CURRENT BUSINESS TRENDS IN BIOTECHNOLOGY

It’s more than just science!

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CURRENT TRENDS

The biotechnology industry is becoming more industrialized, driving change in many ways:

• Adopting techniques used in other industries – (LEAN, TOYOTA, ETC.)
• Business processes and systems
• Excellence and quality in results
• Pushing all areas to new performance levels
• Cautious eye on the bottom line
• Data driven - “IF YOU CAN’T MEASURE IT, IT’S JUST A HOBBY!”
CURRENT TRENDS

To compete in this changing environment, companies need to recruit and retain high-caliber personnel but remain lean. This is accomplished by:

• Hiring multifaceted people with strong primary skills and competencies along with interests in other fields
• Performance-based reward systems
• Extensive cross training
• Team-based work environment – “We’re in this together!”
• Monthly company meetings and weekly group meetings
• Cross functional teams used for problem solving and tackling new opportunities
• Training, training, and more training!
CAREER OPPORTUNITIES

The good news on careers—Businesses are growing and hiring is going on!

• All levels and areas – entry to management
• Biology, Biochemistry, Chemistry, Technical Development and Production
• Seeking future leaders for our company
Specific attributes we look for in our associates are:

- Entry level – strong technically and curious
- Targeted specific expertise on rare occasions
- Leadership characteristics sought in every position
- Ability to work with others and get things done
- People who want to learn beyond their current field
- Speak with data and be able to adjust to their audience
- Ability to see science as a competitive manufacturing/service for the strength and future of the country
SUMMARY

• Many opportunities for people who want to make a difference
• Hiring is the MOST important role of a manager
• Companies have to be cautious to get the best people in place to compliment their team
• The competitive landscape will continue and become even tougher
• Sell your prospective employer or customer on what you can do for them!