

# PROFESSIONAL DEVELOPMENT FOR STATISTICIANS

EFSPI HoS meeting, Berlin

# Questions

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- 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

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- 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.

# Situation

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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?

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- **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?

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- **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

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- 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?