Career Opportunities in the Animal Science Industry for Graduate Students

ASAS-ADSA Graduate Student Symposium

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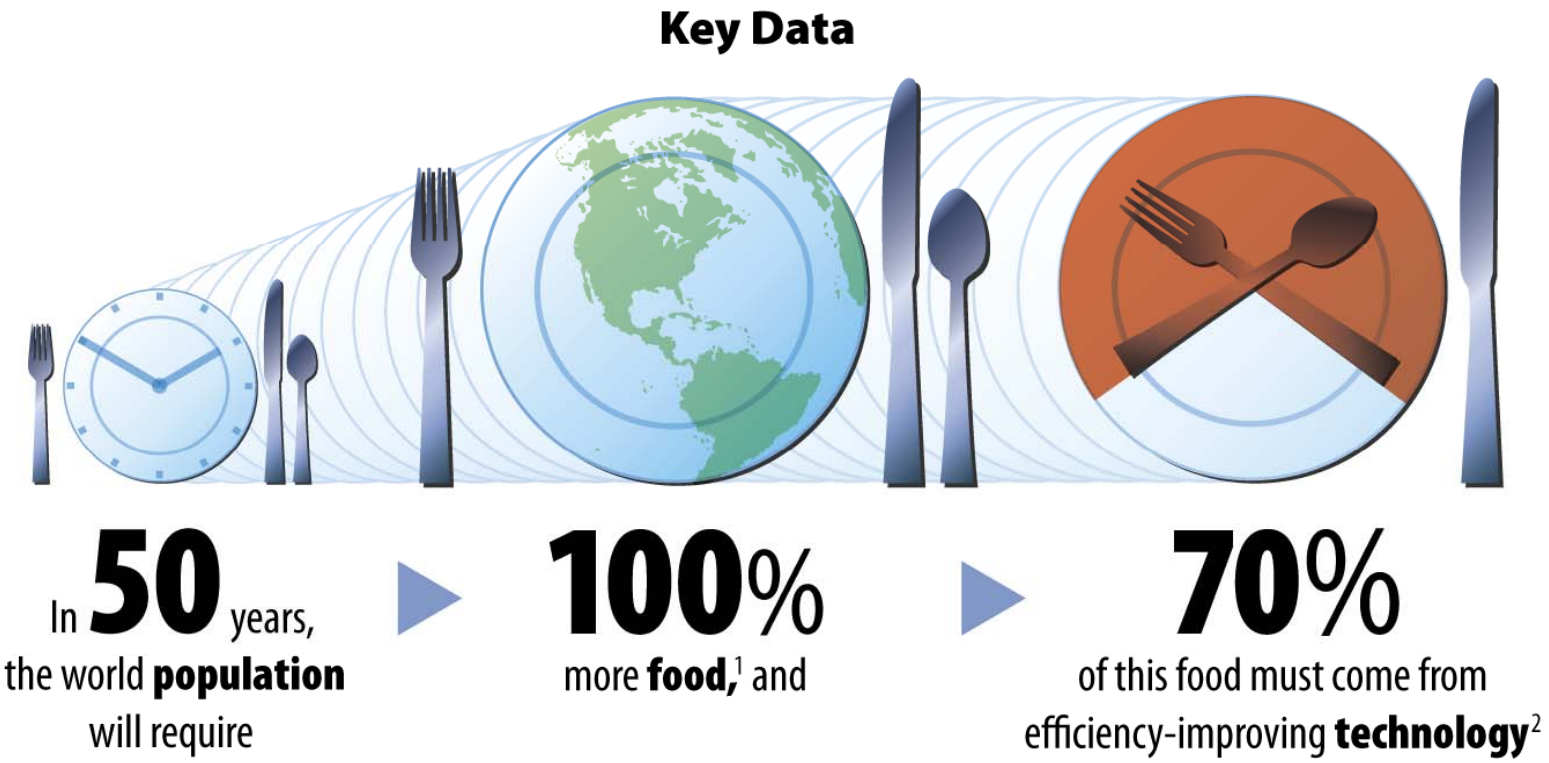
Food Economics and Consumer Choice

