

Agenda

- Recognising your existing skills & strengths
- **Approaching agencies**
- Writing tests
- Interviews
- Training opportunities & career development

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Establishing who's recruiting?

- Recruitment consultants
 - Fee paid by the employer
- Job adverts
 - Websites
 - Journals
- Direct/speculative approaches

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Recruitment consultants (1)


- Know roles available
- Company background information
- Key contacts
- 'Competitive landscape'
- Arrange the interview
- Constructive feedback
- Negotiate your contract/package

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Recruitment consultants (2)

- Meet you
- Detailed job information
 - Role/job description
 - Who will you meet
 - Interview format
 - Company culture
- Candidate profile
- Match **you** to the right agency

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.....brilliant people aren't
brilliant everywhere.....



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Adverts

- Websites
 - www.medcommsnetworking.co.uk
 - www.emedcareers.com
 - www.pmlive.com
 - www.InPharm.com
- Journals
 - Nature
 - New Scientist
 - Pharmaceutical Marketing
 - Pharmafocus

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Be aware....

- Same job appears many places!
- 'Dressed' up slightly differently
- Multiple recruitment consultants
- Some recruiters send CVs speculatively without your consent/knowledge

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Direct/speculative approaches


- Research
 - Key websites
 - Google
- Up to date information?
- General contact
- Lack of follow up

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Your CV

- Concise – maximum two pages
- Customise for the role
- Lab experience
- Publications and presentations
- Font
- Layout

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....everything you do and say
is communication!



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The interview

- Location
- Punctual
- Be yourself
- Presentable
- Stay focussed
- Eye contact

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Other options

- Account management/client service
 - Account executive positions

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A new trend

- Work experience placement
- Opportunity to get experience?
- Unpaid

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The future....

- Executive search/headhunting
 - Client's perspective
 - Candidate

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..... current market very
competitive

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Stick your neck
out and get
ahead!



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Find me

- www.carysmillsrecruitment.co.uk
- carys@carysmillsrecruitment.co.uk
- TEL: 020 8891 6333
- MOB: 07768 448325

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