



BCF CAREERGUIDE

Career Guide for Bio, Chemistry, Food & Pharma



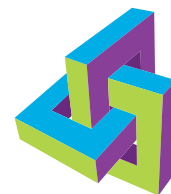
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Thanks to our own background and experience in the field of Chemistry & Life Sciences, we speak your language, we understand your needs and the challenges you face. We also speak the language of our clients, what do they need in an employee to be successful? Only through really understanding both sides, we can help both people and organisations to achieve good and lasting results.



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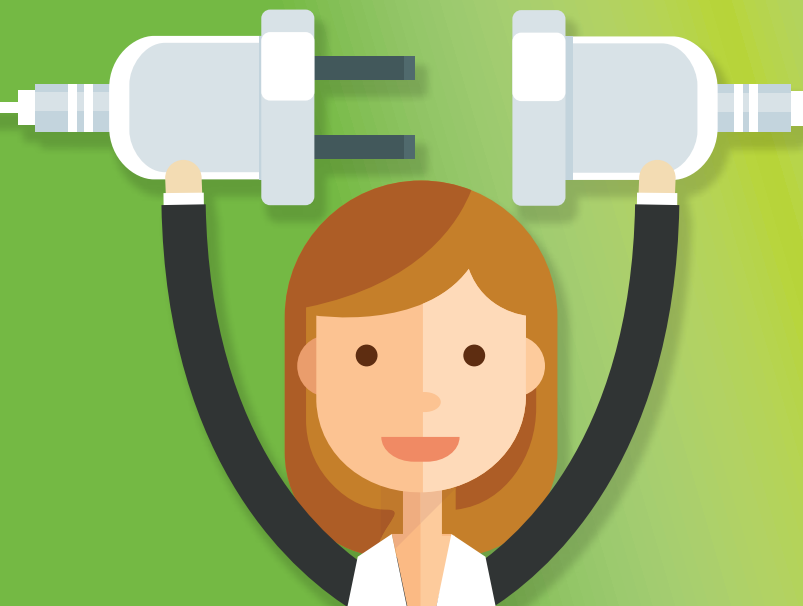
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Hyphen Projects
Moving careers forward in Life Sciences



ENERGIZE YOUR CAREER IN LIFE SCIENCES

Welcome to BCF Career!



About this guide

This career guide is for everyone who is active in Life Sciences, Chemistry, Food & Pharma. This guide contains an overview of top employers that are seeking for new talent.

About BCF Career

Guidelines in your job search and career path are always welcome. Some people know exactly what kind of job they want, others are rather doubting among the multiple options this sector offers. For all people, BCF Career offers excellent services to support your career path: browse jobs, the opportunity to network, search for employers, read inspiring articles about i.e. personal development and sector news, expose your own CV continuously throughout the year, and much more! For more information: www.bcfcareer.nl

[Click here](#) to subscribe for the BCF Career Newsletters.

About BCF Career Event

BCF Career Event is the largest career event for the Life Sciences. It is the meeting place for everyone who is or wants to be active in Bio/Life Sciences, Chemistry, Food or Pharma. BCF Career Event offers you the opportunity to get into direct contact with a broad range of employers in the sector, but also with other organisations that can help you further and empower your career.

In 2024, BCF Career Event offers you the following editions:

- » **7 February 2024** - BCF Career Event Online
- » **30 May 2024** - BCF Career Event
Netherlands - Jaarbeurs Utrecht
- » **28 November 2024** - BCF Career Event
Belgium - Ghent ICC

Visit the [website](#) to discover it all! Registration is free of charge for these events.

About Hyphen Projects

BCF Career is powered by Hyphen Projects. At Hyphen Projects, we pride ourselves on creating and delivering programmes that support talents and companies in Life Sciences to move forward. We help build the next generation of leaders and ventures in biotech by fuelling them with valuable insights, the right connections and the necessary inspiration.

Discover all events we organise throughout the year in our [event calendar](#).

Develop your career plan



Would you go on a long holiday or build a house without a plan? No matter if you have been working for several years already or have just started, having a career plan is a good idea.

It is a dreaded question in job interviews, but also very relevant to find an honest answer for yourself: Where do you see yourself in three, five or ten years from now? Most people change their career multiple times in their life. The best way to be prepared for all situations is to have a plan. This doesn't mean you need to know exactly where, and in which position you will work; the goal is to know your general aim. This will help you steer your career and keep going in the right direction, without dismissing surprises or new adventures that arise unexpectedly.

A career plan is not a one-time action, it is a continuous process that requires adjustments and dedication. It takes into account your current situation, skills and experiences; your interests, values and priorities; your career goals and the actions you intend to take.

Set up your plan

To start, define for yourself which values you are looking for in a job; what your strengths are; and what tasks you enjoy. Then systematically look through jobs and career paths that could fit this description. Based on these career paths define which extra skills, experience and knowledge network you will need to achieve this, and how you can achieve it. Finally, set up a rough plan of when you will achieve this. If you are about to start your first job, then it is good to do this before you start applying. If you are already working, it is still good to sit down and get these things clear for yourself.

Make it a regular event

It may be easy to neglect, forget or repress, but it is very important to regularly reflect on your current situation and the path you want to follow. Put it in your diary, for example once a year an extended meeting with yourself, and shorter recaps during the year. Once you sit down 'with yourself', reflect on the time that

has passed. What have you achieved so far? How did the last year go? Do you still have the same values, wishes and needs regarding your work? What do you like or dislike about work? What is important to you? What does success mean to you? Maybe your personal situation has changed, and with it the requirements a good position has to fulfil for you. It is also important to find something that engages and motivates you. Try to determine what you really need from your work. It may be that you want to make a difference about something; being financially independent; helping others or any other reason that gets you out of bed.

Set goals

Setting goals for yourself can help you to be more successful. What are your short-term (e.g. within a year) and long-term (three, five or ten years) career goals? You can use the SMART method to describe your goals in a Specific, Measurable, Attainable, Relevant and Timebound manner. If you would like to expand your network to increase your career possibilities, an example of a SMART goal could be: "I want to go to one networking event per month for the next twelve months to increase my network". By making your goal specific and measurable in a certain timeframe, you will be able to measure and reach your goal. This is not possible for the vague goal "I want to network more". It also helps to write down your goals and share them with colleagues and friends.

Stay curious – explore opportunities

Never stop learning. This can mean obtaining

a certificate to increase your job options, soft skill seminars, mentoring, MOOCs, and any other possibilities that open up to you. Stay engaged and be brave enough to step out of your comfort zone. Not every goal or learning opportunity has to be uncomfortable, but challenging yourself will help you grow personally and professionally.

Keep a record & celebrate achievements

Don't forget to recognize, celebrate and reward yourself for achievements! You can also keep a record of your accomplishments. This will be useful for updating your CV, and it will also help you to work towards your next career goal.

Stay flexible

Remember that your plan is not set in stone. If a great opportunity outside your scope arises and matches your values, needs and wishes – go for it even if it means leaving the original path. You can't always oversee all options or opportunities in advance. You can always adapt your plan based on your current priorities. Don't lose focus. Often you need to take sidesteps to gain skills and resources. This doesn't mean you are not following your overarching direction anymore. Don't lose sight of your objective in the process. In order to stay true to yourself, check in with yourself regularly and be honest with yourself.

Good luck with your next career step!

"A career plan is not a one-time action, it is a continuous process that requires adjustments and dedication."

Janssen's Cutting Edge CAR-T Therapy: A Testament to Innovative Research & Development

"Do you envision a future for yourself within the innovative pharmaceutical industry where, together, we can create real impact on the health of patients worldwide?"

In the fast-paced world of scientific advancements, we stand at the forefront of improving patient's lives through innovative research and development. We achieve this by identifying the challenges of tomorrow. To do this, we can count on over 5000 dedicated employees in Belgium and a global presence spanning more than 265 operational companies across 60 countries.

In this joint effort, we never stop creating a future where disease is a thing of the past. We aim to transform lives by finding new and better ways to prevent, intercept, treat and cure disease. We reach this aim by bringing together the best minds and pursue the most promising science.

Advancing our Care

These best minds, accompanied by external partners, strive for new medical breakthroughs, and develop treatments and vaccines for some of the most devastating disorders and complex medical challenges. We focus on areas of medicine where we can make the biggest difference: Oncology, Immunology, Cardiovascular & Metabolism, Neuroscience and Pulmonary Hypertension.

A shining example of our innovative prowess is chimeric Antigen Receptor T-Cell therapy, or CAR-T therapy, a groundbreaking approach to treating various diseases, specifically in oncological personalized care.

CAR-T Therapy: Revolutionizing Medicine

With CAR-T therapy, we are spearheading the transformation of cancer treatment. This novel cell therapy harnesses the patient's own immune system to combat cancer. In this specific form of cell therapy, we collect the patient's T-cells and engineer them into CAR-T cells, capable of precisely targeting and destroying the patient's cancer cells.

This highly personalized therapeutic approach is fueled by cutting-edge technology, offering new hope to patients for whom other treatments have proven insufficient. CAR-T therapy is a testament to our unwavering belief in personalized care, understanding that one size does not fit all. Our treatments and medications are tailored to meet the unique needs of each patient, ensuring they receive the care that suits them best.

The Innovative Power of Belgium

Our choice to establish a state-of-the-art European production facility for CAR-T therapy in Belgium underscores our recognition of the local life sciences ecosystem, renowned worldwide for its innovative spirit. The development and production of transformative therapies like CAR-T cell therapy demand innovative strength and collaboration, and Belgium offers the infrastructure and talent essential for this ambitious endeavor.

Hence, we are wholeheartedly committed to enhancing our capacity for CAR-T treatments in Belgium. Currently, Janssen is in the process of developing cutting-edge, state-of-the-art facilities for CAR-T therapy production in Ghent. Furthermore, various CAR-T-related initiatives also take place at our site in Beerse.

Innovation seeks Talent

Do you envision a future for yourself within the innovative pharmaceutical industry where, together, we can create real impact on the health of patients worldwide? A future where you work in an international environment and where you can continue to develop yourself? A future at a value-driven company that pays attention to people, the environment and society? In short, a future where we can make a difference together?

Then be sure to check out our current vacancies at jobs.jnj.com and seize your chance to join us in shaping the future of healthcare.



CHATGPT FOR THE JOB SEARCH



First of all, what is ChatGPT and why is everyone talking about it?

ChatGPT is a large language model created by OpenAI that is trained to generate human-like responses to text-based prompts. It has gained attention for its impressive natural language processing abilities, which allow it to complete a wide range of tasks such as writing articles, answering diverse questions, providing feedback and generating creative writing.

It is good to be aware that it is not always 100% accurate and the ethics and privacy of the usage are still being debated in the scientific community. Nevertheless, ChatGPT has the potential to transform the job market, both for job seekers and those working in knowledge based jobs.

Now let's move on and talk about which aspects of your job search you can use ChatGPT for.

Job matching

Chat GPT can, based on your resume and other input, analyze your skills, experience, and preferences and match them with relevant

job types. This saves you time and effort in searching for suitable career options.

Job search assistance

Chat GPT can provide job search assistance by answering questions about job requirements, company culture, and job application processes. This information can be helpful in making informed decisions about which jobs to apply for. Try asking it for example how the job of a research scientist or medical science liaison looks like.

Resume feedback and writing

Chat GPT can analyze your resume and provide feedback on areas that need improvement. This can help you create a more effective resume that will increase your chances of getting hired.

CV draft

If you don't have a tailored resume yet, you can also ask it to create a draft for you. For this you could copy your Master CV (or a list of jobs and skills) and the job offer to ChatGPT. Of course, in any case, one should keep in mind that we don't know what happens to

the information we give it and where it will be stored.

LinkedIn profile writing

This can be very beneficial, particularly if you're new to using LinkedIn. You can request the AI to craft profile sections that accurately reflect your background and professional experience. The profile can be as detailed and comprehensive as the information you provide. However, you may need to review and clarify certain points, as well as add additional information that could enhance your profile. Nonetheless, having an initial draft to work with can provide you with a solid starting point for building an effective LinkedIn profile.

Drafting a cover letter

To showcase certain skills and experience for a job application, you can enter those details and copy the job offer. The resulting cover letter won't be flawless or contain every detail, but it can serve as an excellent foundation for your application. You can use it to get started and make necessary edits and modifications to tailor it to the specific job opening and make it

more personalized. Overall, it can save you time and provide you with a useful starting point for crafting a compelling cover letter.

Interview preparation

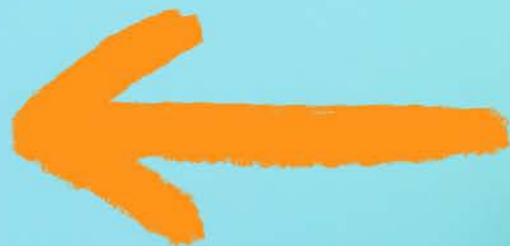
Chat GPT can also assist with interview preparation by providing tips on how to answer common interview questions and how to present yourself in a professional manner. You can even conduct a mock interview with the programme by asking it to act as an interviewer. The more details you provide about the job offer, the more realistic the mock interview will be.

Networking

Chat GPT can provide tips and advice on how to network effectively and build relationships with potential employers. This can be especially helpful for job seekers who are new to a particular industry or location.

Written by Anastasiia Kirilenko.

Why it's okay not to pursue a PhD



Ever since I started my studies at the university, the main perspective that was being offered was a standard academic career path. A bachelor's is being followed by a master's and subsequently you will pursue a PhD.

In biomedical sciences, about 50% of graduates choose to remain in the academy after finishing their master's. On the other side, this means that also about half of the graduates leave the academic world and find a job in another sector. Unfortunately, it was never clear to me what these other sectors were. It often felt like pursuing a PhD was the only option. And that was pretty frustrating when I figured out that doing a PhD was not for me. Where did the other 50% of graduates go?

As I was mostly in contact with people studying or working at the university, I did not have a clear view of what other possibilities

were. Google-searches would only leave me even more confused, as I could not relate to job titles in the industry, let alone job descriptions. Because of this confusion, I sometimes thought about going for the easy option, which would be going for a PhD – speaking of choosing for a PhD project, not the project itself. This feeling got even stronger, when during my master's I was often told that a PhD is a must if you eventually want to work in the industry. It seemed like everyone I talked to had a PhD, which is of course not strange when being at the university, looking back.

I was feeling completely lost and insecure about whether I would ever find a job that would fit me if I didn't first pursue a PhD. Moreover, I didn't even know what I kind of job I wanted, as I was fully unaware of the jobs that were out there. And to double the bad luck, most biomedical companies had vacancy stops due to the global Covid-19 pandemic when I graduated in June 2020. However, during my master's, there was one person,

whose words I have still not forgotten. She was the first and only person to ever tell me, even though she had pursued a PhD herself, that this is absolutely not a prerequisite to have a successful career in the industry or other sectors. She mentioned that it had been tough for her to find a job after gaining her PhD as well. She had been as insecure and confused as I was at that very moment. You need something to differentiate yourself from all other applicants, she said. And that something, could be by not having PhD written behind your name. This is when I decided to go through with searching for a job outside of the academic world.

Now, over a year after my graduation, I work at an international Contract Research Organization. In my team, I work with both people who have and have not done a PhD. For me personally, I am happy that I have not, and went straight to the industry. Of course, don't get me wrong, if you are very enthusiastic and motivated about a PhD

project, you should definitely go for it. But not simply because you feel like that's the only option.

Written by Michelle Schoenmakers.



CryoCloud: From idea to application in 18 months

In 2021, Robert Englmeier attended the BioBusiness Summer School. Within a few months, he had started building his own business.

From joining the BioBusiness Summer School, to founding a biotech startup

Dr. Robert Englmeier's background is in biochemistry, and it was a PhD in cryo-electron microscopy (cryoEM) that brought him from Munich to the Netherlands in 2016. In 2021, in the final months of his PhD, Robert enrolled in the BCF BioBusiness Summer School to explore his post-doctoral options within the life sciences industry.

Of attending the BioBusiness Summer School, Robert says:

"Seeing people sharing their stories of how they transformed their ideas into businesses,

and now create products and drugs that eventually help others was extremely motivating. I hadn't personally seen that process before attending the BioBusiness Summer School. Usually in academia you work on a scientific project for years, and at the end you write a paper. Then you see that your results help other people in terms of citations. Actually hearing from entrepreneurs who developed new technologies or therapeutics to directly help patients was inspiring."

Robert also remembers that he was impressed by the wide range of career paths that were presented at the BioBusiness Summer School.

"The possibilities ranged from IP law to drug development to design of medical devices, and roles ranged from business developers to scientists. That was really cool to see the breadth of options within the life sciences industry," he recalls.

Within a month of attending the BioBusiness Summer School, Robert was ready to turn his own idea into a business. In July 2021, he reached out to his future co-founder, Ilja Gubins, and pitched his idea. "Fortunately, Ilja said yes and wanted to start working on it together," Robert recounts. They joined the UtrechtInc incubator programme and together with a third co-founder, Boy Persoon, got to work building CryoCloud. The trio graduated from the UtrechtInc incubator programme in June 2022, and currently, as of spring 2023, they have already developed a working cloud application with more than 600 hours of use time, and which is actively helping researchers to determine protein structures.

Building a business from scratch

When asked to describe the field of cryo-electron microscopy, Robert will tell you the following:

"Cryo-electron microscopy is a Nobel prize winning technique that is revolutionizing structure-based drug design and provides mechanistic insights into how proteins work. But it's still very exclusive: there are high set-up costs attached to it, and often it is still inefficient. The throughput is relatively low and a lot of steps require manual intervention."

