

# **New Professionals - Career Advice Across The Globe**

Monday, May 22<sup>nd</sup>, 2017

2:00 – 3:00PM ET



## **Presenters:**

Zeba Khan, MS, RPh, PhD

Michael Drummond, PhD

Gordon Liu, PhD

Diego Rosselli, PhD, MD, MEd

# New Professional Overview



The ISPOR New Professionals Network is composed of recent graduates from Health Economics and Outcomes Research related programs. The Network is available to former student ISPOR members and any new members who join that possess 3 years or less of experience in the HEOR field. Members will be eligible to renew for two additional years after they join before becoming standard ISPOR members. Current ISPOR members, paying the \$150 Standard membership, are not eligible to downgrade their membership to New Professional.

## Mission:

To continue the development of future HEOR leaders by providing increased awareness, educational opportunities, and professional advancement in the field.

## Vision:

To develop leaders of health economics and outcomes research and help build the workforce across the multiple disciplines of outcomes research.

# Objectives & Overview

- This session will be provide an opportunity for New Professional Members and soon to graduate students to hear good practices and experiences straight from HEOR experts about how to advance within your chosen field and geographic region.
- Upon completion of the presentations there will be ample time for Q&A and Networking

# Career Advice Across the Globe: North America Perspective



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## Presented By:

Dr. Zeba Khan, RPh, PhD

Vice President, Celgene

Student Network Advisor, ISPOR

Treasurer, ISPOR Board of Directors

# Career Advice, North America



Dr. Zeba Khan, RPh, PhD  
Vice President, Celgene  
ISPOR Student Network Advisor  
Treasurer, ISPOR Board of  
Directors

- Dr. Zeba Khan is Vice President of Corporate Responsibility and Global Health Access for Celgene Corporation, a multinational biopharmaceutical company focusing on the discovery, development, and commercialization of treatments for cancer and severe, immune, inflammatory conditions.
- Zeba serves as the Corporate Affairs lead for the Inflammation & Immunology Franchise and is a member of the Corporate Affairs Leadership Team.

# How I Chose My Career Path

- Open-minded
- Flexible
- Challenge yourself at every step
- Don't be afraid to do something different
- Get uncomfortable

# Biggest Challenges Facing Early Career HEOR Professionals



- How to work with others who do not understand what you do
- Collaboration
- Working in a matrix environment
- Indirect influence
- Culture
- Politics
- Managing up and across



# Overcoming Challenges

- You are in control of your own destiny
- Start early and engage with different disciplines while you are a student
- Internships
- Volunteer to do a cross-functional project
- Listen, Learn, Ask
- Understand your stakeholder needs
- Don't think only about yourself, think broadly of common goals



# My Most Positive Experiences

- Special interest groups
- Taskforces
- Present as much as possible
- Publish
- Network
- Volunteer
- Get involved

# Advancing Within An Organization – Early Career



- Willing to move and work in different countries
- Willing to change roles and responsibilities
- Take on roles where you are always learning
- Be yourself
- Never burn bridges

# Career Advice

- Pearls of Wisdom
  - Do what you love and are passionate about
  - Collaboration is key
  - Constantly challenge yourself
  - Network
  - Be open-minded and flexible
  - Understand research and development process
  
- What skills are important
  - Collaboration and teamwork
  - Negotiation
  - Communication
  - Leadership
  - Time management



# If I could go back to my time in graduate school I wish somebody had told me....

- Building relationships is just as important as professional skills
- Develop your skills in managing upward, across, and down
- It's OK to say "No"



# Take Home Points

- Biopharma companies employ various disciplines for their specialized knowledge and experience
  - Do internships to broaden your experience
- Collaboration is key to success
  - The whole is better than the sum of the parts
  - Collaborate with colleagues outside of your discipline
- Have an open mind, be flexible, be innovative, and develop good communication skills
- Identify a coach, mentor, and champion
- Review your CV and have others review it as well

# Take Home Points

- Be yourself
- Learn from your mistakes
- Get out of your comfort zone
- Set realistic goals
- Have a good working relationship with your boss
- Have FUN!