An overview of the challenge ahead



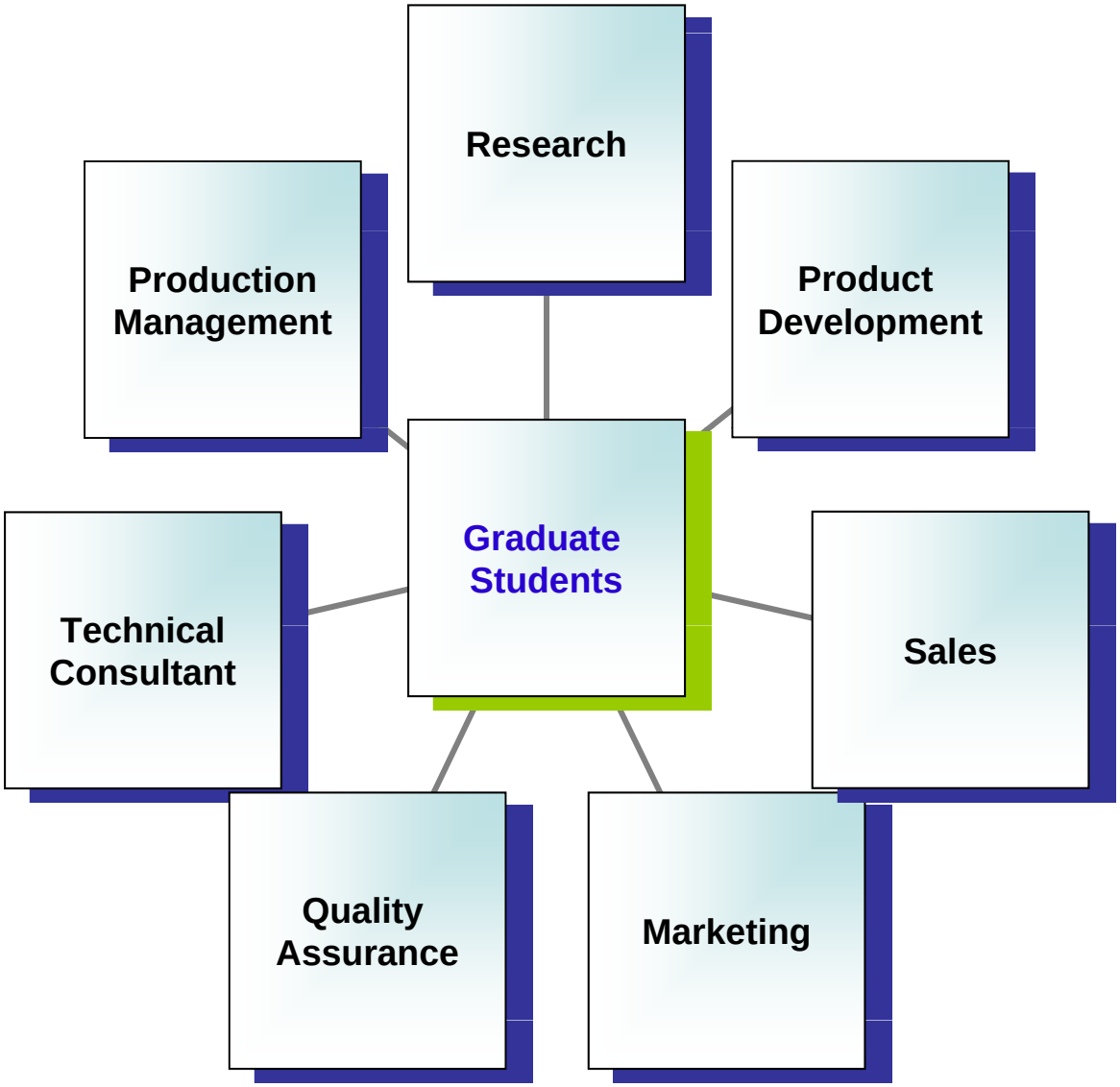
1 Green, R. et al. January 2005. “Farming and the Fate of Wild Nature.” Science 307.5709: 550-555; and Tilman, D. et al. August 2002. “Agricultural sustainability and intensive production practices.” Nature 418.6898: 671-677.

2 “World Agriculture: toward 2015/2030.” 2002. United Nations Food and Agriculture Organization, Rome. Accessed 12/8/08. <ftp://ftp.fao.org/docrep/fao/004/y3557e/y3557e.pdf>.

Changing Human Resource Needs

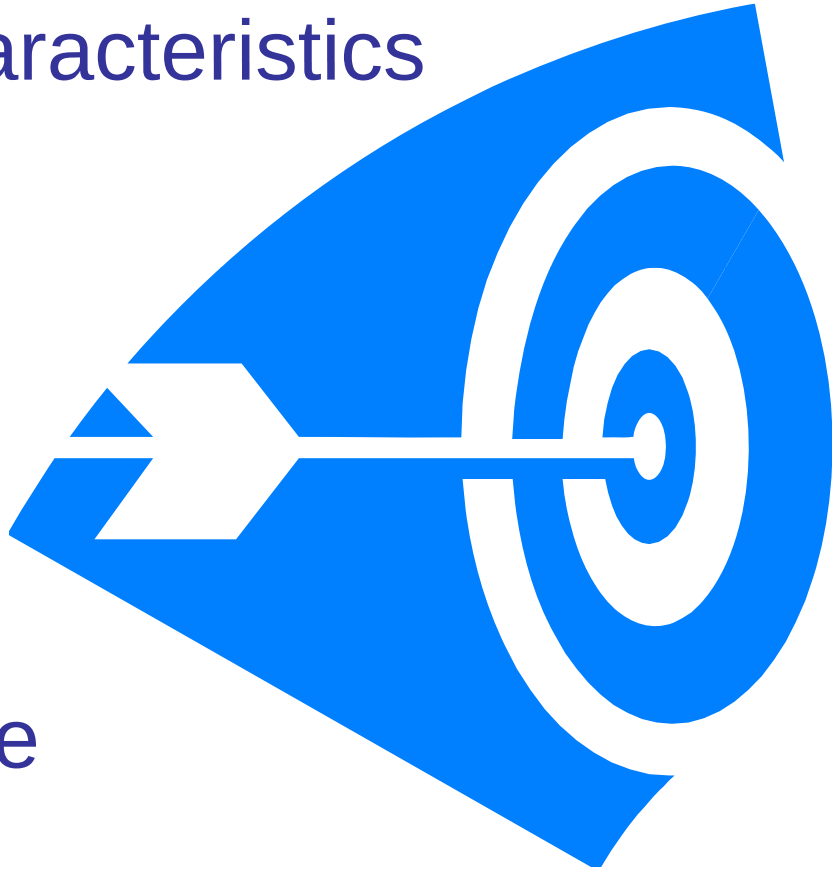
- With critical role of technology in meeting the needs of the future, it is a must that current and future employees understand innovative technology and can reduce it to practice
- We are hiring very few people without college degrees and we only see that trend continuing
- Life science industry benchmarks - 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

Industry Career Path



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!!!