From his time as a PhD student, Robert was very familiar indeed with the challenges in the field of CryoEM. In particular, he recalls a period during his PhD at which he was overwhelmed with projects, and kept running into problems with data analysis. "I would run into errors writing scripts & converting data formats, or waiting in for data analysis

results computing for days. And that was so frustrating, to get blocked by technicalities. I wanted to solve protein structures, to do the biology, and I had to struggle with making software packages interoperable & wait in queues on our server."

It's a frustration shared by many CryoEM scientists. Currently, data analysis is time consuming and expensive, and often requires not only extensive computational infrastructure and experienced IT staff to manage it, but also months of analysis time by highly specialized scientists. This means that there's a considerable entry barrier for scientists who want to start using CryoEM – and often significant frustrations for scientists who already use it.

Robert remembers, "At one point, I had a 30-hour session battling with a microscope, living off only vending machine food and catching naps in an office chair, and I had just had enough. But that gave me an idea! With CryoCloud, we are now developing a cloud-based application for analysis of CryoEM data that is instantly accessible and aims to automate all steps. It allows scientists to get started with data analysis right away, so that they can determine protein structures in a way that is faster and more efficient than ever before. We want scientists to be able to focus on the biology, and remove the current requirement for intimate computational knowledge."

Now, biologists who are trying to achieve a protein structure can just log in to CryoCloud with an account, upload their datasets, and then start running computational jobs at the click of a button. "And we take care of launching the cloud infrastructure in the back that supports their data analysis," Robert explains. "Ultimately where we want to go, is to automate as many computational steps as possible, so that users can get valuable

biological insights simply at the click of the button.”

Life as the CEO of a startup

Looking back, Robert has learned a lot through his role as CEO of a startup company. Nowadays, he’s taking on many of the diverse roles that he heard about in the BioBusiness Summer School back in 2021. “It’s not just product development – I’m also doing fundraising, sales, legal, administration, and many other things. And especially in the early stage that we are at, I have to adapt very quickly and jump between different tasks.”

Although taking on all of these new tasks is surely a challenge, Robert still finds the experience exciting and motivating. “You need to think about having impact and providing value, and not just as a hollow phrase, but in terms of making a product that helps your clients so much that they’re willing to actually pay for it. And with the limited resources that we have as a small startup, you have to be fast and adapt all the time while you’re trying to get to that point.”

Having a great team also helps. “I really like working with people, and I’m extremely happy with the team, and proud of what we already achieved,” Robert says. “But I also enjoy talking to clients, partners, potential investors, lawyers, and scientists. It allows me to share my ideas with such a wide range of people, and I get a lot of valuable feedback from discussing with these diverse professionals. It’s also just a lot of fun to interact with people from such different backgrounds.”

But what motivates Robert most is getting positive feedback from clients. “It’s so

rewarding to see that what we have developed really helps scientists to do their work! That was the whole motivation to develop CryoCloud: to help scientists in solving protein structures faster and with less effort, and make their lives easier.”

What’s coming next

CryoEM is a quickly developing field, which has big implications for both basic biology and drug development. Robert hopes to continue to see the power of CryoEM being harnessed for structure-based drug development – and he plans to make sure that CryoCloud can support scientists in using CryoEM to develop better drugs, faster. “Recently, we’ve seen exciting developments with AI-based tools for protein structure prediction & drug design. It is critical to make these tools easy & accessible, so that they cannot only be applied by a few, but by a wide range of scientists on projects where they can have the biggest impact. And that’s our goal with CryoCloud: to democratize CryoEM & empower scientists with powerful hardware and streamlined data analysis.”

As the CEO of a 2-year-old startup company, Robert is putting his all into his business. And his passion for cryoEM is clear! “For now, my personal mission is the same as CryoCloud: to unlock the full potential of cryo-EM and contribute to major breakthroughs in life sciences & drug development.

Click here to learn more about CryoCloud, and here to find out more about this year’s edition of the BioBusiness School.

Written by Alex Cloherty: an interview with Dr. Robert Englmeier, CEO of CryoCloud.



Innovation for Health

28 March 2024
De Doelen | Rotterdam

In conjunction with Global Investor Forum on 27 and 28 March

Innovation for Health

Leading conference for key players in Health & Life Sciences

Join Innovation for Health, where innovation meets healthcare and life sciences! Innovation for Health is the leading conference in the Netherlands for key players in Life Sciences & Health, bringing together annually around 800 innovators, entrepreneurs, scientists, policymakers, investors, thought leaders, and experts who are passionate about driving healthcare innovation forward. The theme of the next edition is “Breaking Boundaries.” At Innovation for Health, you get to share insights, catch up on the latest trends, establish new or build upon valuable connections and collaborations, and much more. The energizing conference programme brings top-notch speakers to the stage, displays high-impact innovations, highlights best practices, and demonstrates inspiring developments in healthcare. Inspiration, interaction and networking are at the heart of the conference.

“Congratulations, Innovation for Health, on a tremendously enriching event. I thoroughly enjoyed the experience.”

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Smart working or work from home

4 tips for making it actually smart

For some of us it was already an available option, for others it sounded like a bridge too far. Some like it while others hate it: working from home. However, we can be sure that with the disruptions currently being caused by the COVID-19 pandemic, the number of remote workers has only increased. Let's first make order among the different terms used to describe this new way of working we all have somehow experienced.

Firstly, remote work vs telework — often used interchangeably — aren't the same.

Remote work, also known as “work from anywhere,” is a flexible way of working which allows employees to work from anywhere remote regardless of the presence of an office in close proximity. It usually increases flexibility around when and how you log on and complete your work.

Teleworking allows employees to carry out their duties and responsibilities from an offsite location other than the official workplace

(working from home, another branch office, café, bookstore, or even a coworking space). Though often away from the office, a teleworker is different from a remote employee because in the case of telework occasionally some in-person office attendance is required — though this is not always the case.

And what about smart working then? Smart working is a specialized branch of teleworking, using technology to bring employees and resources under a single umbrella and optimizing people's workdays.

So, how can you reap the benefits of this off-site working?

1. Maintain constant communication

In a traditional office, you could walk to your manager's (or supervisor's) desk and ask for clarification on an assignment and you can go to colleagues for assistance and tackle issues during in-person meetings. Proximity informs productivity.

However, by virtue of its definition, remote work does not have proximity. That's why having regular meetings with each other is so crucial. It is also important to keep online communication channels (such as MS Teams) open, to mutually check for other colleagues' wellbeing and to support each other. In addition, even or especially with flexible working, it is advised to keep looking to your managers (or supervisors) for guidance.

2. Create your own routine

If you're working in isolation, it can be easy to let things slide. Set yourself — realistic — targets throughout the day and write them down to keep track of your daily journey and productivity.

If you're struggling to keep to a routine, also what you wear may have impact. For some, working remotely can mean that the temptation to stay in your pajamas is far too great. Even if you will work from home, adequate your clothes so that this can help keep the boundaries between working hours and off-work time.

To stay focused and energized, you need sometimes to step away from your work literally. So, remember to include breaks in your daily routine. It can be a work-out moment, a walk to clear your head or any activity that really allows you to have an enjoyable break from your desk. Anything that you can nicely embed in your routine!

3. Social media: boon and bane

Social media are a good source for

information, and a useful way to stay connected while discovering new events and interesting people. However, social media, while being a great boon, can also become a real distraction. Make sure it doesn't fall into the latter category. If you find the likes of Twitter and Instagram are becoming a hindrance, consider installing a web extension that blocks you from accessing certain sites for a set amount of time. Then, be very specific about what you want to achieve every time slot you divide your time into.

4. Strike work-life balance

Some jobs require giving more than the standard 40-hour workweek. Work from home policy can blur the lines between work and leisure time. As a result, you may not clock out until late at night. Then the burnout risk increases. To keep yourself going, day after day, it is important to install rewards. What do you really enjoy? How can you celebrate a day that went well? This strategy requires you to think about two things: when you will end your workday, and what you will do after your workday that gives you pleasure. Just like you would be going out for a social activity after work, find things that you can look forward to at the end of the day — this strategy helps you to avoid that work bleeds into the evening and weekends when you work from home and there are no physical boundaries anymore. Decide in advance for yourself how you want to celebrate: for instance, a nice home-cooked meal shared with your family, a walk to the ice cream parlor, or maybe a long soak in a hot bath?

And after all, remember: all changes can be turned into opportunities. Thus, which is the wish you will turn into reality thanks to the possibility to remotely work?

Written by Martina Stella.

How your CV can set you apart

Recruiters and HR professionals scan through hundreds of applications to identify the best fitting candidate. Studies and surveys have shown that HR professionals spend only 6 seconds (!) on average on each individual CV during the first selection stage. In large companies, the initial selection is often automated and occurs through Applicant Tracking Software (ATS). Your CV requires special attention to be picked out by this software. In other words: it is important to have an outstanding CV highlighting your main successes briefly, but complete. This article outlines 5 key elements for preparing your CV, and will help you increase your chances of being invited for an interview.



5 key elements of your CV

1) Tailor your CV

It is essential to always adapt your CV to suit each application you make. Prepare generic templates that highlight your specific skills and experience for a particular job position. These should effectively communicate your key performance indicators (KPIs) and illustrate your unique strengths and professional experience. You can then choose from these templates to quickly create a CV that ticks all boxes of any specific job of your interest.

2) Catch the reader's attention right from the start

The top third of your first page is the visual centre of your CV. This part is the first impression you give to an HR professional, and therefore, you have to make strong impact here. Not much can be scanned in 6 seconds and this part will be looked at for sure. Include

as a header your name, contact information, and a professional photo of yourself. Your CV should start with a summary of your major accomplishments and successes that are relevant and add substantial value for the position, team, and company you apply for.

3) Don't bury the lead

Always mention the most important information at the start, for example in bullet points in your CV, or when you list your major accomplishments at the beginning of your CV. This principle ensures that your main message reaches the reader. This can be achieved by stating the result first and only afterwards providing additional information that strengthens the respective skill, experience, or success.

4) Use the right keywords

Using the right keywords is essential to pass the initial stage when recruiters are picking highly potential applicants. When tailoring your CV to a specific role, you should align the keywords specific for that role. This is especially critical when applying to large corporations that are likely to use automated software systems (i.e. ATS) to select applicants. Software systems will scan your CV only looking for keywords that match the job posting. Don't be afraid to use the wording of the job advertisement.

5) Clear and Appealing Structure

Your goal is to increase readability of your CV. As said before, an HR professional only spends 6 sec to decide whether to continue with you or not. Your goal is to make a strong impression of your fit in only 2 pages. Make

sure you use a consistent font scheme and align your bullet points. Short and well-flowing sentences ensure clarity in your communication. A focused, clear structured, and pleasant-to-read CV also illustrates your ability to communicate effectively – a skill that is highly valued in corporate culture.

Summary & Conclusions

An outstanding CV is always accomplishment-focused, leading the reader to the conclusion that your expertise, experience, and added value for the team and company. In the summary of the first part of our CV, quantify your achievements, and give the most impressive ones pride of place. Underline your skills by giving examples of successful accomplishments and strengthen these by quantified results.



How to network successfully to clarify your job search

Leading experts on career development claim that the chance of getting an interview after a referral is as high as 50%, whereas applying to job openings online only yields an interview in 3% of cases. 3%! Not a highly successful strategy. Instead, it is far better to strengthen your networking activities! Not only are the chances of finding a new position much higher, but it is also informative, rewarding, and will result in interesting and inspiring conversations (on or offline).

How to identify which professionals to contact

If you have an idea of the position you aim for, you can search for professionals in that position and reach out to them to get real-life information about this role. A great way to find such professionals is using LinkedIn by searching for specific role titles. This will provide you with an overview of different backgrounds, and can lead to your target role. Look for people with a similar background or experience to your own. These are the most interesting people for you, because they can tell you how they managed to transition out of a similar position to the one you are in now. These people can tell you what was challenging and which skills from prior experiences helped them to excel in this role. Another way is to find companies that you are interested in, and apply the same strategy

to find people who work at these companies using LinkedIn and then reach out and contact them.

How to approach professionals

Once you have found people interesting to you, you need to reach out. But how do you contact these impressive professionals in a way that will make them willing to share their experience? First and foremost, it is important to always add value and never to ask for a job! Remember that you are seeking information to get a better idea of whether this role really suits you. Contacting them can be as simple as congratulating the person for their achievements and letting them know why you are interested in learning from them. It may be that you are interested in a similar job role, or that you have a similar educational background and would like to learn how

she or he transitioned into their current role or company. And yes, it is okay to be honest and share the similarities you identified with your own background or experiences. Well-received questions include: What helped you succeed in getting hired in your current role or company? And: Which skills did you need to acquire to be successful in this position? It can be tremendously helpful when writing an application letter or in a job interview, to know which challenges you will face in the position you are applying for.

How to handle rejection

Not everyone will respond immediately (or at all), which can be due to many reasons, including simple time restrictions this person may have right now. Therefore, it is important to be persistent and follow up on your request after an appropriate time has passed (1 week is appropriate – 1 day is not). This also shows that you are genuinely interested. Remind the person of your interest in learning from them. However, if you don't get an answer even after several follow-ups with appropriate waiting time in between, let it go and refocus your efforts on others. Never pressure or annoy anyone (!) who for unknown reasons is not willing or able to share their experience

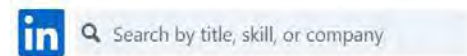
or simply has no time to respond. If you are respectful and truly add value by showing interest, it is only a matter of time until you find someone willing to share their experience with you. And once you do, make sure to tell your story, share your career visions and goals, and add value by asking questions about their career path.

Why go to all this effort if you don't have all the requirements?

You don't need to have everything and, by the way, usually nobody offers it. The perfect candidate who meets all the requirements listed in the job description, usually does not exist.

However, if you can convince the hiring manager that you have already identified the skills and topics you need to focus on to excel in the role, and you are confident in acquiring these skills, this may give you a competitive advantage over other candidates. The most reliable way to identify such focus areas is indeed to ask professionals who have experience in the respective position and can give you first-hand proven tips and tricks for fulfilling the role.

Job seeking via LinkedIn



The way we search and find job vacancies has changed considerably due to the influence of social media. A major force is LinkedIn. Job application and LinkedIn can no longer be separated. Organisations are also continuing to use this medium more when it comes to recruiting new staff. Not just for online job posting, but also for targeting new employees through the different LinkedIn search features.

Networking via LinkedIn

The purpose of LinkedIn is to connect professionals all over the world and create the perfect networking environment. By inviting people to connect, you can see at a glance who your connections are (first degree network), who the connections of your connections are (second degree network) and who the connections of your connections are (third degree network). Therefore, your network grows exponentially with every connection you make. Who do you invite? The answer to this question is rather simple: everyone that you think might be able to help you! This might be fellow students, colleagues, family, current friends, old friends, etc. Even when someone works in a different industry or perhaps doesn't have the same ambitions as you have, that person may be of help now or in the future. Invite people immediately after contact or collaboration to connect and if suitable, ask them for a recommendation. Keeping emails via LinkedIn is always more business-like than other social media; a friendly, decent tone makes a more professional impression. Do not forget to thank them after you have received their recommendation and consider writing one for

them in return. If you want to add someone you do not know in person, please indicate why you have approached them to increase the chance of getting your invitation accepted.

Job searching

Start your job search on LinkedIn by clicking 'Jobs' at the top of your homepage and type a job title, keyword or company name in the search box. Advanced search and filters enable you to refine your search criteria. Also putting search terms in quotes and using OR or AND between words can help refine your search. Click on the job titles to view details and look for matching jobs. It is important to be ready when the opportunity comes knocking. Don't leave your job search just because you have left your desk. 30% of job applications are submitted within the first three days a job is posted, if you also apply in this period, you are 13% more likely to land the position. Also for students, a LinkedIn profile can be very useful. It can be more difficult to fill your profile, but in the end it gives you the possibility to get in touch with your first employer at an early stage.

Get in contact with the company

If you would like to get in contact with a company because you are interested in a job, you can search via LinkedIn for people in your network who are already an employee of this company. Once you discover that you have a connection with an employee it is a lot easier to get in touch. Your connection could perhaps put in a good word for you with HR. At this point, it is important that your profile is up-to-date. You are not the only one looking on LinkedIn and once the HR-manager has heard your name, they will undoubtedly look up your profile. When you register on LinkedIn, you

are guided through all the steps to make your profile as complete as possible. Do not publish information which is not true. Everyone can see it and it is easy to check the authenticity of the information. Also use LinkedIn when you are invited for a job interview to check your interlocutor, this can help you with the preparation.

Switching jobs via LinkedIn

LinkedIn is widely used by people looking for another job. New jobs appear regularly online. Usually you will be notified by email. Of course you can also receive help from people in your own network to stay informed about interesting functions. Asking around always helps! Another way is to 'follow' interesting companies and keep updated about any vacancies. Maybe one of your connections can introduce you to the company? Or you can help somebody else because you know people in a particular organisation. This is how LinkedIn helps people in their job search.

Be active!

Being active on LinkedIn is smart. Become a member of discussion groups and participate in topics in your field of knowledge and/or in which you are interested. In such groups you are able to get in touch with like-minded people and perhaps also your future employer. Benefits of LinkedIn are that you are able to join discussions that interest you and follow people from the group to stay up to date and react quickly once new vacancies come available. Employers can post a job in the groups as well. This happens a lot since this is a free way of communicating their vacancy. These all combine to increase your chances of seeing interesting vacancies.