# Resources for Career Advancement

- Career Opportunities
- Engagement with stakeholders
- Communications
- Presentation skills
- Getting out there / Being known / Showcasing your skillsets
- Getting involved
- ISPOR Career Center



# Career Advice Across the Globe: European Perspective

**Presented By:**  
Michael Drummond  
Centre for Health Economics  
University of York



THE UNIVERSITY *of York*





# Career Advice, Europe



Michael Drummond, PhD  
Professor of Health Economics,  
University of York, Centre for  
Health Economics

- Professor of Health Economics and former Director of the Centre for Health Economics at the University of York.
- His particular field of interest is in the economic evaluation of health care treatments and programmes.
- He has undertaken evaluations in a wide range of medical fields including care of the elderly, neonatal intensive care, immunization programmes, services for people with AIDS, eye health care and pharmaceuticals.
- Former President of ISPOR and is Co-Editor-in-Chief for *Value In Health*

# Academia: General Observations

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- Although being a good teacher is important, the main emphasis is on excellence in research
- Important to develop an area of research expertise for which you can become well-known
- You never stop learning, so collaborating with the best researchers in your field should be a priority

# Academia: European Points

- Although having a PhD is not as essential as in North America, it's best to have one
- Many universities will allow you to obtain a PhD while working as a researcher
- Try to work in an institution that has a group of researchers in your field, rather than one with a single, famous professor
- Academics often practice consulting (directly with manufacturers or through a consulting company), and/or play decision-making roles (eg on expert committees)

# Consulting: General Observations

- The fastest learning curve of all the career options!
- Be prepared to work crazy hours and to compensate for everyone else's shortcomings
- Often used as an entry point to a good job in a pharma or devices company
- It's possible to be a 'single-handed' consultant, but you need lots of contacts and it's better to have a steady income as well
- If you want the long haul (ie close to 10 years), it may be possible to grow your own consulting company

# Consulting: European Points

- There are a range of career opportunities in most of the larger European countries, either in multinational, or local, consulting companies
- If you want to live in a European country that is less developed in terms of pharmacoeconomics, some consulting companies will let you base yourself anywhere. (It saves them providing office facilities!)
- As a consultant, you may be able to obtain an affiliation to a university

# Decision-Making: General Observations

- This role is the one that varies most from one jurisdiction to another
- Often the role for pharmacoeconomists is advisory/support, rather than actually making the decisions
- Sometimes also used as a route into pharma (ie Gamekeeper turned poacher!)
- The level of satisfaction folks have often depends the nature of the organization they work for and the level of flexibility they have

# Decision-Making: European Points

- In our field, decision-making processes are generally more well-developed in North Western Europe, although these are a few pockets of good activity elsewhere
- The level of importance of, and respect for, public officials tends to vary a lot by country. (You probably know the level for your own country!!)

# Industry: General Observations

- Probably has the highest, consistent level of financial compensation of all the possible career paths
- Often not easy to move from industry to one of the other career paths, especially academia. (Although there are some notable exceptions!)
- For this reason, it's often said that industry is a great place to end your career, rather than a place to start your career
- The level of satisfaction folks have often depends on how good they are in dealing with the organizational politics



# Industry: European Points

- In those European countries with weak decision-making and/or few academic opportunities, industry may be the most viable career option
- You may be able to obtain an affiliation to a university
- If your personal situation permits it and there are no international company headquarters in your country, be prepared to relocate

# Conclusions

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- Although it's possible to tailor your career path to suit your own preferences, most of the options are rewarding
- How many unemployed health economists do you know? Not many, I suspect!

# Career Advice Across the Globe: Asia Pacific Perspective



**Presented By:**

Gordon Liu, PhD

Professor of Economics

Peking University National

School of Development (NSD)

# Career Advice, Asia Pacific



Gordon Liu, PhD  
Professor of  
Economics  
Peking University  
National School of  
Development (NSD)

- PKU Yangtze River Scholar Professor of Economics at Peking University National School of Development (NSD)
- Director of PKU China Center for Health Economic Research (CCHER).
- 2005-2006 President of the Chinese Economists Society
- Founding chair of Asian Consortium for the International Society for Pharmacoeconomics and Outcomes Research (ISPOR).

