PROFESSIONAL DEVELOPMENT FOR STATISTICIANS

EFSPi HoS meeting, Berlin
Questions

- What leadership roles ...
  - Are open to suitably skilled, experienced statisticians in your organisation?
  - Would you advocate for statisticians in your organisation?

- How many statisticians in your organisation ...
  - Have taken on a leadership role with broad multi-disciplinary responsibilities?
  - Might do so in the next 3 years?
Case study

- Statistician XX began her career in non-clinical statistics where she gained a broad grounding in discovery and pre-clinical development, developing strong technical and communication/consulting skills.

- Later she moved to a role in clinical statistics where she supported early clinical programmes, gaining an awareness of GCP, how to work under multiple SOPs and processes, and how to be effective in a highly matrixed environment.

- Most recently she has taken on a role spanning pre-clinical and clinical statistics supporting multiple projects as a programme statistician. She is (nominally) responsible from Lead Development to Proof of Concept.

- On one project she is the Early Clinical Lead, which is a matrix role leading a multi-disciplinary clinical team through pre-clinical and clinical to delivery of PoC.

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Few statisticians in our industry are to be found occupying senior leadership roles with broad drug discovery / development responsibilities
- Clinical Trial Leader
- Research Programme Leader
- Development Team Leader
- Clinical / TA Head
- Discovery / Development Head

These are among the most important leadership roles in our industry

As far as we are aware, none of the above roles require specific educational qualifications or experiences beyond those statisticians may reasonably be expected to have acquired during their career

Why is this, and does it matter?
Why is this?

- **Career paths:** a preference to stay within one’s own discipline? If so, why?

- **Competencies:** strong on analytics and rigour, but perhaps weaker on communication, influencing and leadership?

- **Ambition:** how do we compare ourselves with peers from other disciplines? Do we aspire to the broader roles with greater responsibility?

- **Experience:** are we adequately training statisticians to have a broad understanding of our business and how it works?

- **Role models:** break-through senior leaders provide a template career path that colleagues can identify with (and emulate). Where are these people? Are they seen as role models?
Does it matter?

- **Declining productivity:** undeniably a major problem for our industry. Beyond adaptive designs, what leadership are we bringing to our companies to help meet this challenge?

- **Emerging areas:** quantitative skills are increasingly needed in risk-benefit evaluation, health technology assessment, decision-making and elsewhere. An appreciation of Bayesian methods may be helpful in many of these areas. Are we actively engaged here?

- **Global trends:** the emergence of China and India, no longer playing only in the high volume, low cost operational space. Statisticians in the west need to keep up-skilling and moving up the value chain just to stand still. Are we?

- **Decision-making:** the most important decisions are often quantitative in nature. Are we getting involved enough?
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Questions

- Do you think EFSPi is well-positioned in Europe to lead a discussion around statistician career development?
- Is this a topic that EFSPi should champion?
- If so ...
- Who can EFSPi partner with?
- How can EFSPi help with training / courses?
- Can EFSPi help identify and publicise role models?
- What can we all do as senior leaders in our own companies?