10 tips to get maximum benefit from LinkedIn during job application

1. It may seem logical, but reality proves the contrary. Upload a professional, recent and clear picture of yourself. Statistics prove that profiles with a picture have 30% more views.
2. Fill in the field next to your picture, the 'professional headline'. It is the first thing that visitors will see of your profile. Choose keywords rather than complete sentences to increase your findability, also in Google.
3. The status update: What are you working on? This will appear to your 'first network'. See it as your own personal newsletter and make sure you are regularly in the picture to show your network what you are working on. Be specific.
4. Describe in the summary in a short and powerful way who you are, what you have to offer and why people need to hire you. This is the spot to put forward your elevator pitch. Again think and choose the right keywords.
5. LinkedIn is more than just a CV. Be as complete and comprehensive as possible in your descriptions of 'Past experiences' and 'Education' but without too many unimportant details. Work in logical order and write result-based with the right job titles. Name at least 20 competences, otherwise you are being too modest.
6. Make sure your profile is always up to date. It is not a CV, which you can adapt when you need it.
7. Tick the option 'Career opportunities' at the bottom of your profile, so recruiters can find you more quickly.
8. Recommendations ensure that you will appear higher in the search results. Do not hesitate to ask your (former) manager(s) for a recommendation. Inform them about the achievements and actions you want to highlight.
9. Become a member of 'groups'. There is a maximum, but make sure that you are at least member of 10-15 groups and profile yourself as an active professional within your discipline.
10. Let your network do the work, invite people to connect, also those with a different expertise and do not limit yourself to your trusted circle of contacts.



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Career paths

in industry and the public sector



When completing their studies many people wonder what kind of different positions and careers are out there. The most clearly understood career path is academia, either as a technician, scientific/educational staff member or embarking on the road to professorship. But what are the other options?

The possible career paths in industry are less clear for most people. When asked what kind of positions are out there, many come up with jobs such as company scientist or manager. To help you determine the right career for you, we provide an overview of the different careers in industry and the public sector. Keep in mind that the exact tasks and responsibilities of a job can differ between companies, even though the title may be the same (or, vice versa, job titles can differ even though the tasks are the same).

This article describes different careers and jobs but does not discuss how to reach a certain role. Just as 'many roads lead to Rome', many paths can take you to the same position. If you are interested in personal stories and experiences, you can check out the career paths on our website, www.bcfcareer.com, to find out how others reached their current position.

Considering the myriad of different options when it comes to careers and jobs, this article doesn't aspire to be complete, but we hope it gives a good overview as a starting point for

your career orientation.

Technical roles

Research & Development (R&D)

In R&D your overall aim is to make new discoveries in a specific field and create new innovations. This can be a new compound to treat a disease, an innovative bioinformatics tool, a novel type of plant seed or a new chemical process, to name just a few examples.

You are involved in setting up and executing experiments as well as in analysis of the outcome. In academia the goal of research is often to deepen our understanding of certain topics, and therefore experiments don't always have a definite end. Industrial R&D focuses more on development of new processes and products for commercial purposes.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Technician, Analyst, (Assistant/Associate) Scientist, Researcher, Research Associate

Process/Product Development

As a process or product development technician/scientist you strive to improve the performance of already existing processes or products. You enhance the efficiency, reliability or other aspects of a product. This can mean increasing the yield of a chemical reaction; enhancing the stability of a drug to increase the shelf life; or improving the reliability of a pacemaker.

You are for example involved in testing existing production pipelines, advising on how to improve them and scaling up production methods.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Technician, Process Scientist, Process Engineer, Operator, Product Developer

Quality Control (QC) & Quality Assurance (QA)

In QC & QA, you ensure products are of good quality and safe for use. This can include e.g. assuring that there are no impurities in a drug; the safety of a food product; or compliance with company and/or governmental quality and safety standards.

While QA mainly addresses existing problems in products and solves them, QC follows processes to prevent problems and bugs occurring in the system. In these roles you monitor, adjust and advise on production processes. You work together with staff in R&D,

product development and with customers.

Required education level:

BSc. / MSc.

Examples of job titles:

QA/QC Technician, QA/QC manager, QC/QA Officer, Auditor

Application scientist

Application scientists give customer support for all the technical aspects of a product. Here you provide for example, customer courses on how to use certain equipment; or give them hands-on help to fix issues they encounter. Moreover you support them in solving a particular scientific problem by suggesting the right equipment and protocols.

You are also involved in helping the product development team come up with new, better or more user-friendly products. In this role you have frequent customer contact but are also still in close contact with lab and scientific work.

Required education level:

MSc. / PhD

Examples of job titles:

Application Scientist, Application Expert, Field Application Scientist

Commercial roles

Sales

When working in sales you are the link between your company's products or services and the customer. You sell the products/



services to other companies, individuals, medical doctors or governmental institutions. This can be e.g. pharmaceuticals, lab equipment, chemical substances, food products or consulting services.

Depending on the function you identify customers, initiate contact with them, convince them to buy your product, present your product at conferences and provide other outreach activities to convince stakeholders to purchase your product. This position often involves a lot of travelling, as you are in frequent contact with customers.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Sales Representative, Account Manager, Account Lead, Sales Manager, Sales Support Officer, Sales Specialist, Sales Engineer, Customer Service

Business Development

Business Developers are engaged in improving and expanding a business. You want to establish a match between product and market segment, customer or other stakeholder. Often you do this by developing ideas for new products, identifying market segments or targeting customers for the sales team or partners to collaborate with.

Required education level:

MSc. / PhD

Examples of job titles:

Business Development Manager, Business Developer, Business Development Associate

Marketing & Public Relations

Working in marketing or public relations you help improving the exposure, image and

brand awareness for a product or company. You achieve this for example by presenting at conferences, visiting health care professionals, writing press releases, updating website or social media content, writing brochures, information leaflets or other external communications.

You strategise and run campaigns and promotions on different media platforms, optimise and nurture relationships with clients, and/or manage products and brand.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Medical Science Liaison, Medical Affairs Officer, Marketing Manager, Marketing Director, Marketeer, Brand Manager, Communications Manager, Customer Engagement Specialist

Writing & Communication

Science journalism

As a science journalist you make science available and easily accessible for the general public, i.e. for non-scientists. Your job may entail producing video content or writing articles for a newspaper, popular scientific journal, website or blog regarding recent developments in science.

Companies employing science journalists are for example KJJK, Quest, New Scientist, governmental institutions or NGOs interested in making their science known to a broader audience. Many science journalists also work as freelancers.

Required education level:

MSc. / PhD

Examples of job titles:

Science Journalist, Communication Specialist, Content Writer, Content Marketing, Editor, Science Writer

Medical/Technical writer

Another job involving writing is as a medical or technical writer. You gather and write specialist information regarding pharmaceuticals, medical devices, chemicals or other products and services. This information often describes how a product or service works, what possible side effects or danger there may be, and any other important information. You write for example, user manuals for lab products, reference material for chemical or medical products, instructional and training documents or medical leaflets accompanying pharmaceuticals.

In this job you need a thorough understanding of the technical background of the products concerned and the relevant regulations regarding the content.

Required education level:

MSc. / PhD

Examples of job titles:

Medical Writer, Technical Writer, Medical Compliance Officer, Medical Document Manager, Medical Communications Manager, Medical Information Associate

Interpersonal Jobs

Career coach

Career coaches support others in their career decisions and career development. This can be either students or young professionals, but also people at later career stages who want to accelerate their career or switch careers. You help by setting up a personal development plan, provide feedback on résumés or cover letters and give advice regarding useful courses. In addition you may write articles or give presentations about career advice, provide up-to-date information regarding the chances and opportunities in the labour market.

You can work for universities or other educational institutions, large companies with personal development programmes, or as an entrepreneur for your own career coach company.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Career Coach, Career Advisor, Career Counsellor, Study Advisor, HR Advisor, HR Assistant, HR Administrator, Personal Development Coach

Recruiter

As a recruiter, it is your job to identify competent people and connect them to suitable companies looking for employees. You write job ads, identify good candidates through networking, reviewing cover letters and CVs, interview candidates and help them with the onboarding process. If you work for a recruitment agency instead of as an internal company recruiter, you also establish contacts with companies looking for new talent and convince them to take on your candidates.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Recruiter, Recruitment Consultant, HR officer, HR Consultant



Education

Secondary school teacher

Do you want to pass on your fascination for science? As a high school teacher in Biology, Chemistry or other subjects you help teenagers develop and shape their future. You prepare teaching plans, give lessons, prepare your students for their exams, create and grade exams. Furthermore, you are in close contact with parents and others involved in the development of the teenagers such as mentors and career advisors.

Required education level:

BSc. / MSc. / PhD

Example of job title:

Teacher

Lecturer in vocational education

If you prefer working with people a little older, you might consider lecturing in vocational education. You prepare students for their later careers by teaching them a specific trade. Similar to teaching at a secondary school you prepare lesson plans, give lessons to students, prepare students for their exams, create and grade exams. You guide students in their internship projects and grade theses.

Required education level:

MSc. / PhD

Examples of job titles:

Teacher, Lecturer

Teacher or course organizer in the private sector

Besides high schools, vocational education and universities there are also many other organisations offering courses and training. Usually these are shorter training programmes dedicated to specific skills or skill areas. The

courses are usually taught by experts from academia or industry.

Your responsibilities are similar to the teacher functions mentioned above, but also include marketing, sales and project management aspects. You promote and advertise the courses to get enough participants. Usually input and speakers from multiple sources are combined in creating such courses.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Training, Lecturer, Teacher, Coach, Mentor, Training Manager, Development Manager

Organisational roles

Project/Programme Manager

In a project manager role your task is to ensure the project or product is executed in time, within budget and scope and as efficiently as possible. You ensure the right people and resources are at the right place at the right time. Your tasks can include initiating projects, checking feasibility, setting goals, executing and monitoring the project.

Projects have clear start and end dates as well as budget and time constraints. Your success is measured by product quality and cost effectiveness, compliance, customer satisfaction and/or timeliness. While programme managers use similar methods and share similar responsibilities as project managers, their focus is more on long-term development by combining sets of linked projects complementary to each other.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Project Manager, Programme Manager, Project Assistant, Project Coordinator

Clinical Research

A specialised form of project management is clinical trial management. When working in clinical trial management you develop trial protocols, have them approved, design the data collection methods, choose where to conduct the trial, establish connections with physicians on site, ensure appropriate and timely collection of the data and write the trial reports.

Required education level:

BSc. / MSc. / PhD

Examples of job titles:

Clinical Trial Associate, Clinical Research Associate, Clinical Trial Manager, Clinical Trial Coordinator, Clinical Site Manager, Clinical Trial Assistant, Clinical Project Manager, Clinical Project Leader

Consultancy

(Management) Consultancy

Consultancy, or essentially providing advice, can come in many different forms. In management consultancy you give advice regarding the strategic course of a company based on extensive operations and market research. Management consultants use business skills and life science expertise to provide objective advice to maximise the growth and business performance of a company.

In this role you analyse a company and the corresponding sector based on quantitative and qualitative data, write and present reports and business proposals and oversee their implementation. You can work for a consultancy firm or in-house for strategic advice within a company.

Required education

level: BSc. / MSc. / PhD

Examples of job titles:

(Junior/Associate) Consultant, Management Consultant, Business Improvement Consultant, Partner, Principal, Engagement Manager

Technical consultancy

Technical consultants provide expertise for a specific product or topic, such as for example grant writing, regulatory affairs or certain scientific knowledge. You provide and use your specialised knowledge to help companies tackle certain problems which they are unable to solve themselves because they lack the expertise or manpower.

In this job you identify and scope the problem the company is facing, solve it or provide guidance on how to solve it, document and report the process and evaluate the outcome of the project.

Required education level:

MSc. / PhD

Examples of job titles:

(Junior/Associate) Consultant, Partner, Principal, Technical Consultant

Law

Patent Attorney or Patent Examiner

If you fancy a career in the law sector, you can work as a patent lawyer on filing patents (Patent Attorney) or examine and evaluate the patents that are filed (Patent Examiner).

As a patent lawyer you usually work for a private company or university, helping companies or researchers through the patent application process. You evaluate whether an invention is new, useful and innovative based



on previously filed patents, draft the patent application and submit it to the relevant authorities.

As a patent examiner you usually work as a civil servant at a patent office. You receive patent applications and evaluate whether patents are novel, inventive and clear.

Required education level:

MSc. / PhD

Examples of job titles:

Patent Attorney, Patent Examiner, Patent Trainee, Patent Lawyer

Regulatory Affairs

When working in regulatory affairs your main task is to ensure compliance to all relevant regulations concerning a pharmaceutical, medical, agricultural or chemical product. You are the contact person for the regulatory authorities and make sure that the products or services produced and sold by your company comply with legislation.

In this function you need to provide scientific and legal background for licence applications, read up on the relevant national and international laws and guidelines, ensure documentation, leaflets and labelling of the products are according to appropriate legal standards and make sure (clinical) trials adhere to regulations.

Required education level:

MSc. / PhD

Examples of job titles:

Regulatory Affairs or Compliance, followed by the terms: Assistant, Associate, Consultant, Coordinator, Expert, Manager, Officer, Project Manager or Specialist

Entrepreneur

When starting your own business, regardless of the type, you will find yourself doing a bit of many of the job profiles discussed above. You handle the commercial, technical, legal and organisational aspects of your company.

You can use some of the skills you learned during studies, PhD or postdoc such as critical thinking, presenting, managing your (research) project. However, you need to be willing to continuously learn and develop yourself to learn the skills that your business needs at that moment. If you would like more insight on what it is like to be an entrepreneur, continue reading on page 15 of this guide.

Required education level:

BSc. / MSc. / PhD.

Examples of job titles:

Director, Owner, CEO, Managing Director

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ABOUT BOUNDARIES AND SAYING NO

Written by Dr. Samula Mescher



Knowing your boundaries and setting and maintaining boundaries are crucial for you making the impact you want to make and crucial for you feeling energized and balanced!

But we often struggle with our boundaries.

Not feeling our boundaries anymore
Sometimes we are so used to ignoring our boundaries that we cannot feel our own boundaries anymore.

Sometimes it is difficult to know what our boundaries are because we are so used to living up to all sorts of external expectations that we have lost touch with our own wants and needs.

Finding time for stillness and silence helps you to connect with your own wants and needs and helps you to feel your own boundaries again. So build in a few minutes of stillness every day. This could be just sitting in silence with your cup of coffee/tea, no phone, nothing to read. Or doing a short mindfulness exercise.

Saying no is just so difficult

Sometimes we do feel what our boundaries are. But we struggle with setting or maintaining healthy boundaries because saying no is just so difficult.

Saying no to people or opportunities often comes with uncomfortable emotions such as fear or guilt. And if you really like to help other people or are really concerned what other people might think of you, then saying no is even more difficult.

We often think that saying yes, is easier - less hassle and less uncomfortable emotions. We often say yes to something that actually should be a no, to avoid a peak in uncomfortable emotions. And we think it is better for the other party as well, because hey... after all you are helping them out!

But here's the thing.... saying yes is NOT easier and is NOT better for the other party

Let me share a story of a friend of mine who is also an entrepreneur. She got an invitation from another entrepreneur she did not know to meet for a cup of coffee and talk about possibly working together. My friend's initial reaction was- no I am not interested and no I don't have time for this. But that is not what

she said. Her internal critic started talking to her, all kinds of thoughts came by. She told me: "I was afraid she would think I was a bitch, if I said no". She also thought: "Well what's a cup of coffee, how much time is that? It is not worth the hassle of saying no. That's more difficult. So, I just said yes to get it over with." She ended up saying yes to something she didn't want to do and didn't have time for. They agreed to meet for a cup of coffee and that they would meet somewhere in the middle of where they both lived. After they agreed on a date, it turned out this other person lived at the other end of the country. So meeting for a cup of coffee would take my friend half a day, instead of an hour.

Why saying yes is NOT easier

When I talked to my friend, it was already a couple of weeks ago she had made the appointment. The coffee would take place the week after we talked. During all those weeks, thoughts about this appointment came popping up all the time- every time accompanied by unpleasant feelings, because she actually did not want to go. So she thought about it a lot, it took up a lot of bandwidth in her mind and emotionally as well. This also caused her to lose a lot of energy.

When you say yes to something that should be a no, it takes up a lot of bandwidth. Not at the moment of saying yes, but the period after you have said yes. It causes you to lose a lot of energy. My friend said yes to avoid the difficult peak in emotions she expected if she were to say no. Her saying yes indeed helped her to avoid this peak in emotions. But she ended up with a lot of uncomfortable emotions in the days and weeks that followed.

If you would spread out the peak of emotions she was avoiding over the weeks and compare it to the emotions she felt after having said yes.... You would see that actually that the emotions of saying no were far less energy draining and emotionally uncomfortable than her saying yes. Because saying yes kept on asking bandwidth, occupied her thoughts and emotions so often and for such a long time.

So we often think that saying yes is easier. But this is actually only easier in the very short run. In the longer run it is not easier. It causes more difficulties!

Why saying yes is NOT better for the other party

When I put down the phone with my friend, I thought about the favour I wanted to ask my friend. Something that was really important



NO!

I was really hesitant to ask her. Why is that? Because I could not be sure that if she said yes to my request, it really was a yes. That she really had time for it and really wanted to do it. And that it would not cause problems for her. I just could not be sure that her yes would be a real yes.

When you often say yes to things that should be a no, you run a big risk that you to later have to say... "I am so sorry but I haven't had time to do it yet." Then the other party has to find a different solution really quickly. Which is not helpful at all! Or you make sure you do it on time but in the process ask far too much of yourself and end up feeling overwhelmed, stressed and you overexert yourself. Or you do it but feel angry and grumpy because you did not want to do it in the first place. Which mostly is not what the other party would want! Not for you, but also because the quality of your work often suffers because of this.

This way you are not a reliable partner for the other person. If I had known that my friend was really good at saying no and would honestly tell me if she couldn't do it, I would have happily asked her to help me.

The morale of this story is that it is not better for the other party if you say yes to something that is a no. It only appears to be better in the very short run, but causes much more

problems in the longer run. It is much better to be clear about what is a yes or what is a no. Because this makes you a reliable partner.

Please remember this the next time you have to choose between saying yes and no. Give yourself permission to be clear about your boundaries!

