

How to Find the Job You Want

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What we'll look at:

- How to know what's right for you
- Where to look
- Shaping your skills
- CVs, applications and interviews
- Working in the pharmaceutical industry.

Who am I?

- Elspeth Raisbeck.
- BA in Nursing Studies and RGN in 1991
- Worked in general medicine, cardiology, Endocrine Nurse Specialist (NHS)
- MSc in Health Education & Health Promotion in 1998 (part time study)
- Joined pharmaceutical industry as Nurse Adviser in 1999
- Practice Nurse
- Run own business; worked with husband in his business coaching business
- Sales role for private hospitals group
- Currently working as Nurse Adviser in pharma industry.
- Freelance clinical and health and wellness writer

How to know what's right for you

- What's your plan or a list of ideas?
- Do you have one? Do you want one?
- What do you want to do? Where do you want to do it?
- Which clinical field? Which age group? Where in the world?
- NHS/private sector/pharma industry
nursing/clinical research – NHS or pharma?
- Sales/teaching/management/politics (ssshh, sometimes we grow away from nursing)?
- Are you a foot soldier, a manager or a leader?
- Think big and be practical (these 2 are not mutually exclusive).

How to know what's right for you (cont)



- Have an open mind
- Have the right attitude
- Take some risks (be brave)
- Learn from everything you do
- Focus on the positives
- Ask family and friends about your strengths and weaknesses
- Ask for help (nurses aren't good at that)
- Ask the right questions

Where to look for jobs.

- Nursing Standard jobs section (obviously) – print or online
- Online general sites – job websites eg monster.com, totaljobs.com, jobsite.co.uk. Have health sections. Are easy to use.
- Local newspapers
- Organisations' bulletin boards
- Go in and ask – HR dept or the Practice Manager/equivalent

Where to look for jobs (cont).

- Google. Be specific and use '+'. Eg type in: hospital nursing + Hampshire. This gives more refined results
- Company websites. Eg Ashfield In2focus, Quintiles, Novo Nordisk, GSK, Kyphon etc
- Agency websites. Eg Inpharm.com, roycejobs.com, swiftselection.com. These sites list jobs for the pharma industry.

Shaping your skills

- When you have a plan/an idea/a goal, what skills do you need to achieve it?
- Do you have a time frame?
- Where can you find these skills – experience, books, courses?
- How will you demonstrate your skills?
- Who will help you?
- What due diligence/research do you need to do?
- What motivates you? Why do you want to do it?
- Practical considerations: finance, family, friends, travelling etc.

Shaping your skills (cont)

- Courses – full time/part time? Evening classes, local uni, post registration, language courses. Skills, knowledge or both?
- Practical experience – where, when, how will you get it?
- Do you do reflective practice?
- How can you demonstrate your learning on your CV?

An A-Z of

CVs, Job Applications & Interviews

A = **Attitude**

B = Be yourself (only better)

C = Certainties – there aren't any

D = Determination

E = Expectations (manage them)

F = **FEAR** (False Expectations Appearing
Real) CVs

G = GSOH

H = Honesty

I = Integrity

J = Juggling everything!

K = **KISS** (Keep It Short & Sweet)

L = **Listen to the question**

M = **Motivation** – what's yours? question?"

N = Network

O = **Open mind**

P = **Professional**

Q = Questions – ask them

R = Research – do your homework

S = Security - personal info on uploaded

CVs

T = Treat yourself & celebrate

U = Understand what an employer
wants

V = Value others' help & support

W = Who is reading your CV/ doing
the interview?

Y = “Yes, is the answer – what's the

question?”

Z = Zzzz. Sleep on it.

Working in the pharmaceutical industry

- Opportunities for nurses as:
 - Clinical Research Associates (CRAs)
 - Sales representatives in Primary or Secondary Care, to dentists, to vets (animal health)etc
 - Management
 - Coaching/training.

Working in the pharmaceutical industry (cont)

- Nurses:

- Minimum 2 years post registration experience
- Driving licence (and to be happy to drive long distances)
- Be good communicators
- Be able to work alone
- Be able to work as a team
- Be self-motivated
- Be organised
- Have an interest in business/be willing to develop an interest in business
- Be interested in developing career

Working in the pharmaceutical industry (cont)

- Nurses work
 - in Primary or Secondary care or visiting patients at home
 - Seconded roles into the NHS (eg maternity cover or industry-sponsored permanent roles)
 - For a Contract Resource Organisation (CRO), eg Ashfield In2focus or Quintiles, on behalf of a pharmaceutical company
 - Directly for the pharmaceutical company
 - Non-promotional role (NMC Code of Conduct)
 - Working with a limited (number of) disease area(s)
 - Pre-prescription
 - Post prescription

What does a nurse bring to the pharma industry?

- Industry sponsored nurses –
 - Help educate Healthcare Professionals in specialist disease areas
 - So that they correctly identify and treat patients
 - Help educate and support patients with their disease
 - So that they understand it, their medication and improve concordance and longevity of treatment
 - Reducing the drug and disease cost to the NHS
 - Which (indirectly) leads to increased sales of companies' products.
 - Giving a win-win-win

Working in the pharmaceutical industry (cont)

- Clinical Research Associates (CRAs)
 - Work with researchers in the field (Primary/Secondary Care) who are monitoring patients in clinical trials
 - For Contract Resource Organisation (CRO), eg Quintiles, on behalf of a pharmaceutical company
 - Directly for the pharmaceutical company
 - Non-promotional role
 - Working with a specific trials, setting up trial, writing protocols, collating data, ensuring procedures have been followed etc.

Working in the pharmaceutical industry (cont)

- Medical Sales Representatives
 - Work in Primary or Secondary Care and with pharmacists.
 - For Contract Resource Organisation (CRO) eg Ashfield In2focus or Quintiles, on behalf of a pharmaceutical company
 - Directly for the pharmaceutical company
 - Overtly promotional role – aim to increase sales of a drug or device.

Working in the pharmaceutical industry (cont)

- Benefits:
 - Competitive salary, pension, private medical insurance, company car/car allowance, work mobile and laptop
 - Opportunities to learn/develop career
 - Appraisal and career structure
 - Learn valuable business skills
 - Work autonomously and in a team.
- Negatives:
 - Constant change
 - Less annual leave than NHS
 - Possibly less job security than NHS
 - Can involve a lot of driving if large territory
 - Need to know NMC Code of Conduct and ABPI Code (Association of British Pharmaceutical Industry) very well.

Any Questions?

