attitudes, behaviour (make a personal connection with the interviewer)
- Matching your behaviour with the interviewer's

To All: How can you determine if a job position on the web is real?

- Companies only advertise on the web once they have used an executive search firm and personal referrals

To All: What should you do on your resume if you are overqualified? Should you remove your over qualifications?

- You shouldn't add anything that is untrue
- Omitting info is not as bad as adding false info, but have an explanation why, explain upfront why you have omitted
- Tailor your resume to the position, express your willingness to work at a lesser position if necessary

To All: Where can you go to get a good resume and cover letter?

- Should tailor your resume for the job
- Ask the employer if they prefer a chronological or functional resume
- Resume should be brief and capture their attention within 30 seconds
- The front of the resume is most important
- It's up to you to determine if it's what you want
- Only mention skills that the employer is looking for
- Achievements are more important than skills at Biovail
- Match your achievements and skills that fit the company's problems

Closing observations:

- Oral communications are important
- Secondly, good writing skills are necessary
- Attitude is important

To All: How can someone with no experience break into the industry?

- Volunteering and job shadowing are good
- Researching on the Internet
- Employment Resource Centers

Advice to the group:

Vipan:

- Assess your skills/education, list your relevant achievements, network

Malcolm:

- Getting the job is just the start, have to build your networks even more once you start the job

Dr. MacGregor:

- Determine the actual skills you possess
- Redefine your skills – analyse them, how can I sell myself to the employer
- Write your skills down in a couple of paragraphs as part of analyzing your skills