Where can you set a boundary this week to give yourself space, time and joy?

What boundary needs to be in place for you to say YES to yourself?

About the author

Dr. Samula Mescher is an international coach and trainer for scientists / driven professionals. Samula obtained her PhD on the topic of work-life balance in 2011 and has worked in academia for 11 years. In addition, she also brings 15 years of experience in different sectors where she worked as a management consultant, policy advisor, HR advisor and entrepreneur. She uses this rich background to help her clients with making career choices that bring them energy & joy and with finding more energy, balance & impact at work.

Want to know more?

www.samulamescher.nl or find her on social media: LinkedIn, Instagram or Facebook

One generation plants the tree, the next enjoys the shade

Written by Anita Ye

In this article, Anita Ye gives advice and tips from her background as first generation student, second generation immigrant, and a female scientist.

A first time for everything

Recently, I became aware of the term 'first generation student'. It refers to a student whose parents or siblings did not go to university. Typically, they have less knowledge to navigate academic waters or known and unknown options. When I started at university, I was a first generation student, a second generation immigrant, and a female scientist.

Being the first at something can be quite exciting. Such as being the first female and person with a non-Western ethnicity in your department at your first 'professional' job (and the second and third). It can also make you feel alone. In my case, I had the feeling that I often had to prove, to myself and others, that I deserved to be there.

During the years that followed, I realized I was not alone in my feelings or questions. Nor, was there a need to constantly battle on my own. I have learned to ask for help from a peer, or seek mentorships for specific topics, or to get coaching once in a while. This may help to get a different perspective and a different outlook on how to handle things.

A vivid memory comes to mind, when I first discovered that people in a professional work environment, are still people with emotions that may come with strict unwritten user

manuals and react wildly different in high pressure situations. This was unexpected, but explained why the question 'How do you respond under pressure' comes up during job interviews. It was also slightly discouraging for me. However, I noticed that since I knew about it, it was also easier to deal with in the short term and could avoid issues in the long run. Please note that, next to insights from your colleagues, some trial and error is required to figure out how to manage specific stakeholders, such as your manager.

And before you know it, the tables will have turned on you; people are asking you for articles on career advice. Although I have to say that giving and receiving advice, are both very educational. So, I would encourage everyone to take on both roles at least once.

One generation plants the tree, the next enjoys the shade – Chinese proverb

Personal experience with secondment at Janssen via CLS

Hanna Yendzhyievska | Senior Associate Scientist and Team Lead | Janssen Vaccines & Prevention

What is your job at J&J?

I coordinate antigen formulation preparation for pre-clinical experiments. Interaction with various Bacterial Vaccines teams and Janssen vaccine support departments together with development of innovative methods and analytical investigations is the main focus of my job.

What is secondment (detaching in Dutch) and what does it mean in practice for you?

Secondment is a temporary work arrangement where an employee is assigned to work for another company or organization for a specific project or period of time. The employee remains employed by their original company, but works under the direction of the host organization, usually to gain new skills, experiences, or exposure to different work environments. During the secondment, the employee is subject to the policies and procedures of the host organization.

I haven't had experience with secondment before I started with CLS. Overall, secondment is an excellent idea to explore various possible career development scenarios by actually trying out the different jobs.

How does your working day/week/month look like?

Since the pandemic, working from home became common practice for activities such as online meetings and data processing. However, I myself am still more based at the office, since method development activities demand time in a lab and interacting more fluently with people on site. Usually, it is three days on site and two days working from home. However often method development or other activities (training of newcomers, lab head duties etc.) require my presence on site for the full week.

My working day schedule differs greatly from time to time. Ranging from being a full day in the lab to a day full of meetings, planning and coordination behind my desk. Honestly, I highly enjoy this versatile setup.

What are considerations in choosing to work via secondment?

One of the considerations for me in secondment is the duration. Ideally this is a good combination of short enough to fulfill curiosity by stepping out of your comfort zone, but also being long enough to keep balance with the stress of having a new job too regularly.

Another consideration could be whether you have a say in where you are placed

How does CLS help you in your career development? (for example courses, coaching etc.)

The CLS team always fully supported (and keeps supporting) my development ideas and often emphasized the importance of it. For example during their coaching trajectories for career and professional development.



CLS Services
CHEMISTRY OF CONNECTING PEOPLE

About CLS

CLS Services provides recruitment services for companies, multinationals as well as smaller and more specialised companies, who are active in the field of chemistry, pharmaceuticals, biotechnology, food and feed. We recruit, for example, scientists, product developers, technicians or quality assurers. We also place employees at companies via secondment.



WHAT YOU DO WHEN YOU ARE TIRED OR STRESSED IS OFTEN THE OPPOSITE OF WHAT YOU NEED



Do you know what you do when you are tired or stressed? What is your automatic behaviour? Do you know what the tell-tale signs are in your behaviour? What behaviours serve as a red flag? Often these behaviours are automatic and we are not consciously aware of them. When you are tired or stressed do you:

- » go to bed later than normal?
- » skip going to the gym?
- » eat lunch behind your computer?
- » spend more time binge watching Netflix (and then staying up too late because of that, while the reason you crashed on the couch in front of the telly was that you were too tired to do anything else)
- » reach for snacks or sugar more?
- » reach for your phone more and swipe through social media?
- » drink more coffee or soda?

Subtle clues

For me a subtle clue that I'm feeling stressed is that I postpone going to the toilet. I'm working on something and then feel that I need to go to the toilet. Then I think- let me finish this first, often automatically, in a split second. And then I end up going to the toilet much later- all the while unconsciously tightening my muscles / building up tension in my body

because I really needed to go to the toilet. When I notice this pattern I know I'm actually feeling stressed and that I'm aggravating it by building up extra tension in my body by postponing a toilet break. I know what I need is actually more than a short toilet break. I know I need to take a longer break and take conscious action to release the stress I'm feeling.

Often times what you need to replenish your energy or release stress is the opposite of what you automatically resort to. Skipping breaks is a signal that what you need most right now is taking a break!

“Becoming aware of your automatic behaviour can help you to course correct sooner and take good care of yourself. “

Taking good care of yourself?

When you are really tired and mindlessly watch TV or swipe through social media it can of course help you to distract you from the feeling of stress or tiredness. But does it replenish your energy or help you actually release some of that stress? Do you feel more

energized after having watched TV or after swiping through social media? Pay attention to how you feel afterwards. My guess is that most of the time you do not feel more energized or less stressed. Sometimes you might even feel worse afterwards. Oftentimes what you need is the opposite of what you do automatically. Instead of reaching for your telephone or the remote control, putting the phone away or turning off the telly and going to bed early, will help you to refill your energy. Or taking a warm bath or hot shower. Doing something active or creative. Taking more breaks instead of less, to release some of the stress that has been building up. These things will do more than just distracting you from how you feel. They will help you to take good care of yourself, to renew your energy and to release stress.

And don't get me wrong- sometimes crashing in front of the telly is just what you need. But if you feel tired and stressed more often and you automatically crash in front of the telly many nights and you don't feel better afterwards? Then it is good to become aware of this unconscious automatic behaviour. Because it is actually telling you that you are in need of conscious actions to help you regain energy or release stress.

Becoming aware of your automatic behaviour can help you to course correct sooner and take good care of yourself.

Become curious

So this week become curious, do some research on your own automatic behaviours. When you feel tired or stressed:

- » What do you stop doing?
- » What do you do more?

Make a list of your tell-tale signs. Also become curious to see if your automatic behaviour helps you renew your energy/relieve stress. If not think of alternative course of actions. Ask yourself: what would help me to renew my energy? What would help me to relieve stress? Go and do that!

About the author

Dr. Samula Mescher is an international coach and trainer for scientists / driven professionals. Want to know more? Go to her website www.samulamescher.nl or find her on social media: LinkedIn, Instagram or Facebook.



EEN WERELD VAN VERSCHIL

coaching and training for higher educated professionals

Een wereld van verschil offers career coaching and training for higher educated professionals. We help you to further develop your personal and professional competences and build your career from there. Our coaching and training focusses on who you are, what your talents are and on your professional mission. The result of the coaching and training is a clear vision on what you want to bring to the world combined with the drive to actually go out and do it! This leads to a career and professional results that are fulfilling.

We have an academic background ourselves, and combine this with broad experience in coaching and training of higher educated professionals.

CAREER COACHING

Our career coaching inspires you to take the steps to build your career. Through structured individual conversations we

work on finding a job. You receive inspiring assignments that we discuss during the coaching sessions. We use a variety of tools to explore and discover your talents and helping them shine. Knowing them, you can shape your career more actively. Together we work on how you can best leverage your skills in your career.

CAREER COACHING FOR PHD'S AND POSTDOCS

In our career coaching for PhD's and Postdocs you discover your career possibilities inside and outside of academia, what your talents are and you learn how to engage employers in what you have to offer. You will learn how to translate your competences, knowledge and skills acquired during your PhD and postdoc to the demands of employers in various sectors, by describing them in tangible results. You will also train your application and networking skills and learn to get the most out of LinkedIn.

the starting point is to discover
your talent and what makes you tick



TRAINING COURSES

Our approach is aimed at achieving visible results by working with personal learning objectives and personal feedback.

Our starting point is learning by doing. We work with personal exercises, role plays and practical assignments to let you experience and train new behaviour and approaches.

Our training courses are given in small groups of 4-8 participants.

Our goal is always to enable the implementation of acquired insights into your work. This is facilitated by practical and personal assignments as homework, which we discuss in the following meeting.

TRAINING COURSES IN DUTCH

- Persoonlijk leiderschap vanuit visie
- Loopbaan APK
- De kracht van improviseren
- Persoonlijke effectiviteit voor de introverte professional
- Adviseren en verkopen voor inhoudelijke experts
- Effectief communiceren en samenwerken
- Persoonlijke kracht en uitstraling
- Balans in je leven en werk

TRAINING COURSES IN ENGLISH

- How to find a job after your PhD or Postdoc
- Personal efficiency for the introverted professional
- The power of improvisation

We also provide in-company training on communication, self-management skills and career development.

Make your personal appointment,
directly with Geraldine Sinnema
+31 [0]6 497 46 071, for career
coaching by phone or at our office.

info@eenwereldvanverschil.nu
www.eenwereldvanverschil.nu

Application checklist

Preparing the application		
What to do?	How to do it?	Done?
I have evaluated my own strengths, interests and values	Talk to a coach at BCF Career Event NL or BE.	<input type="checkbox"/>
I have updated my LinkedIn profile	Have your LinkedIn profile checked at BCF Career Event NL or BE.	<input type="checkbox"/>
I have uploaded a professional headshot	Need a new one? Get one at BCF Career Event NL or BE	<input type="checkbox"/>
I have informed myself about the organisation or company I want to apply to	Read the company profiles in this guide and online: www.bcfcareer.nl/companies	<input type="checkbox"/>
I know what the job role is about and what tasks and responsibilities come with it	Read the job vacancy and website of the company carefully	<input type="checkbox"/>
I have talked to people who work in the field, so I have a realistic idea of the tasks and responsibilities involved	Contact people via LinkedIn or talk to professionals at BCF Career Event	<input type="checkbox"/>
I have customised my CV and motivation letter around the needs and qualification mentioned in the job description	Read the articles "How your CV can set you apart" and use the article "ChatGPT in the job search" to create a successful cover letter" in this guide	<input type="checkbox"/>
I have double-checked spelling, grammar, names and attachments of my application	Ask a friend or family member to check – four eyes see more than two!	<input type="checkbox"/>
I have sent the application!		<input type="checkbox"/>
Preparing the job interview		
I know who I will be talking to	Find the person on LinkedIn or company website	<input type="checkbox"/>
I have reviewed the job description, company and my own documents	Check out the company website	<input type="checkbox"/>
I know how to get to the interview, and have made sure I'll be on time	Check google maps or a public transport app	<input type="checkbox"/>
I have the right attire (better too formal than too informal)	Business formal is usually a good choice	<input type="checkbox"/>
I have practised my elevator pitch / short intro about myself	No inspiration? Ask Chat GPT to generate an elevator pitch for you based on your resume and the job ad	<input type="checkbox"/>
I have prepared some questions to ask	Prepare a couple of questions to ask	<input type="checkbox"/>
After the interview		
I have sent an email to say thank you for the interview the next day		<input type="checkbox"/>
I got the job!		<input type="checkbox"/>

5 good reasons to join us

- 1 You participate in **groundbreaking innovations** with great impact on the lives of people **worldwide**.
- 2 You invest in your **own future** and **development**.
- 3 You opt for **flexibility** and **mobility**.
- 4 A culture of **diversity** and **inclusion** is important to you.
- 5 You work for one of the **best employers** in Belgium.

At Janssen, we are looking every day for new colleagues with a passion for health within our Research & Development.

Will you join us in making a difference in the lives of people worldwide?
jobs.jnj.com

*Janssen Belgium won the 2021 Randstad Award for most attractive employer in Belgium, and won the Decade Award in both 2010 and 2020.



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- » Product Development
- » Regulatory Affairs
- » Transition from academia to industry

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www.hyphenprojects.nl/bbss

Company profiles

The next pages will showcase the company profiles of interesting and different companies. Many of these companies are also present at BCF Career Event.

The following page will showcase the profile index where you can easily find which companies are active in your preferred sector and for whom they are looking.

Interested in discovering even more companies? On our [BCF Career website](#) we have over 110 company profiles ready for you.



Profile index

Page no	Organisation	SECTOR				LEVEL				FUNCTIONS			
		Life Sciences	Chemistry	Food	Pharma	BSc	MSc	PhD	Postdoc	Intern	Starter	Young professional	Professional
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96	Science@Work
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98	Teva Nederland
99	TMC Science & Technology
100	Universität Hamburg, Faculty of Mathematics, Informatics and Natural Sciences



Information/contact
W: www.alten.be

ALTEN Belgium

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma
- » Medtech

Type of organisation

Multinational

General

ALTEN Life Sciences, together with its CRO AIXIAL, is a world leader in the Pharmaceutical, Biotechnology and Medical Devices industries.

ALTEN Life Sciences has two offices in Belgium, Brussels, and Antwerp. ALTEN Life Sciences is part of the ALTEN Group, with over 46 000 engineers worldwide and has been operating since 1988. As such, we are one of the largest suppliers of technical consultancy in Europe.

Company activities

We develop and deliver expertise to world-leading companies in the Pharmaceutical, Biotechnology and Medical Devices industries. We have been able to set ourselves as experts and key partners for our more than 50 clients, from startups, to mid-size CDMOs, pharmaceutical, and biotech companies on the Belgian market. We are present throughout the whole manufacturing process: installation, maintenance, validation, and qualification. We intervene in various facilities, such as laboratory, production, or utilities. Our consultants also accompany our partners throughout the whole value chain, taking care of supply and planning, supporting digital transformation towards manufacturing 4.0, and increasing operational excellence.

We seek

- » Young graduates for our Masterclass program
- » Quality Assurance engineers
- » Quality Control specialists
- » Validation and Qualification engineers
- » Production engineers
- » Project engineers and managers
- » Compliance engineers
- » Technology Transfer specialists

We offer

At ALTEN we believe in growing together:

- » Working within a Business Unit with ambitious growth, which will create a big network
- » Human capital is our priority; we support our consultants' career with follow-ups and close management
- » Enjoy the ALTEN Academy: ALTEN Academy is our internal educational organization which provides work related courses in order to develop the employees' professional competencies, as well as inspiring courses for personal development.
- » We give you the opportunity to work with leading companies on the most recent technologies, in addition to an attractive salary package.



Information/contact

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Ausnutria

Active in the sectors

- » Food

Type of organisation

SME

Number of locations

5

Number of employees

+900

General

From the Netherlands, the dairy centre of the world, Ausnutria serves the international market with high-quality dairy products. We are proud of our own infant formula brands produced from goat milk, and regular and organic cow milk. Special is our collaboration with our commercial customers whom we support in developing and producing their own infant formula brand and specialised dairy ingredients.

Customers and consumers can rely on our expertise founded on over 100 years of experience in the dairy industry and on the high-quality supplied from our own production sites.

Company activities

The production of infant formula is our core activity. An interesting, but above all, complicated and delicate process. Which is why we set the bar high, whether it concerns the quality of our production facilities or the quality of our employees. We do this by nurturing growth and development. At Ausnutria, employees are given plenty of space to develop their talents and embrace opportunities.

We seek

At Ausnutria we are always looking for enthusiastic candidates who want to grow together.

Have a look at: www.werkenbij-ausnutria.nl for our vacancies.

We offer

Ausnutria is a fast-growing, dynamic and internationally oriented dairy company. Working at Ausnutria means you will be working at a growing international organization that is developing rapidly. Ausnutria enjoys an open, down to earth and entrepreneurial corporate culture. We are continuously working to achieve the next step towards improvement. Realistic, but at the same time ground-breaking. This is how we work together to ensure a healthy future for the children who grow up with our products. Core values that are of the utmost importance are perseverance and an entrepreneurial attitude.



Bilthoven Biologicals
Cyrus Poonawalla Group

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Bristol Myers Squibb™

Information/contact

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Bilthoven Biologicals

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

Number of employees

500

Number of locations

1

General

Bilthoven Biologicals (BBio) is a biopharmaceutical company which produces inactivated polio vaccines (IPV), tetanus vaccines, diphtheria-tetanus-polio vaccines (DT-PV) and bacillus Calmette-Guérin (BCG) for the treatment of bladder cancer. We deliver our vaccines to UNICEF, with which we support the Bill & Melinda Gates Foundation and the World Health Organization (WHO) to eradicate polio globally. Since 2012 Bilthoven Biologicals has been part of the Cyrus Poonawalla Group, the world's largest vaccine producer. BBio employs more than 500 employees.
www.bbio.nl | www.werkenbijbbio.nl

Company activities

At BBio we all work together on our ambition to protect the world's infant population with affordable vaccines. Our vaccines are all produced with the utmost care, under strict biosafety regulations and according to the highest quality standards (Good Manufacturing Practice). We all contribute to improving global health.