# Geographic Choice: Global Perspective

- **Choice Constraints: greatly extended in the flattened world**
  - Globalization Waves: The first started in the 19<sup>th</sup> century, led by UK, and centered in Europe, followed by the second in 20<sup>th</sup> century led by USA in north America until the recent turbulent calls by President Trump, arriving at a transitional point where the Asia Pacific emerges to be the most dynamic economies, and possibly serve as the next central market for the third wave of human globalization.
  
- **Globalization Outcomes**
  - Overall improvement: each time it has always led to a unprecedented scale of human escape from poverty and poor health
  - Inequitable beneficiaries: For each wave of the technology-driven globalizations, people with rich physical and human capitals have comparative advantages to take the greater opportunities associated with **mobility distance**, relative to unskilled workers, leading to increased inequality concerns, which may be better addressed with more equitable policies on redistribution in the future.
  
- Personal experience

# Transitional Choice: From Medicine to Health

## ■ Healthcare in the 21st century

- Fogel (2009): “Just as electricity and manufacturing were the industries that stimulated the growth of the rest of the economy at the beginning of the 20th century, health care is the growth industry of the 21st century”

## ■ Transitions from medicine to health

- Modern medicine and its contributions: for major diseases with external shocks such as germ-led infections or virus-led pandemics, the great innovation of attacking weapons as antibiotics, vaccines, and beta blockers has led us to have won most of these battles
- Cost of misperception: the great success in fighting against the external health shocks led us to over concentrate on the finding-it and fixing-it medicine for many human body self-determined diseases such as cancers
- Increasing effort for better HTA: while continuing the R&D on disease-centered medicine to serve the patient population, greater resources should be allocated to better serve the healthy population, by reducing the preventable problems, making the health system more cost effective in terms of welfare gains for the entire population.
- China case: Healthy 2030 calling for state health development and promotions

# Professional Choice: what to become?

- Economic trade-offs: highly personal and over simplified!
  
- Academic Jobs
  - Main benefit: freedom of choice for what/when/where/how to do, work for and boss yourself;
  - Cost constraints: full responsibility for success or failures, little room to blame or count on others
  
- Industry Jobs
  - Main benefit: great pay, benefit and risk sharing advantages, and strong code of team work bounded on the same company boat.
  - Cost constraints: just cannot do what you want, always be bossed, and your work is quite defined for the goal and interests of the company you serve.
  
- Government Jobs
  - Main benefit: public status? Power of influence for societal changes? Obama “yes, we can”; Trump “rebuilding the America”, very powerful and inspiring!
  - Cost constraints: challenges to define and action on aligning the conflicts of interests between personal and societal ones; little freedom and poor pay (or high risk)

# Career Advice Across the Globe: Latin America Perspective

**Presented By:**

Diego Rosselli, MSc, MEd, MD

Associate Professor

Universidad Javeriana





# Diego Rosselli, MSc, MEd, MD



- Associate professor
  - Clinical Epidemiology & Biostatistics Department, Medical School, Universidad Javeriana, Bogota, Colombia
  - Neurologist
  - Master's in Education (Harvard) and Health Policy (London School of Economics)
- 
- Previous positions: Director for Science & Technology at the Ministry of Health, General Director Colombian Red Cross, Dean of Medical School
  - Partner at:



# Career Advice, Latin America



- 19 countries
- 630 million
- GDP of USD 5.6 billion (2014)

Health expenditure around 7% of GDP

# Career Advice, Latin America



 Portuguese

 Spanish

ISPOR 6TH LATIN  
AMERICA CONFERENCE  
15-17 SEPTEMBER 2017  
HOTEL TRANSAMÉRICA SÃO PAULO  
SÃO PAULO, BRAZIL

*Driving Better Health Outcomes Through Stakeholder Engagement*

# Career Advice, Latin America

- No two countries are the same.
- Diversity is the rule.
- There will be many people influencing decision-making.
- Language (Spanish, Portuguese) may be a barrier.

# Career Advice, Latin America

- Local connections are essential (local expert panel)...
- ...but foreigners make the best prophets
- Specializing in one technique (or one field of knowledge) is not advised.
- Building confidence is the only way to survive.

# Career Advice, Latin America



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Enviar mensaje

Specialties: Epidemiology - Health Economics -  
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# Thank you for attending

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Questions?

