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 7\textsuperscript{th}, reinforced in Dec 10\textsuperscript{th}
- 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?