

EFSPI

Career paths in biostatistics

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Overview

- Objectives of this initiative
- Status
- Next steps

Objectives

- Biostatistics established in clinical development in all major pharmaceutical companies
- Over the years strategic importance of biostatistics in the development of new drugs increased
- Some biostatisticians reached high level of strategic influence in their respective companies and are highly recognized
- Nevertheless, today's work of a biostatistician is a mix between strategic and operational work
- Nevertheless cost pressure in companies reinforces to think about outsourcing strategies of which biostatistics is part of

Objectives

- Initiative to gather current career paths within different companies and examples of good strategic career paths
- Request sent out October 7th, reinforced in Dec 10th
- Feedback received from several companies so far:
 - Roche
 - Novartis
 - GSK
 - Orion
 - Bayer Schering
 - Astra Seneca

Status

- Four questions asked
 - Tasks
 - Career paths
 - Titles
 - Career examples
 - Plus some information around strategic value of biostatistics
- Tasks to primarily separate between strategic and operational components
- Career paths to see what could be in the remit of career opportunities
- Examples to see the scope of where we could be

Status

Statistical activities

- Activities in principle similar across companies
- Operational activities
- Strategic and methodological activities on all levels
- No major differences between companies observed

Status

Career paths

- 4 different career paths
 - Within a project for beginners and within statistics
 - From a simple study statistician to program lead
 - Within a cross-functional team (not everywhere clear)
 - Team membership of various levels
 - Team leadership of various levels
 - Managerial career path
 - Methodological career path (not developed everywhere)
 - Specialization on various areas
 - Recognition through primarily through technical reputation

Status

Job Titles

- Job Titles for individual contributors ranging from beginners to biostatistics and methodological experts
- Separate job titles for managerial career path
- Individual titles range from company to company. Typical elements
 - Biostatistician
 - Senior biostatistician
 - Principle biostatistician
 - Expert/advisor
 - Head/Director/Group leader of...

Status

Career path examples

- Great career examples exist. Examples
- Managerial examples:
 - Head of stats in US => head of biostatistics and data management worldwide => Senior company position in IT
=> Senior vice president in IT
 - Statistics head => head of biostatistics, data management & epidemiology => Head of safety department

Status

Career path examples

- Cross-functional examples:
 - Statistician => statistics team leader => therapy area stats leader => strategic projects => project leader for important new drug
 - Statistician => Project statistician for a large project => Biostatistics group leader => Clinical team leader => Global program leader
 - Statistician => Project statistician for a large project => Submission leader => Clinical team leader

Last meeting

- Last meeting Nov 2010 in Paris discussion on status quo as well as on perspectives for the future
- First draft of a white paper as agreed in the last meeting
- Draft paper should highlight certain aspects of status quo but also provide a vision for the future
- Draft sent out for comments end of January
- Some comments received today, more needed to finalize paper!

Structure of the white paper

- Summary
- Roles and career paths today
 - Roles of statisticians in different companies
 - Career paths
 - Job titles
 - Examples for career paths
- Future roles of statisticians
 - Overview
 - Roles in drug safety, risk benefit assessments, biomarker development, statistical modeling, business, portfolio and epidemiology
 - Outlook
- Some conclusions

Next steps

- Get white paper in reasonable shape
 - Form a writing committee
 - Get other ideas in and integrated
 - Provide paper for final review
- Decide then on where to put it
 - Internet ?
 - Journal ?
- Put sort of technical report together

Next steps

- Volunteers to help ?