We seek

We would like to get in touch with multi-talented colleagues looking for a dynamic and challenging job in a growing organization. Enthusiastic people with sense of quality, pro activity, (shared) ownership and ambition who would like to make a significant contribution to improving global health and collaborate on the production of our vaccines. Do you, on top of that, have experience in the pharmaceutical branch and GMP and are you willing to develop yourself more? Don't wait any longer and apply now!

You will find our vacancies on: www.werkenbijbbio.nl

We offer

At BBio we are offering an open and informal culture, where initiative and new ideas are more than welcome and where you will proactively work together with committed colleagues that can best be described as passionate and energetic. Opportunities to develop your personal and professional ambitions, working with state of the art equipment on products with international impact and a competitive salary are just some of the excellent working conditions we are offering.

Bristol Myers Squibb

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

30,000

General

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

At Bristol Myers Squibb, we believe in the power of science to address some of the most challenging diseases of our time. Our focus on these unmet needs comes during a remarkable time, when unprecedented scientific breakthroughs are advancing the treatment of disease as never before in human history.

We work every day to transform patients' lives through science.

Company activities

We are a global biopharmaceutical company focused on helping to address the unmet medical needs of patients with serious diseases. In 2020, we invested \$11.1 billion in R&D, which included the discovery and development of new medicines.

We seek

We're looking for people who want to change lives. Bold, focused, innovative and passionate people who bring unique talents to the team's

mission. We are committed to recruiting, developing, and retaining top talent so you can pursue innovative ideas and perform your best. Join us as we transform patients' lives through science.

Every day, we drive transformative care. We're creative thinkers motivated by the practical application of our work. Innovators who step into uncharted territory.

Together we're building a better future for each other and the patients who need us most. And we're looking for the best team for the job.

We offer

Bristol Myers Squibb gives you the opportunity to learn and grow professionally alongside smart, creative and talented colleagues who are committed to helping patients battle serious diseases.

Doing amazing things with people you like and admire isn't something you can find just anywhere.

The work means everything, and so do the people you work with. Your future colleagues at Bristol Myers Squibb are impacting lives every day.

Whether it's bringing more than a dozen key medicines to market since 2009, or expanding patient access to medicine, our commitment to patients drives innovation in our pipeline and guides our action as a responsible corporate citizen.

Byondis

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

Number of employees

400

Number of locations

1

General

Driven to improve patients' lives, Byondis is an independent, privately held, Dutch clinical stage biopharmaceutical company creating innovative precision medicines targeting intractable cancers and autoimmune diseases. The company is developing next generation antibody-drug conjugates (ADCs), monoclonal antibodies (mAbs) and new chemical entities (NCEs) that can stand alone or be incorporated in its ADCs.

Byondis' broad development portfolio comprises preclinical as well as early- and late-stage clinical development programs. The company has a dedicated team of about 400 employees, including highly educated scientists and skilled technicians working in state-of-the-art R&D and Good Manufacturing Practice (GMP) production and conjugation facilities on its campus in Nijmegen. Byondis regularly collaborates with leading global biotechnology and pharmaceutical companies, as well as many academic research institutions. For more information, visit www.byondis.com.

Company activities

We create precision medicines, based on patient-focused drug development, which bring innovative therapeutic solutions to patients with key unmet medical needs. Our development programs are targeting specific intractable cancers and autoimmune diseases with the aim of creating innovative, safe and effective precision medicines, based on new biological entities: antibody-drug conjugates (ADCs) and monoclonal antibodies (mAbs). We develop new biological entities (NBEs) and new chemical entities (NCEs) using proprietary molecular concepts, such as ByonZine®, our duorcarmazine linker-drug (LD) technology and ByonShielD®, our site-specific conjugation technology, to generate next generation ADC's.

We seek

Frequently we are looking for all kinds of employees. From technician for our manufacturing until researchers for our research and development programs and much more. Look at our careersite for our vacancies: careers.byondis.com

We offer

Besides a competitive salary, we offer you a dynamic working environment at our state-of-the-art campus in Nijmegen. Our values of integrity, authenticity, entrepreneurship, quality and trust are very highly regarded. We aim to create an engaging and collaborative environment for all of our employees. We also offer an excellent pension scheme, 30 days of annual leave based on a full-time position, and we host several exciting company events throughout the year.

CBG | MEB

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

SME

Number of employees

500

Number of locations

1

General

The MEB is the official Dutch authority responsible for assessing the efficacy and safety of medicines that apply for admission to the market. Our work involves medicines available in the Netherlands and - together with our European colleagues - medicines available across Europe, from traditional to entirely new medicines.

Company activities

The MEB is responsible for medicine marketing authorisations in accordance with the Medicines Act. We assess the balance between the efficacy and the adverse reactions and risks of medicines. We also examine whether the quality of the medicine is satisfactory and remains so. An opinion by the MEB may, for example, relate to new marketing authorisations for medicines, the amendment, suspension or withdrawal of these marketing authorisations, but also pharmacovigilance and patient information leaflets.

We frequently carry out our tasks on the basis of collaboration in the Netherlands and with other national authorities in Europe.



Information/contact
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Chiesi Group

Active in the sectors

- » Pharma

Type of organisation

Multinational

Number of employees

>6,500

General

Chiesi is an international company originated in Parma, with 85 years of experience and a strong focus on research, development, production and commercialization of innovative therapeutic solutions in the Respiratory, Neonatology, Rare Diseases and Special Care Therapeutic Areas. We are value-oriented, passionate, supportive and a global family with more than 6.500 employees and 31 affiliates who have a real impact on people's lives in 90 countries around the world. With a turnover of over €2 billion sales, we are among the top 50 pharmaceutical companies in the world. Chiesi is a global pharmaceutical Group who has been awarded B Corp Certification, a recognition of high social and environmental standards. We want to use business as a force for good and create a positive impact on people, environment and community.

Company activities

For Chiesi, Research and Development are a true human and technological asset and, together with innovation, the driver of company growth.

Most of Chiesi's medicinal products originate from in-house research whilst others involve cooperation and partnerships with other pharmaceutical companies.

We are the top Italian company for R&D investment and ranks 15th among the

European pharmaceutical company (21,4% of the revenues last year).

The traditional therapeutic areas of the Chiesi Group are now complemented by new research areas and know-how in several sectors: rare diseases, biotechnology and transplantation.

Chiesi Group has three production plants:

- » Parma, Italy.
- » Blois-La Chaussée-Saint-Victor, France.
- » Santana de Parnaíba, Brazil.

We seek

We are looking for brilliant recent graduates and professionals to work in research and development, industrial operations, sales, marketing, finance and control, human resources, purchasing, legal affairs and information technology.

We offer

At Chiesi, people are at the center of everything we do. We:

- » Promote personal and professional development, leverage on diversity to stimulate creativity and innovation, foster a culture of collaboration and team spirit and promote well-being
- » Offer training programme to develop soft skills and managerial skills at all levels of seniority
- » Promote international mobility and internal job rotation



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ChipSoft

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

Number of employees + locations

850 employees | 4 locations

General

ChipSoft staat al meer dan 30 jaar aan de top van de zorgautomatisering. Tegenwoordig zijn wij trotse marktleider als leverancier van zorg-ICT in Nederland. Met revolutionaire ICT bieden wij zorginstellingen een unieke totaaloplossing die alle denkbare werkprocessen binnen de zorginstelling ondersteunt. Dit doen wij met meer dan 850 medewerkers in Nederland en België. Ons uitgangspunt? Software ontwikkelen die het zorgverleners gemakkelijk maakt om op het juiste moment de juiste zorg te leveren. Daarbij staan de veiligheid van de patiënt en de werkprocessen van de zorgprofessionals centraal. Zo is onze totaaloplossing te gebruiken op vaste en mobiele apparaten (pc's, tablets, smartphones, etc.) en krijgen zorgverleners voor ieder device en voor iedere situaties zeer gerichte oplossingen aangeboden. Smart Health noemen wij dat. Binnen de zorg staat ChipSoft bekend om haar innovatieve karakter en enorme slagkracht als het gaat om de ontwikkeling van nieuwe functionaliteiten. Niet voor niets heeft ChipSoft met haar producten diverse awards in de wacht gesleept, onder meer van een toonaangevende grootheid als Microsoft. ChipSoft maakt gebruik van de nieuwste technieken en is daardoor altijd in staat om zorginstellingen te voorzien van ICT die klaar is voor de toekomst.

Company activities

De beste software maken voor zorgprofessionals. Dat is wat we bij ChipSoft doen. Onze software zorgt dat iedereen in de zorg zich volledig kan richten op zijn kerntaak. Wij hebben een gebruiksvriendelijke totaaloplossing ontwikkeld (HiX) die elke zorgprofessional ondersteunt, bij elk denkbaar werkproces in de zorgketen. En die oplossing perfectioneren en vernieuwen we iedere dag. Stel: een verpleegkundige kijkt patiënt-informatie in en registreert meetwaarden. Dat doet ze in HiX. Maar HiX zorgt tegelijkertijd voor een waterdichte financiële afhandeling van alle patiëntbehandelingen. En het creëert een glashelder prestatie-overzicht voor managers. Een arts die inzoomt op een röntgenfoto en zijn bevindingen erbij schrijft? HiX! En zo kunnen we nog wel even doorgaan. HiX is ook de toekomst van de zorg. Meer datawarehouse, meer patiënten die vanuit huis hun zorgzaken regelen, meer zorgverleners die op de werkvloer slimme apps gebruiken en meer zorgaanbieders die efficiënt en veilig gegevens met elkaar uitwisselen. Ook dát is HiX. En daar kun jij aan meewerken.

We seek

ChipSoft zoekt non-stop voor ontwikkelaars, consultants en sales talenten.

We offer

- » Een aantrekkelijk salaris
- » Uitstekende secundaire arbeidsvoorwaarden
- » Een persoonlijk opleidingsbudget van € 1.000
- » Veel sociale activiteiten
- » Gebruik van onze sportschool incl. personal trainer
- » Goede werk/privé balans
- » Eigen Chipcafé met gezonde lunch tegen kostprijs (gratis op vrijdagen)

CLS Services

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Recruitment office

General

Recruitment is about people. Our drive is to make people happy. Not only by having excellent employment conditions but also by trying to make the whole recruitment process a more fun and positive experience. Thanks to our own background and experience in the field of Chemistry & Life Sciences, we speak your language, we understand your needs and the challenges you face. But we also speak the language of our clients, what do they need in an employee to be successful? Only through really understanding both sides, we can help both people and organisations to achieve good and lasting results.

Company activities

CLS Services provides recruitment services for companies, multinationals as well as smaller and more specialised companies, who are active in the field of chemistry, pharmaceuticals, biotechnology, food and feed. We recruit, for example, scientists, product developers, technicians or quality assurers or any other type of job you may be looking for.

Through our extensive experience, we have built expert knowledge in our field when it comes to recruitment & selection. We work as a team. We share ideas, knowledge and skills, in order to achieve excellent results.

We are looking for

At CLS Services we are eager to meet qualified professionals with a background in chemistry, biology, pharmacy, food or related disciplines. Do you have a polytechnic (BSc.) or university degree (MSc. or PhD.) in one of these areas with or without relevant working experience? And are you up for a new challenge? Then we are looking for you!

What we have to offer

Top level careers and the best match possible.

CLS Services stands for quality, flexibility and professionalism. We offer the opportunity to get the best out of yourself and the organisation. We will prepare you as good as possible for upcoming interviews, which increases the chance of finding you a suitable position at one of our clients or in your own network. Additionally, together with our career coach, we can offer career coaching through individual support, but we also offer tools directed at stimulating effectiveness within a team.

Interested to know what we can do for you? Visit our website www.cls-services.nl for more information, current vacancies or send an open application.

DPS Group Belgium

Active in the sectors

- » Bio/Life Sciences
- » Pharma
- » Medtech

Type of organisation

Multinational

General

We are an innovative and entrepreneurial project management and engineering company that puts your interests first, with a great emphasis on people before process. We have been serving industry around the world for 44 years. We have one goal: To deliver more than you expect first time, every time.

What sets us apart?

Structure and process play their part in engineering but at ADPS we think business is personal. To us, working as partners with you is where everything starts and ends. ADPS engineering exists out of two sections:

1. Operations: At ADPS, we believe in the power of design to benefit society. For over four decades, we have been designing, building, commissioning and qualifying technically complex process manufacturing facilities that turn innovations into life-saving and life-enhancing products.
2. Contract Services: The contract services operation is the main European resourcing department of the company, delivering suitably qualified candidates from its industry dedicated database.

Company activities

People who deliver more

We choose our people carefully. They need to demonstrate leadership, agility, original thinking and prove their integrity. At ADPS they learn to ask the right questions and earn,

and re-earn, their reputation with clients. Close collaboration and our passion to exceed expectations help us to deliver more value at every stage of the project's lifecycle. We recognize that what works today may not be right tomorrow. Our clients' needs continue to change so we will change with them.

We are engineers without borders

Your needs drive our business, so we offer every management and engineering service you need globally and locally. Our sector expertise spans many markets including biotechnology, pharmaceutical, medical technologies, oil and gas, advanced technology, food & beverage, energy, and science & education.

We seek

People with scientific/engineering background who are looking for new opportunities in life sciences.

We offer

- » We offer the opportunity to work in an interesting and dynamic environment where you will have the chance to contribute to society.
- » Our careers systems and processes will enable you to achieve success in your role and we will support your future ambitions.
- » We have an open and supportive work environment that welcomes ideas and feedback, collaboration makes us stronger.
- » The work we do is interesting and the facilities we help to create are at the leading edge of the industries we support.
- » In partnering with the world's leading pharma and technology companies we help create facilities which manufacture life-enhancing products.



Grow ahead with the Life Sciences Academy

About to start a promising career in the world of life sciences? And itching to make a difference? We'll connect you with a job in life sciences that brings out the best in you. And in two years, our Life Sciences Academy will teach you all you need to know to excel as a versatile professional.

Find out more and plan your intake at:

→ formorrow.nl

formorrow grow ahead

formorrow
grow ahead

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Formorrow

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma
- » Medtech

Type of organisation

Recruitment office

Number of locations

2

General

We are Formorrow

We're here for talent that dares to dive deeper, to look further ahead. For employers looking for talent that will grow with them. For today's opportunities. And for tomorrow's shining stars.

About Formorrow

Formorrow connects talent in Life Sciences and IT with jobs to really grow in. We've been doing exactly that since 1997. First as Procam – and since 2021 as Formorrow. With us, it's all about you. Who you are, what makes you happy, how – and where – you can grow. We'll help you shape your future and excel as yourself. And we connect employers to team members whose stars will shine bright in their organisations. In doing so, we're contributing to a sustainable and diverse labour market that revolves around the strengths of individual talents.

Get to know us

From our Amersfoort offices, we connect Life Sciences talent from all over the world with exciting Dutch employers. We help developing personal skills and train future leaders.

For tomorrow's world

Formorrow aims for a labour market with room for all talents. We also want to do our bit for a climate-neutral tomorrow. For us, Corporate Social Responsibility is not a must. It's deeply embedded in our organisation. We're open about where we want to be tomorrow – and honest about what we can realise today.

Company activities

Know

Get to know yourself even better. And discover which jobs fit your personality, dreams and hidden talents.

Find

We'll find you the employer where you'll fit right in. Where you'll be at your best. Today, tomorrow, and in the days to come.

Grow

During the Formorrow Academy you'll deepen your self-knowledge. You'll develop your skills. And you will build a vision on how you can grow in your own way.

We seek

Just graduated from university, applied sciences or have a PHD? Have you set your sights on a career in IT or life sciences? Formorrow will help you find your ideal job while teaching you all you need to know to shape your future. Going deeper than any other life-sciences or IT traineeship could.

We offer

Looking for an IT or life-sciences professional? With the Formorrow method, we connect talent with employers that bring out the best in them. And we'll connect you with that one team member who can grow with you, taking the entire recruitment process off your hands.

THIS IS NOT AN AD! PURPOSE

www.workatgalapagos.com



Galapagos

Pioneering for patients

Information/contact

W: www.glpag.com

Galapagos

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

General

Galapagos is a fully integrated biotechnology company united around a single purpose: to transform patient outcomes through life-changing science and innovation for more years of life and quality of life. They focus on the key therapeutic areas of immunology and oncology, where they have developed a deep scientific expertise in multiple drug modalities, including small molecules and cell therapies. Their portfolio comprises discovery through to commercialized programs. Their first medicine for rheumatoid arthritis and ulcerative colitis is available in Europe and Japan.

Company activities

Founded in 1999, Galapagos started as an R&D-driven biotech startup. In 2 decades, they built their expertise in research and discovery of medicines, resulting in the launch of their first medicine on the market in 2020. In 2022, with the 'Forward, Faster' strategy, CEO Paul Stoffels set out a new course for the Make-It-Happeners at Galapagos. Their focus on inflammation broadened to immunology and oncology, and by combining internal and external innovation, they added new capabilities, technologies and product candidates to their portfolio. Today, Galapagos is active in immunology and oncology, with diverse drug modalities: CAR-T, biologicals and small molecules. That's how they are #LivingInnovation!

