Career Opportunities in the Animal Science Industry for Graduate Students

ASAS-ADSA Graduate Student Symposium

William J. Platter
Manager, Knowledge Solutions
Elanco Animal Health
A Division of Eli Lilly and Company
Food Economics and Consumer Choice

An overview of the challenge ahead

Key Data

In 50 years, the world population will require 100% more food,¹ and 70% of this food must come from efficiency-improving technology²

Changing Human Resource Needs

• With critical role of technology in meeting the needs of the future, it is a must that current and future employees understand innovative technology and can reduce it to practice

• We are hiring very few people without college degrees and we only see that trend continuing

• Life science industry benchmarks - Biotechs

• Research and development interns have moved to M.S., Ph.D., DVM, MBA

• Balance of campus hires and experienced hires

• Consulting networks, external experts, advisors, open to new and creative ways of problem solving
Recruiting Top Talent

Talents – Core characteristics
“Who you are”

Skills – Knowledge
“What you know”
Now and Future Needs

• Technical Skills – A Given
• Leadership Skills/Soft Skills – A Premium
• Innovative Culture Mindset – A Gold Mine
Technical Skills – A Given

• Expertise areas
• Scientific method/process
• High degree of flexibility and learning agility
• Cross functional area understanding, communication literacy and teamwork
  – Ability to speak many technical languages and to seek experts with deep technical experience
• Provide products and solutions beyond a product line
  – Need to know industry and customer needs
Some of the Expertise Areas for Life Sciences

- Animal & Poultry Science
  - Beef, Dairy, Swine
- Meat Science
- Nutrition & Food Safety
- Metabolism
- Microbiology
- Virology
- Developmental Biology
- Molecular Biology
- Parasitology
- Endocrinology
- Immunology
- Biology & Physiology
- Toxicology

- Organic Chemistry
- Analytical Chemistry
- Biochemistry
- Formulation Chemistry
- Process Chemistry
- Engineering & CMC
- Regulatory & Quality
- Finance & MBA
- Systems & Statistics
- Project Management
- Clinical Research
- Veterinarians (FA, CA, LA)
- Sales & Marketing
- Technical Consulting
Leadership Skills/Soft Skills – A Premium

- Values Based, Integrity
- Managing Vision/Mission
- Influence
- Priority Setting
- Directing Others
- Empowering
- Networking
- Communication
- Information Savvy
- Flexibility
- Learning Agility
- Business Acumen
- Budget Management

- Project/Process Management
- Decision Making
- Problem Solving
- Results Driven
- Creativity
- Can Do Attitude
- Listening Skills
- Relationship Skills
- Building Effective Teams
- Creating a Motivating Environment
- Developing Others
- Hiring and Staffing
Innovative Culture Mindset – A GOLD MINE

- Entrepreneurial
- Ownership
- Disciplined Thought
- Action
- Nimble and Adaptable
- Personal Accountability
- Excellent at Execution
- Results Driven
- Customer Focused
- Intelligent Risk Taking

- Continuous Improvement
- Continuous Learning/Teaching
- Passionate
- Rewarding Work
- Making a Difference
- Integrated Teams
- Value Diversity
- Globalization
- Open, Honest, Trusting Relationships
Performance Expectations

• Performance/Merit/Promotions evaluated on “what” was delivered and “how” it was delivered

• Leadership at All Levels
  – Current job descriptions
  – Open position postings
  – Interview selection criteria
    • 9 behaviors evaluated, only 1 of which is technical/professional skills
  – 2009 performance dimensions (self directed personalized objectives) and leadership ratings

• Training and Development
Questions??

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Thank You!!!