Make-It-Happener, this is your call for purpose

Are you ready to transform lives and be part of a journey like no other? We're on a mission to uncover groundbreaking medicines that enhance the quality of life, and we're inviting you to join us. In every challenge, we see your opportunity. We're seeking pioneers, not just employees. We want thought leaders and rapid thinkers, individuals who possess an entrepreneurial spirit and don't pursue the status quo. We seek collaborative innovators and unwavering idealists. In short, we're in search of the best-in-class, and that's where you come in. You are the 'Make-it-Happener.' Your passion, creativity, and drive will shape the future of life-improving medicines. If you're ready to pioneer for patients, challenge the norm, and create transformative solutions, then we're excited to meet you. Join us on this extraordinary journey, where your unique skills and determination will change lives and make a lasting impact. The future awaits, and it's in your hands. This is your call for purpose!

What's in it for you

You will be part of a fast growing and amazing company. As 'make-it-happener' you will get all the support you need to make your job successful. At Galapagos we aim to recruit the best people, who stand out among their peers, with integrity and excellent interpersonal and organizational skills. Our employees are the strength behind Galapagos, a highly motivated team, eager to maintain Galapagos' leading position and achieve breakthroughs in pharmaceutical research in immunology and oncology. Galapagos offers a competitive remuneration package and a dynamic work environment.



GENDX

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GenDx

Active in the sectors

» Bio/Life Sciences

Number of employees

90

Type of organisation

SME

General

We are GenDx, experts in transplant diagnostics.

Company activities

GenDx is a science-based company, located at Utrecht Science Park. We combine our renowned software and reagents for high-resolution HLA typing (Next Generation Sequencing), post-transplant monitoring (Chimerism monitoring) and related molecular diagnostic testing, with excellent customer support and education. Our mission is to improve the quality of life and survival of transplant patients and to advance the field of transplantation by offering excellent molecular diagnostic tools, and sharing knowledge. Per October 2022, GenDx is part of the France-based company Eurobio Scientific.

We seek

GenDx cares greatly about an open and honest business climate, and values an environment in which people are encouraged to grow and explore new ideas. People working at GenDx are real team players, who take initiative, have a strong sense of responsibility and are eager to learn and grow.

We offer

Working at GenDx means being part of a close-knit team in a highly innovative company. We offer good working conditions and value our employees' input and development. Do you have a B.ASc, BSc, MSc or PhD in molecular biology, Life Sciences or Bioinformatics? Career opportunities at GenDx range from product development and in-house production to, quality assurance, marketing and sales. Keep an eye on our website for the latest vacancies and make sure to stop by at our booth at BCF Career Event. We look forward to meeting you there!

TOPX Network

The platform for ambitious women in Life Sciences

Become part of a community of talented and ambitious women, and empower your personal growth and career development.

Membership – LIGHT (special rate for students)

- » Free access to online events
- » Free access to network meetings
- » Discount on annual TOPX Summit

Gold Partner



Silver Partner

Gold Partner



Silver Partner

Gold Partner



Silver Partner

Silver Partner



Silver Partner

Silver Partner



Silver Partner



Visit the website for more information:

www.hyphenprojects.nl/topx/membership



Genmab

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Number of locations

4

Number of employees

1,300+

Type of organisation

Multinational

General

Genmab is an international biotechnology company with a core purpose to improve the lives of people with cancer. For more than 20 years, Genmab's vision to transform cancer treatment has driven its passionate, innovative and collaborative teams to invent next-generation antibody technology platforms and leverage translational research and data sciences, fueling multiple differentiated cancer treatments that make an impact on people's lives. To develop and deliver novel therapies to patients, Genmab has formed 20+ strategic partnerships with biotechnology and pharmaceutical companies. Genmab's proprietary pipeline includes bispecific T-cell engagers, next-generation immune checkpoint modulators, effector function enhanced antibodies and antibody-drug conjugates.

Genmab is headquartered in Copenhagen, Denmark with locations in Utrecht, the Netherlands, Princeton, New Jersey, U.S. and Tokyo, Japan.

Our core values are:

- » Passion for innovation
- » Determination—being the best at what we do

- » Integrity—we do the right thing
- » We work as one team and respect each other

For more information, please visit Genmab.com and follow us on [Twitter.com/Genmab](https://twitter.com/Genmab).

Company activities

We are the creators of three marketed products* and have a broad clinical and pre-clinical product pipeline. Genmab's technology consists of validated and proprietary next-generation antibody platforms - DuoBody® for generation of bispecific antibodies; HexaBody®, which creates effector-function enhanced antibodies; HexElect®, which combines two co-dependently acting HexaBody molecules to introduce selectivity while maximizing therapeutic potency; and DuoHexaBody®, which enhances the potential potency of bispecific antibodies through hexamerization.

We seek

Employees are our most important resource, and we strive to attract and retain the most qualified people to fulfil our core purpose of improving patients' lives.

We seek individuals with strong theoretical and practical qualifications, and we aim to provide ongoing development of our employees.

We offer

We aspire to create a company environment which promotes both individual and team performance.

If you are interested in working for Genmab, please write or call our HR department. For an up-to-date overview of our current job positions, please go to www.genmab.com.

Let's transform tomorrow together

Learn more about Genmab and our vacancies on www.genmab.com

Visit our stand at the BCF Career event

Gentis

Active in the sectors

- » Bio/Life Sciences

Type of organisation

Recruitment office

Number of employees

500

Number of locations

7

General

Gentis was born from the collaboration of a passionate team of recruiters who shared a common vision: to revolutionize the world of staffing. Right from the start, Gentis stood out. Our dedication to personalized and people-centric employment became the foundation of our approach, the heart of what we do. We went beyond the conventional practice of simply connecting candidates with job opportunities. Instead, we focused on forging meaningful relationships, empowering both businesses and individuals to unleash their true potential, and creating a profound and positive impact in the world. Over the years, we've grown rapidly. However, through all changes, our core values of ambition, performance, passion, efficiency, dedication, and integrity have remained steadfast. These values serve as our guiding principles in every aspect of our work. Today, Gentis stands as the leading staffing agency in the market, renowned for our commitment to excellence. Our team comprises passionate and driven individuals who share a collective vision for a world where businesses and individuals can thrive.

Company activities

At Gentis, we go beyond being a mere

group of recruiters; we are a community of like-minded individuals determined to make a positive impact. Constantly pushing the boundaries of innovation and growth, we remain true to our mission of empowering businesses and individuals through personalized, people-centric recruitment. However, our distinction goes beyond being an excellent choice for candidates. Our personalized approach uniquely positions us to match the ideal candidates with the perfect opportunities, forging strong and enduring relationships with businesses while delivering exceptional results that truly matter.

We seek

- » Quality profiles - 3 kind of Quality - QC - QA - QP
- » QHSE
- » Working with production profiles - upstream and downstream process
- » Working in Clinical - pre clinical
- » regulatory affairs - looking for all the lows that are in the process
- » CSV
- » Qualification and/or validation
- » Project Managers
- » Supply Chain
- » ESG (new vacancy)
- » Continuous improvement process industries 4.0 (skill)

We offer

- » Resume coaching
- » Discuss the goals and project/new opportunities
- » Present to our large network of clients
- » Follow-up of the process
- » Tips about where to apply for a quicker opportunity
- » Job interview coaching

German Federal Institute for Risk Assessment (BfR)

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Research Institute

Number of employees

1,160

Number of locations

4

General

The BfR is the national institute which prepares expert reports and opinions on questions concerning the safety of food, feed and chemicals as well as consumer health protection, on the basis of internationally recognised scientific evaluation criteria. It advises the Federal Government and other institutions and interest groups in these areas. The BfR conducts its own research on topics that are closely linked to its assessment tasks. It is an institution with legal capacity within the portfolio of the Federal Ministry of Food and Agriculture (BMEL). Since its inception the BfR served as a role model for similar institutions worldwide. More than 1100 employees work at four different locations within Berlin.

Company activities

Job offers, doctoral training programme, Werner-Baltes-Fellowship (programme for foreign junior scientists), Maria-Sibylla-Merian-Fellowship (programme for senior scientists), programme for refugees with an academic background in natural sciences.



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GSK

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

8,000 – 9,000 in Belgium

Number of locations

3

General

GSK is a leading and growing global company with a purpose to unite science, technology and talent to get ahead of disease together, with thriving people who deliver a step change in competitive growth and improve the lives of billions of people across the world.

Company activities

Our Commercial, Vaccines, Research and Development (R&D), and Global Supply Chain businesses help the world prevent and treat disease every day. Getting ahead means preventing disease as well as treating it. It means innovating together, fusing ideas, capabilities, and know-how inside and outside of GSK. Nevertheless, we remain committed to keeping ahead of issues that matter for the sustainability of our company, be it pricing and access, the environment, or stronger diversity and inclusion.

We prevent and treat disease with vaccines and specialty plus general medicines. We focus on the science of the immune system, human genetics, and advanced technologies, investing in four core therapeutic areas (Infectious Disease, HIV, Oncology, and Immunology/Respiratory)

and future opportunities to impact health at a global scale.

We seek

The Future Leaders Programme is GSK's global graduate training programme. Every year we select talented ambitious people from countries across the world to join us and prepare for a future career as a leader in healthcare.

We are looking for scientists to develop and discover treatments and products, engineers and supply chain experts to deliver them, and commercial teams to understand our market. We are also looking for tomorrow's experts in IT, finance, HR and procurement to achieve outstanding business performance.

We aim to create an inclusive workplace where all employees feel engaged, supportive of one another, and know their work makes an important contribution.

We offer

In return for strong performance, dedication and commitment, the Future Leaders Programme offers you a rich variety of training, development and mentoring to help boost your career. You'll experience diverse aspects of our business and will build breadth into your career by taking rotations within your business unit, by moving into a different business area or even by working in a different location.

At GSK we provide a supportive working environment, and a range of development challenges and opportunities. We also offer competitive benefits and compensation packages.

ImmunXperts

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

General

ImmunXperts is a high-potential start-up based in Gosselies. This fast-growing company offers a wide range of Immunology services with a strong commitment to develop customized solutions for its clients: Immunogenicity, Immuno-oncology, Cell Therapy.

Company activities

The offerings include in vitro assays to assess the immunogenic potential of test molecules using T cell activation and proliferation assays as a surrogate marker for the induction of Anti-Drug-Antibodies. On the immuno-oncology side, ImmunXperts develops in vitro assays to assess the functionality of candidates. ImmunXperts continuously develops new cellular immune-assays to assist biotech and pharma companies directly in their product development. Other such collaborative services include protocol optimization and in-house training.

We seek

Candidates with experience working with primary cells, expertise with cellular assays, and immunological techniques (flow cytometry, ELISA, HTRF, Luminex, ELISpot...)

Lab Technicians : You will perform cellular assays according to the Standard Operation Procedures, be involved with the development and optimization of cellular assays and with the analysis of test results and provide accurate and reliable technical reports and test results. You will draft and review laboratory standard

operating procedures and assist with the implementation of quality standards. You will be responsible for general laboratory duties, transversal lab tasks like primary cell isolation and banking and maintenance of laboratory equipment as well as be in charge of the general warehouse items, to ensure continuity of lab activities.

Scientists: You will perform cellular assays according to the Standard Operation Procedures, participate in the development and optimization of cellular assays, analyze data and write technical and scientific reports; guide, train and support laboratory technicians to ensure quality work is delivered as planned.

Support the sales and business development team in drafting and reviewing project proposals; Report internally and externally (to client) on project progress and results; Respond to client inquiries and identify new project opportunities Manage suppliers, partners and subcontractors to ensure their roles are completed as expected Participate in conferences and review literature to stay up to date on progress in the field, prepare and deliver technical and scientific presentations (talks, posters and webinars)

We offer

ImmunXperts' team works in an open-minded, science-driven and fast-paced environment. ImmunXperts has a unique knowledge in building custom assays that can be useful to cell therapy companies. We are a young company, but with rich history.

Our focus: In Vitro Immunology in a R&D context but at the highest level of quality From January 2024: a brand new facility at the heart of Gosselies BioPark – with 850m² dedicated laboratory space (BSL2).

JOIN US THIS YEAR FOR OUR 20TH ANNIVERSARY

20★
years of
BCF

20★
years of
BCF

BCF CAREER EVENT

- » BCF Career Event Online - 7 February 2024
- » BCF Career Event NL - 30 May 2024 - Utrecht
- » BCF Career Event BE - 28 November 2024 - Ghent

International PhD Programme (IPP) Mainz

Active in the sectors

- » Bio/Life Sciences

Type of organisation

Other

General

The International PhD Programme (IPP) is a PhD training programme established by the Institute of Molecular Biology (IMB) in Mainz in November 2011.

Over the past 12 years, the IPP has developed into an attractive programme with a wide international reach that successfully competes for talented students with other leading institutions and graduate schools in Germany and Europe.

Company activities

We currently have 63 participating groups from IMB, Johannes Gutenberg University, and the University Medical Center in Mainz. In these groups, our presently more than 200 PhD students from 43 nations get to work on cutting-edge projects in a variety of biological topics like ageing research, RNA biology, DNA repair, epigenetics, and computational biology. In addition, the programme encompasses an advanced training and career programme providing the PhD students with scientific and professional skills training, as well as offering networking and career development opportunities.

We seek

Talented and motivated life science graduates looking for PhD positions.

We offer

- » Exciting, interdisciplinary projects in a lively international environment, with English as our working language
- » Advanced training in scientific techniques and professional skills
- » Access to our state-of-the-art Core Facilities and their technical expertise
- » Fully funded positions with financing until the completion of your thesis

Johnson & Johnson

At Johnson & Johnson, we believe good health is the foundation of vibrant lives, thriving communities and forward progress. That's why for more than 130 years, we have aimed to keep people well at every age and every stage of life. Today, as the world's largest and most broadly-based health care company, we are committed to using our reach and size for good. We strive to improve access and affordability, create healthier communities, and put a healthy mind, body, and environment within reach of everyone, everywhere. We are blending our heart, science, and ingenuity to profoundly change the trajectory of health for humanity. Johnson & Johnson is headquartered in New Brunswick, New Jersey. The corporation includes 250 subsidiary companies with operations in 60 countries and products sold in over 175 countries.

Company activities:

The Janssen campus in Belgium (or Janssen Pharmaceutica) is part of the Janssen Pharmaceutical Companies of Johnson & Johnson. A unique fusion of expertise, capabilities and partnerships in R&D, manufacturing, and new product launch. Together, we are creating a future where disease is a thing of the past. On the Janssen campus in Belgium, you will find an air of excitement and authenticity. Everyone is committed to making a difference for people's lives and to pushing the boundaries of what science and innovation can mean. With over 5.000 employees in Belgium with a deep passion for the patient, we aim for breakthrough solutions. As an innovative campus, we focus on important fields of research such as neuroscience, oncology, immunology, infectious diseases, cardiovascular and metabolism and pulmonary hypertension. Fields in which the unmet medical need is high,

and much is to be done and to achieved.

Innovation powerhouse

Janssen in Belgium has been focusing on research and development for more than 60 years. The campus in Belgium has been instrumental in the discovery and development of a new generation of tuberculosis, HIV/AIDS, cancer, infectious diseases, and neurological drugs. It was here in Beerse that the first FDA-approved tuberculosis drug in 40 years was discovered and developed. Chimeric Antigen Receptor T-Cell therapy, or CAR-T therapy, is a groundbreaking approach to treating various diseases, specifically in oncological personalized care. With CAR-T therapy, we are spearheading the transformation of cancer treatment. This novel cell therapy harnesses the patient's own immune system to combat cancer. In this specific form of cell therapy, we collect the patient's T-cells and engineer them into CAR-T cells, capable of precisely targeting and destroying the patient's cancer cells.

We are looking for

We're looking for a wide range of profiles to fill various positions within our organization as a global healthcare company. We seek skilled professionals with experience in areas such as research and development, manufacturing, sales and marketing, regulatory affairs, finance,... In particular, we look for candidates with a strong background in biotechnology or pharmaceuticals. In addition to this, we also have opportunities for fresh Life Sciences graduates who are looking for internships and development opportunities; as well as Post Docs who want to jump into industry. We also seek individuals who have experience working in diverse teams and who can bring innovative solutions to the table. Some of the key attributes

that Janssen looks for in potential candidates include strong leadership skills, a commitment to ethical business practices, a passion for improving patient outcomes, and a willingness to work collaboratively to achieve common goals. Regardless of the specific profile, Janssen is committed to creating a diverse and inclusive workplace where all employees are valued and encouraged to reach their full potential. We are looking for candidates who share this commitment and who can contribute to their mission of creating a healthier future for everyone.

What we have to offer

Searching for opportunities where you can apply your skill set, passion, and interests to make a positive impact in the world—and ultimately help change the future of health for good? Read on for five reasons why you should join our team today.

1. Constant Investment in Your Future

Our people—the best and the brightest from around the world—are our most important asset. They're what enable us to innovate, develop new medicines and technologies and improve the lives of communities everywhere. Naturally, we're eager to invest in them in turn. This is also reflected in our culture of learning and development, our structured approach to leadership development and all of the other ways we're unlocking human potential today. Above all, we want our employees to be, feel and do their best every day, whether that means prioritizing work-life balance or talking candidly about mental health—and ensuring everyone has the support and resources they need.

2. Flexibility and Mobility

We're the world's largest broadly based

healthcare company, comprising more than 250 organizations in over 60 countries around the world, which means that when you join our company, you'll have access to a breadth of opportunities you won't find anywhere else.

3. Positive Global Impact

If there's a common thread weaving together the work of our employees around the world, it's this one: the opportunity to not only make a difference, but measurably change the future of health for good. At Janssen, you'll be able to step in, step up and immediately contribute to projects that positively impact people's lives.

4. Our Diverse and Inclusive Culture

We're keenly aware that bringing together people with diverse perspectives, backgrounds experiences is the key to unlocking innovation. It's how we'll change the future of health for good. You'll see that reflected in our diverse, equitable and inclusive hiring process. In the fact that we're increasing the number of Black vice presidents and managers at our company by 50% by 2025. In the equal benefits we offer to partners in same-sex relationships. And in countless other ways. We've built a culture where everyone feels at home—and where you can be your authentic self when you join our team.

5. A Wealth of Opportunity

No matter what your interests, skill set, or area of expertise might be, there are opportunities for you to make real-world impact. You'll find a role that enables you to help people all over the world lead happier, healthier lives. Click here to see all the different ways you can join us today. And before you go, you should take a moment to become part of our global talent community, too. It's a great way to stay in touch, learn more about our culture and even get updates about jobs that might interest you in the future. We hope to hear from you soon!

Information/contact

Website: <https://www.janssen.com/belgium>

LinkedIn: <https://www.linkedin.com/showcase/janssen-belgium/>

Instagram: <https://www.instagram.com/janssen.belux/>

Facebook: <https://www.facebook.com/janssenbelgium>



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KeyGene

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

SME

Number of employees

135

General

KeyGene - Technology innovation for crop Improvement

KeyGene is the go-to research company for the development and application of breakthrough technology innovation, for and with shareholders and other partners, for crop improvement in for instance vegetables, fruits, ornamentals, and industrial field crops. With its intellectual capital, solution-driven approach, and collaborative spirit, KeyGene contributes to the future of sustainable global agriculture.

Company activities

KeyGene's aim is to support organizations with their toughest R&D challenges, by revealing, understanding, and using accessible genetic variation, inducing desired variation and enhancing breeding efficiency. For that, KeyGene offers 30 years of track record of successful technology innovation, executed by powerful project teams that include experts in relevant disciplines like Data science, DNA- and RNA technology, Proteomics & Metabolomics, Cell- & Tissue technology, Genome Editing, Trait technologies, and Genomic Breeding Tools.

In its research, KeyGene responds to the demands of our partners and of society. For and with partners, KeyGene develops breakthrough

breeding technologies. KeyGene supports its partners to implement these technologies and to apply technology innovations for the development of improved crops. KeyGene's employees operate in an ecosystem that also includes academic groups and technology providers. That empowers the KeyGene team to maximize impact and to support partners to interact with KeyGene scientists and with each other.

We seek

We are looking for enthusiastic and ambitious technicians, researchers and scientists with BSc, MSc or PhD degree in fields of expertise such as molecular genetics, applied genetics, systems biology, artificial intelligence, data science or a related field. Working at KeyGene means that you are a part of a vibrant and diverse research team that works at the crossroads of crop breeding and fundamental research to develop technology innovation that can and will be applied in breeding to improve the crops that feed the world.

KeyGene looks forward to get in contact with candidates who have a natural desire to stay up to date with the latest developments in their field of expertise and who are enthusiastic about working for and with customers in an internationally oriented research company.

We offer

KeyGene offers challenging positions in an internationally oriented and dynamic research company, with well-equipped research facilities and high-quality experts in flanking and complementary expertise. KeyGene is based in Wageningen, the Netherlands, in Rockville, MD, USA and in Hyderabad, India.



Information/contact

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Kite

Active in the sectors

- » Bio/Life Sciences

Type of organisation

Multinational

Number of locations

1

Number of employees

About 900 in the Netherlands

General

Kite, a Gilead Science company, is a global leader in cell therapy.

Founded in 2009, and headquartered in US, the company has three manufacturing facilities globally.

Their European production site is located in the Netherlands, near Amsterdam Schiphol airport.

Kite is dedicated to achieving one of the most ambitious goals of 21st century medicine: curing cancer.

It has a singular focus on cell therapy, an innovative, individualized treatment for people with certain types of blood cancer.

Our culture

With over 50 different nationalities, our culture is best described as innovative, inspiring and multicultural.

Company activities

Kite is a biopharmaceutical company engaged in the development of innovative cancer immunotherapies with a goal of providing rapid, long-term durable response and eliminating the burden of chronic care. The company is focused on chimeric antigen receptor (CAR) and T cell receptor (TCR) engineered cell therapies

designed to empower the immune system's ability to recognize and kill tumours.

We seek

We are creating Kite together, with the recognition that the best teams are built by the best people. Kite is a growing company with a lot of challenging job opportunities in Manufacturing, Engineering, Quality and Supply Chain. We are seeking:

- » Highly motivated individuals to join us in the Amsterdam area
- » Team players who are proactive, flexible and self-motivated with strong interpersonal skills
- » Individuals with the ability to work in a fast-paced environment with challenging workload
- » Team members with the ability to work independently and quickly get acquainted with novel methods and approaches

Are you interested in being part of our journey? Join us and discover your sense of purpose.

We offer

Linking pay to company and individual performance is central to Kite's continued success. Our Total Rewards program allows you to see your compensation increase when you and the company perform well. Kite's benefit offerings are designed to promote your overall health and financial well-being.

- » Dynamic environment
- » Competitive base pay
- » Personal development
- » Bonus
- » Stock Purchase discount
- » Recognition Program
- » Savings and retirement benefits
- » Health and welfare benefits

Legend Biotech

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

Number of employees + locations

250

General

Legend Biotech is a global biotechnology company developing and manufacturing novel therapies. We explore and apply innovative technologies to deliver safe, efficacious, and cutting-edge options for patients around the world.

Our teams represent the most competitive talent in the biotechnology industry. They are global, highly credentialled and passionate about changing patients' lives with novel therapies. Scientific curiosity drives us. Our startup spirit propels us.

- » 1,000+ employees across 3 continents
- » Our leadership team boasts an average 20 years of experience in biopharmaceutical and biotechnology industries
- » Our team is growing + 30% year-on-year
- » 50% of our leadership team identifies as female

Company activities

Cell therapy.

We seek

Open-minded, problem-solving professionals preferably with a Bachelor or Master's degree. Whether you have experience or not, Legend Biotech will provide you with relevant training in order to develop your skills! Take a look at

some of the job opportunities on LinkedIn > Legend Biotech > jobs.

We offer

- » You will be part of a team of experts, committed to quality, driven by excellence, and dedicated to experimentation.
- » You will have opportunities to evolve in an international, dynamic and fast-growing company.
- » You will join a unique culture combining the mindset of a start-up with the financial assurance of a Nasdaq-listed biopharmaceutical company.
- » You will join a creative culture to drive scientific breakthroughs and continuous improvement.
- » The company keeps patients at the forefront of their work. You will have the opportunity to change the way treatments are developed across diseases and continents.
- » You will be part of an international team with over 1000 different minds and perspectives driven by a passion for developing cutting-edge cell therapies.

Lonza

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

General

Today, Lonza is a global leader in life sciences operating across three continents. While we work in science, there's no magic formula to how we do it. Our greatest scientific solution is talented people working together, devising ideas that help businesses to help people. In exchange, we let our people own their careers. Their ideas, big and small, genuinely improve the world. And that's the kind of work we want to be part of.

Company activities

Cell and gene therapies are poised to serve a global patient population. However, companies working in this space face challenges in terms of supply chain complexity. The close proximity of manufacturing to patients is key for the success of many cell and gene therapies.

As part of our global network of manufacturing sites, our two facilities in Geleen and Maastricht in the Netherlands help to overcome this challenge. The sites provide flexible capacity and serve customers who need a European manufacturing footprint.

Our Netherlands sites bring in significant expertise in cell and gene therapy manufacturing. As the CDMO that has supported a number of commercial autologous cell therapy products in Europe, we are committed to using our expertise to help our customers to develop and commercialize

products quickly and efficiently, so that they can ultimately deliver therapy to patients in need of treatment.

We offer

Every day, Lonza's products and services have a positive impact on millions of people. For us, this is not only a great privilege, but also a great responsibility. How we achieve our business results is just as important as the achievements themselves. At Lonza, we respect and protect our people and our environment. Any success we achieve is no success at all if not achieved ethically.

People come to Lonza for the challenge and creativity of solving complex problems and developing new ideas in life sciences. In return, we offer the satisfaction that comes with improving lives all around the world. The satisfaction that comes with making a meaningful difference.

Ludwig-Maximilians-Universität München

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

University

Number of employees

>17,000

General

Ludwig-Maximilians-Universität München is one of the leading research universities in Europe. Since its founding in 1472, it has been committed to the highest international standards of excellence in research and teaching.

The University's 18 faculties, offer >50.000 students more than 220 Degree programs. 28 Master's programs and a growing number of doctoral programs are entirely taught in English. The know-how and creative intelligence of our academics form the basis of our success in the German Excellence Strategy and the diversity of expertise among its faculty enables innovative basic research. Everyone, from graduate student to professor, benefits from an environment that fosters excellence both in individual disciplines and interdisciplinary collaborations. LMU maintains an extensive network with more than 500 institutional partners worldwide.

As part of the further development of its research profile, LMU today describes its overall profile in terms of six profile areas that are oriented towards overarching scientific questions and research topics: Digits and

Data - Earth and Environment - Languages and Cultures - Life and Health – Physics - Systems and Communities.

Company activities

An important element of LMUexcellent is the creation of flexible recruitment models in order to strengthen established areas of research and to rapidly develop new scientific fields, while continuing to attract outstanding academics to LMU. By further expanding its successful Academic Career Program, LMU will provide optimal and flexible career options for junior academics, and introduce students to research early on. Accompanying additional investments and its comprehensive campus development will continue to enable LMU to offer internationally competitive conditions for research and networking, and thereby consolidate its position as one of the most attractive university locations in Europe. LMU will continue to foster close collaborations with partners in the fields of science, business, and the arts, and will promote dialogue with the public.

Medipartner

Active in the sectors

- » Pharma

Type of organisation

Recruitment office

Number of locations

65+

Number of locations

1

General

Organic recruitment

We focus on recruiting profiles for the medical, pharmaceutical, and healthcare sector, through direct searching or outsourcing. Thanks to this niche approach, we have built up an extensive talent pool over the years, covering profiles at all levels of experience. Recruitment is not just fishing for talent, it's also about giving feedback to candidates. That positive, mutually beneficial mindset has proven to be a vital source of referrals – allowing us to grow our talent pool in a truly organic way beyond traditional networks.

Tailored solutions

Syndicated teams

Sales representatives on a non-exclusive basis

- » Promote products directly with a targeted number of healthcare professionals (HCPs)
- » Price determined by the time allocation
- » Fully managed by Medipartner
- » Transparent reporting
- » Dedicated teams

Sales representatives on an exclusive basis

- » Full team or single positions
- » Prices available on request
- » Managed by you or Medipartner
- » Customised reporting, field coaching and more
- » Transparent reporting

Our internal processes are designed to leverage the full potential of data: clear targeting, time allocation, prescription engagement, follow-up on KPIs, etc. Our teams enter the data into the CRM tool on their iPad, so you can access all the data relevant to you, any time 24/7. Every month, you will receive a detailed report on your team's performance and feedback from the market. That way, you can measure your ROI and check whether your sales or marketing strategy is still fit for an ever-changing market.

Company activities

We build medical and pharma rep teams tailored to your needs.

We foster a culture of strong collaboration to enable innovation and help advance science.

This changes everything.



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MSD Nederland

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

5,000 in the Netherlands, having 4 sites in Haarlem, de Bilt, Oss and Boxmeer

General

At MSD, we seek to discover and champion the latest, most promising advancements against the world's greatest health challenges. To accomplish this, we are willing to invest in solutions that take us in directions we've never explored before. And we are known for it, we have done great things in the past and we're doing great things for the future. MSD is one of the world's leading healthcare companies. Every day, we strive to make a difference in the lives of patients through innovative prescription medicines and vaccines, biological therapies and animal health products. Whether it's helping invent the next breakthrough treatment or simply challenging and supporting one another for mutual betterment, our culture is about applied curiosity. Do you want to work in a company where your work can have a real impact on people's life's? join us!

Company activities

- » High quality production and development of medicines and vaccines that contribute to the health for humans and animals
- » We develop, produce, package and distribute medicines and vaccines for humans and animals to 140 countries

worldwide

- » A number of important MSD medicines have been discovered and (partially) developed in the Netherlands, among which immunotherapy for the treatment of cancer
- » MSD is a pioneer in biological R&D for animal health, for example in the development of vaccines against upcoming animal diseases
- » MSD has set a goal of eliminating river blindness. Our donation program reaches a total of 100 million people annually in 35 countries. Through this, blindness is prevented for around 40,000 people every year.

We seek

We are dedicated to our employee's development and empower each of them to reach their full potential regardless of function, geography or experience level. Joining MSD is joining a company with professionals, committed to innovate every day, inspiring others through their unlimited passion for their work. We are looking for highly motivated individuals who have a passion for manufacturing, engineering, automation, technology, quality, operations, supply chain, human health or animal health. We would welcome all levels from MBO 4 Techniek to Master or even PhD's. We have a home for you in the Haarlem area, Oss, Boxmeer or de Bilt.

We offer

Do you enjoy working in an international environment with lots of room for personal development? Do you like to be challenged? MSD has excellent working conditions and offers you lots of opportunities to develop yourself on a personal and professional level, locally or internationally.



INVENTING FOR LIFE

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Nouryon

Active in the sectors

- » Chemistry

Type of organisation

Multinational

Number of locations

80

Number of employees

8,000

General

A global specialty chemicals leader with approximately 7,900 employees with a shared commitment to our customers, business growth, safety, sustainability and innovation has resulted in a consistently strong financial performance. We operate in over 80 countries around the world with a portfolio of industry-leading brands.

Company activities

Nouryon is a global, specialty chemicals leader. Markets and consumers worldwide rely on our essential solutions to manufacture everyday products, such as personal care, cleaning goods, paints and coatings, agriculture and food, pharmaceuticals, and building products.

We seek

Dedicated people who want to develop and grow their ambition with us.

- » Process/maintenance/mechanical engineers
- » Researchers
- » Operators
- » Category Managers
- » Corporate profiles (finance, sales, it, hr)

And several one of a kind roles...

We offer

When you join us, you will be part of our fascinating and ambitious international environment with highly skilled and motivated colleagues. A company that develops, produces and sells products that are essential for everyday life. Where employees aim high, take ownership and do it right.

- » Our employment package comprises:
- » A possibility for a permanent contract
- » Attractive career opportunity
- » An excellent salary tailored to the job level, your expertise and competencies.
- » An attractive bonus scheme
- » An excellent pension plan
- » The option to participate in a collective health insurance
- » Training opportunities

Novartis

Active in the sectors

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

Number of employees

2,000

Number of locations

3

General

Our purpose is to reimagine medicine to improve and extend people's lives. We use innovative science and technology to address some of society's most challenging healthcare issues. We discover and develop breakthrough treatments and find new ways to deliver them to as many people as possible. We also aim to reward those who invest their money, time and ideas in our company.

We must fundamentally reimagine the way we work and create a culture that brings out the best in our people to fulfil our purpose of reimagining medicine to improve and extend people's lives. We believe we can drive innovation, performance and reputation – and enhance our people's work experience – by transforming our culture to be more Inspired, Curious and Unbossed.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Company activities

Novartis Puurs is dedicated to production of pharmaceuticals (Aseptic). Biggest eyedrops and visco- elastic plant of Novartis worldwide.

Our Puurs site mainly focuses on Ophthalmic medicine. We are a state of the art production site with ± 1,500 associates working in several departments going from manufacturing, Quality, QC labs, Engineering, Validation, Technology transfer

We seek

Master and Bachelors in scientific fields with or without experience (Bio-engineer, industrial and civil engineers, pharmacists,...) who wants to Reimagine Medicine together with us.

We offer

We offer you an exciting, international, and interdisciplinary work environment. Investment in people is a priority for Novartis. We offer a range of possibilities for personal development and career opportunities within the group of motivated, qualified people. We offer you a competitive salary and benefit package. Novartis also supports a flexible work-life integration (working remotely, flexi-time schedules, ...). Your office will be based in Puurs. Locally, we offer benefits to ensure our associate's mental and physical well-being. There is a fitness available for our associates to use and we offer a bike-leasing program. We have a mental coach on site as well.



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Novo Nordisk

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma
- » Medtech

Type of organisation

Multinational

Number of employees

59,000

Number of locations

80 Countries

General

We are a global healthcare company, founded in 1923 and headquartered just outside Copenhagen, Denmark.

Our purpose is to drive change to defeat serious chronic diseases, built upon our heritage in diabetes. We do so by pioneering scientific breakthroughs, expanding access to our medicines and working to prevent and ultimately cure the diseases we treat.

We employ more than 59,000 people in 80 offices around the world, and market our products in 170 countries.

Company activities

We combine world-class scientific, pharmaceutical, and clinical expertise with the highest ethical standards to continue to improve the quality of life of our patients. As the global leader in diabetes care, millions of patients worldwide rely on us to deliver cutting-edge treatments for their chronic disease. Additionally, we continue to invest in developing innovative treatments for haemophilia, growth disorders and obesity.

We seek

Our Research & Development organisation is vital to Novo Nordisk's continued growth. We offer an inspiring and ambitious work environment with highly dedicated colleagues. Therefore, we always welcome talented people who would like to grow with us. At Novo Nordisk Manufacturing Kalundborg, our 3500 employees produce half of the world's insulin and a number of biopharmaceutical products. Novo Nordisk invests more than 2.4 billion EUR in four new manufacturing facilities and expansion of three existing facilities. With the investment, 420 new jobs will be created.

This is your opportunity to be part of our exciting journey.

Read more at www.novonordisk.com/kalundborg-careers

We offer

At Novo Nordisk, you will have the opportunity to build a life-changing career. From research and development to manufacturing, marketing and sales, we strive to improve quality of life for more than 380 million people living with diabetes. By being patient-focused, we have achieved a market leading position and we continuously develop our expertise to stay ahead - both as a company and as individuals. Our consistent growth provides you with professional development and career opportunities. Thus, we invite you to bring your personal ambition and passion to work.

Read more about working in Novo Nordisk: www.novonordisk.com/careers

Ready to kick-start your career?

Graduate Programme:

- We offer graduates with a master's degree a perfect springboard for a successful life-changing career within Technology or Pharmaceutical Development

PhD students and postdocs:

- We offer an Industry Practice PharmD fellowship to gain hands-on experience
- We offer internships working full-time for a global pharmaceutical company
- We offer the novoSTAR programme in collaboration with our R&D organisation

Learn more at

novonordisk.com/careers

life-
changing
careers

OXFORD LABORATORY SERVICES

Connect with our team today to
find the best opportunity for you!

OXFORD

Oxford Global Resources is a leading international staffing and consultancy company with offices across Europe and the U.S. Oxford specializes in providing talent in Laboratory Services, IT, Engineering, and Life Sciences.

At the Laboratory Services division of Oxford, we specialize in laboratory recruitment within pharma, food, biotech and chemistry. All our recruiters and account managers have a Scientific MSc or BSc level education with academic and industry experience in the lab to ensure the quality of our recruitment success to support your career.

OUR LABORATORY EXPERTISE

Departments

- Quality Control
- Research and Development
- Manufacturing and Production
- GMP Operations
- Validation
- Laboratory Data Management
- Sales and Customer Support
- Quality Assurance
- Regulatory Affairs

Disciplines

- Microbiology
- Environmental Monitoring
- (Analytical) Chemistry
- Molecular Biology
- Immunology / Virology
- Raw Materials Testing
- In Process / Final Product Testing
- USP / DSP / Fill & Finish
- Bioengineering
- Lab Automation
- Project Management

Positions

- Technician
- Lab Assistant
- (Associate) Scientist
- Cell Therapy Specialist
- (Bio)Process engineer
- Lab Administrator
- Quality Officer
- Shift Leader / Supervisor
- Lab Coordinator
- Manager
- Director
- Validation Engineer
- Laboratory Manager

OUR INDUSTRY EXPERTISE

 PHARMACEUTICAL

 BIOTECHNOLOGY

 CHEMISTRY

 ENVIRONMENTAL TESTING

 FOOD & BEVERAGE

 COSMETICS

Laboratory Services Netherlands
netherlands@oxfordcorp.com | +31 20 4069 750



Visit our website: [oxfordcorp.com](https://www.oxfordcorp.com)

OXFORD™

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Oxford Global Resources

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Number of employees

> 1,000

Type of organisation

Recruitment office

General

Oxford Global Resources is the leading European recruitment agency for skilled talent with a scientific or laboratory background. We have offices throughout the European region in Belgium, The Netherlands, Ireland, Germany, Spain, Switzerland, and the UK. We also have an extensive office network across North America. We source entry- to senior-level professionals for permanent and temporary positions in life sciences, (bio) pharmacy, nutrition, food, (petro) chemistry, clinical, and medical chemistry.

Oxford Global Resources successfully covers all scientific and laboratory vacancies, including:

- » QC and Research and Development
- » Quality Assurance, Regulatory, and Quality Affairs
- » Sales and Scientific Management
- » Process and Product Development

Company activities

Oxford strives to create long-lasting relationships with the brightest minds in the industry. Our laboratory services team has extensive first-hand lab experience, stays up to date on the latest industry trends, and works to build a talent network to fill various positions

in the scientific world.

Our global reach and extensive network of 8,500 clients enable us to offer the best laboratory or scientific professional positions.

We seek

We want to connect with graduates and experienced lab professionals looking for permanent or temporary positions in Belgium or the Netherlands. Our team will take time to get to know you and find the best role for your future career needs. We recruit talented staff for great career opportunities within research and development, quality control, quality assurance, and laboratory coordination and management.

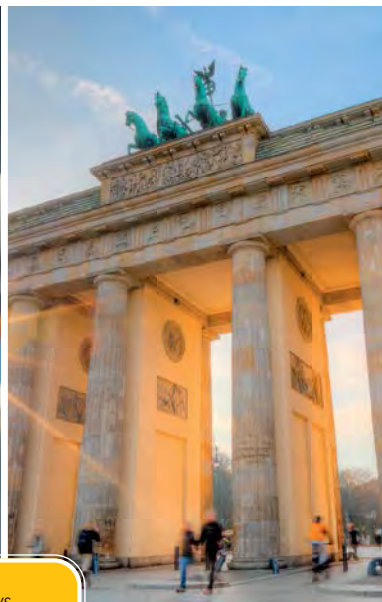
We offer

All of our recruiters and account managers have a Scientific MSc or BSc level education with academic and industry experience in the lab to ensure the quality of our recruitment success to support your career.

This background allows us to fully understand a candidate's technical experience, abilities, and desires. We find out what you want from your career and look for the perfect match. We deliver customized training and personal advice, introduce you to our extensive network, and offer great opportunities for the next step in your career.




For laboratory positions, visit our website: www.oxfordcorp.com to see which career suits you best!

Welcome to Germany – Where Science Meets Passion



For the latest research news,
job offers and more go to:
www.research-in-germany.org

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-  First-class doctoral training
-  Excellent career opportunities in R&D
-  Attractive funding programmes for international researchers

AN INITIATIVE OF THE



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of Education
and Research



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Research in Germany

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Other

General

"Research in Germany" is an initiative of the Federal Ministry of Education and Research. It presents Germany as a country of research and innovation and creates a forum for international exchange and cooperation. The Federal Ministry of Education and Research (BMBF) launched "Research in Germany" in 2006.

The initiative is jointly implemented by the International Office of the BMBF, the German Academic Exchange Service (DAAD), the German Research Foundation (DFG) and the Fraunhofer-Gesellschaft.

Company activities

"Research in Germany" provides international researchers with information about funding and career opportunities in Germany.

In addition to operating the central information platform www.research-in-germany.org and publishing information material, "Research in Germany" organises events around the world to inform academics about the German research sector and career opportunities. You can meet us at fairs, webinars, workshops and conferences worldwide.

We seek

Science and research in Germany are characterised by a distinguished infrastructure,

a wide variety of disciplines, well-equipped research facilities and competent staff. Germany offers numerous career opportunities to international PhD students and researchers. If you are interested in writing your dissertation, joining a doctoral research team, leading a junior research group, working as a junior professor, lecturer, instructor in the German higher education sector, or even gaining a position as a professor through the habilitation process, we look forward to helping you in any way we can.

We offer

We provide you with an overview of the German research sector and funding system, as well as comprehensive information on funding opportunities for research stays and cooperation in education and research. If you're looking for a suitable programme to earn a PhD or conduct research in Germany, we would be delighted to show you the opportunities available to you in Germany:

- » Attractive funding programmes for international researchers at all levels
- » First-class doctoral training
- » Excellent career opportunities in research institutes and industry
- » Practical tips for your research stay
- » ... and much more

Sartorius

Active in the sectors

- » Bio/Life Sciences

Type of organisation

Multinational

Number of employees

16,000

Number of locations

60

General

The Sartorius Group is a leading international partner of life science research and the biopharmaceutical industry. With innovative laboratory instruments and consumables, the Group's Lab Products & Services Division concentrates on serving the needs of laboratories performing research and quality control at pharma and biopharma companies and those of academic research institutes. The Bioprocess Solutions Division with its broad product portfolio focusing on single-use solutions helps customers to manufacture biotech medications and vaccines safely and efficiently. The Group has been annually growing by double digits on average and has been regularly expanding its portfolio by acquisitions of complementary technologies. In fiscal 2022, the company earned sales revenue of some 4.17 billion euros. In 2022, nearly 16,000 people were employed at the Group's approximately 60 manufacturing and sales sites, serving customers around the globe.

Company activities

The Sartorius Group is a leading international partner of biopharmaceutical research and the industry. With innovative laboratory instruments and consumables, the Group's Lab Products &

Services Division (LPS) concentrates on serving the needs of laboratories performing research and quality control at pharma and biopharma companies and those of academic research institutes. The Bioprocess Solutions Division (BPS), with its broad product portfolio focusing on single-use solutions, helps customers manufacture biotech medications and vaccines safely and efficiently.

We seek

Talents with Life Sciences background in different functions.

We offer

Our ambition is to simplify progress in life science research and the biopharmaceutical industry to help translate scientific findings into new therapeutics faster and more efficiently. So that more people can obtain access to better medicine. More than 16,000 employees at more than 60 production and sales locations worldwide are committed to this vision. We have grown strongly over the past years. Grow with us and benefit from working with a Global Player that has kept its familiar atmosphere:

- » Opportunity for international career development: a global network offering seminars and training sessions, expert and manager career paths
- » Open and highly collaborative culture: mutual support within teams and working as equals, team spirit and international collaboration
- » Work-life balance: Working from home at many sites
- » Intelligent working environment: working in smart buildings with the latest technology and equipment
- » Ambitious goals: Sartorius plans to double its sales revenue approximately every five years and expects to grow its global team

Science@Work

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma
- » Medtech

Number of employees

180+

Type of organisation

Recruitment office

Number of locations

7

General

Science@Work offers scientific talent the best permanent and temporary jobs across the Netherlands and Belgium in Life Sciences, pharmaceuticals, food and chemistry. We offer MLO up to PhD level jobs ranging from laboratory, QC, research, production, scientific sales, management, clinical to Quality Assurance.

Science@Work is a specialised division of the international Pauwels recruitment group with 1,500 professionals working on a daily basis and 20 offices across the Netherlands, Belgium, France, Germany and Switzerland.

Company activities

Permanent and temporary recruitment within biotech, pharma, chemistry and food across the Netherlands & Belgium.

We seek

Scientific MLO, HLO/B.Sc, WO/M.Sc and PhD Talent throughout the Netherlands & Belgium.

Technische Universität Braunschweig

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Technical university

Number of employees

3,800

General

Technische Universität Braunschweig stands for a strategic and achievement-oriented way of thinking and acting, dedicated teaching, multi-layered networking with our partners in science, industry and society, and intensive international cooperation projects.

Our campus is located at the heart of one of Europe's most active research regions. With 17,800 students and 3,800 staff members, we are the largest Institute of Technology in Northern Germany.

Company activities

Our core disciplines include a comprehensive engineering branch as well as a strong natural sciences branch, closely linked with business sciences, social sciences, humanities and educational sciences.

The research focus "Engineering for Health - from Molecules to Processes" at TU Braunschweig is an interdisciplinary platform for cutting-edge research in engineering and health. Our goal is the research of infection mechanisms and active agents as well as pharmaceutical processes and products. We work on scientific approaches to make

biological processes predictable and research the cost-effective production of patient-specific drugs.

To this end, our focus brings together researchers in biology, chemistry, pharmaceuticals, physics, mathematics, computer science, process and production engineering, and microtechnology. This enables us to map the entire value chain - from research into the molecular basis of infections and possible drug targets, to drug development, formulation, production and packaging.

At the heart of the focus are two research centers: the Braunschweig Center for Systems Biology and the Center for Pharmaceutical Process Engineering. Both are closely linked with experts from the research region: with the DSMZ - German Collection of Microorganisms and Cell Cultures, the Helmholtz Centre for Infection Research (HZI), the Fraunhofer Institutes for Toxicology and Experimental Medicine ITEM and for Surface Engineering and Thin Films IST, the Physikalisch Technische Bundesanstalt and with partners from industry with a focus on small and medium-sized enterprises. This combination of know-how is unique in the German research landscape.

We seek

We are looking for interested PhD candidates, postdoctoral researchers and further academic staff.

We offer

We are continuously offering vacancies in all stages of an academic career. Furthermore, our team of Research Services and European Office provides guidance in all aspects of applying for third party funding.

Teva Nederland

Active in the sectors

- » Pharma

Type of organisation

Multinational

Number of employees

Haarlem office: +/- 700
Global: +43,000

General

In a complex world, Teva's mission is simple: to improve the lives of patients across the globe. We believe that everyone should have access to quality medicines whether it be for managing disease, fighting infections, or simply improving overall health.

Company activities

We are proud that since Teva's establishment in 1901, healthcare providers together with patients and caregivers have been using our accessible generic and innovative products. Today, our portfolio of around 3,600 products is among the largest of any pharmaceutical company in the world. Nearly 200 million people in 60 countries benefit from one of Teva's quality medicines every day. We invest in research and development of generic medicines and biopharmaceuticals, carrying on the legacy of more than a century of finding new ways to help patients improve their lives. This defines our values as a company and characterizes how we do business and approach medicine.

We offer

We know it's our people that make us who we are. So we don't see you simply as employees, but as individuals who have interests and passions beyond the workplace. That's why we empower you to be your best and share your real self. It's part of our commitment to creating a positive experience for our people, where diversity can thrive, ideas are heard, and views respected.

In short, putting our people first is our priority. It's what underpins our warm, friendly and inclusive culture where team spirit thrives and members don't just work together, but grow together, creating valuable friendships. Together, our teams share a strong determination to make a success of things, no matter what challenges we face.

No matter what team you join or what position you take, we're invested in supporting you to reach your potential, providing a range of learning and development courses that will enhance your career progression with us. We'll always encourage open conversations where we can provide feedback to help you thrive in your role. It's all part of nurturing your individuality and helping you be your best.

Information/contact

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TMC Science & Technology

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma
- » Medtech

Number of employees

350

General

TMC Belgium is part of an international high-tech company, comprised of Employeneurs with more than 65 nationalities who provide services to customers all over the world. We excel in research, development and engineering.

EMPLOYENEURSHIP

TMC is a unique collection of self-starting, highly skilled and almost self-employed technical professionals. Our unparalleled Employeneurship model offers engineers from all backgrounds the comforts of employment and the opportunities of entrepreneurship. This makes for a challenging, stimulating environment. The term Employeneurship might sound unfamiliar. It's because we invented it. Not just as a word but as a way of working, a paradigm even. Basically, Employeneurship is about thinking and acting like an entrepreneur, with the security of employment. But more than anything, it is a guarantee for continuous development and the opportunity to really be responsible for the direction of your career. Our Employeneurship model is based on 5 principles: a long-term working-relationship, individual profit sharing, business cells, YOUiversity and The Entrepreneurial Lab. Our unique Employeneurship model facilitates your development in the broadest sense of the word. For starters, instead of sticking to one place you

get to work at various companies. All the while TMC remains your home base with a smart coaching program. So, while you hone your 'hard' technical expertise in a challenging series of projects, there is ample opportunity to work on 'soft' aspects like personal skills.

Company activities

Science & Technology Consultancy

We seek

Ambitious, entrepreneurial professionals with all levels of experience.

- » Life Sciences
- » Quality Associate
- » Qualification & Verification Engineer
- » CSV Engineer
- » Commissioning Engineer
- » Automation Engineer
- » Project Engineer
- » Process Engineer
- » Production Engineer

We offer

Our Employeneurship model is built around 5 main pillars:

- » You will have a permanent employment contract, offering you stability and security
- » You will get to know your market value and have a share in the profit your work generates thanks to the individual profit sharing
- » We will support you with a one-on-one coaching and trainings designed to help you develop your entrepreneurial skills
- » The competence cells structure, provides you with a strong meaningful and relevant network
- » The entrepreneurial lab: a playground for new ideas and a potential launching for start-ups

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Universität Hamburg, Faculty of Mathematics, Informatics and Natural Sciences

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Research Institute

Number of employees

>15,000

General

Universität Hamburg is a University of Excellence and is northern Germany's largest and most diverse center of research. As one of the country's largest universities, we offer a diverse range of degree programs, outstanding research opportunities as well as applied and transfer research projects. The Faculty of Mathematics, Informatics and Natural Sciences (MIN), will be represented at the BCF Fair. MIN comprises the Departments of Biology, Chemistry, Earth Sciences, Informatics, Mathematics, and Physics. UHH was awarded funding for 4 clusters of excellence: Advanced Imaging Matter; Climate, Climatic Change & Society; Quantum Universe and Written Artefacts.

Company activities

The research strength of the MIN Faculty is reflected in its research foci, potential areas, and transdisciplinary research fields. Our areas of research include successfully acquired large research alliances such as Clusters of Excellence, Collaborative Research Centers, research training groups and administrative leads in EU or BMBF projects and joint projects with non-university partners. The research foci of the MIN Faculty include Climate, Earth and Environment; Photon and Nanosciences, Particle Physics, Astro- and Mathematical Physics, Infection Research

and Structural Biology, Cognitive Systems, Computing and Data Science, Ecology and Biological Resources. These MIN research areas significantly shape the University's research profile. Doctoral and early career researchers may conduct research in English in the Departments of Biology, Chemistry, Earth Sciences, Informatics, Mathematics, and Physics as well as the Clusters of Excellence, Collaborative Research Centers (SFB) funded by the German Research Foundation (DFG), federally and EU funded research projects, DFG Priority Programs, Research Training Groups (GRK), and within various structured doctoral programs in cooperation with non-university research institutions.

We seek

We are looking for doctoral and early career researchers as well as further academic staff to conduct research at the Departments of Biology, Chemistry, Earth Sciences, Informatics, Mathematics, and Physics as well as in the 4 clusters of excellence.

We offer

We are offering excellent research experiences and internationally recognized qualifications, a supportive research environment, research opportunities in English, a high degree of networking between the MIN departments and other faculties. In addition, there are cooperations with other national and international institutions as well as with major non-university research institutions, career network for academics and guidance and support through all stages of your research, and a lot more. We not only aim to equip you with state-of-the-art facilities and a dynamic research environment but also with the skills to succeed and to attain your goal.

Closing

We have come to the end of this guide but do not worry. At [BCF Career](#) we will always continue to bring you the latest updates. Enjoyed reading the different articles in this guide? We post interesting [career articles](#) weekly & will keep you updated on the latest sector news. Even after BCF Career Event is over companies will keep posting their vacancies on our [online job board](#) make sure to take a look, you can even put on job alerts so you can be notified whenever new interesting vacancies come online. We hope you have enjoyed this guide and maybe we will see you soon at one of [our next events](#).



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