



Career Day: Research and Development

Friday December 6, 2019

Communication Center DKFZ

- 9:00 Postdocs from Academia to Big Pharma
- 11:10 R&D Lead in a Mid-size Company
- 14:00 From Bench to Boss?
- 15:40 Big Companies Next-door

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And more!

- Get in touch with DKFZ alumni
- Join for round tables with speakers
- Check out our Job Board

www.dkfz.de/careeday

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Welcome Message

Welcome to our Career Day in Research and Development!

We have an exciting program ahead. Today we are hosting a fine selection of speakers who have spent, like us, part of their careers at the German Cancer Research Center (DKFZ). Here you will have the opportunity of listening to (and maybe more importantly: talking to) Alumni working as postdocs, lab heads or senior scientists in different types of companies, to get to know about all career stages for a scientist in R&D.

Whether you are uncertain thinking of your next career step or you are sure you want to become a scientist in industry, do not miss the chance to participate in the round tables, they represent a great opportunity to ask anything you have always wanted to know: Do you lose the freedom to do research in what you are interested in the most? Is it always a “9-to-5– job”? Do you miss Academia?

You might hear today also that networking could play a crucial role in bringing your career forward, therefore we have allocated plenty of time for it. Use the coffee breaks and lunchtime to talk to people, you never know what opportunities could arise from a casual conversation.

We have kicked off this career day with the workshop “Drug Development 101”, where we hope many of you had the opportunity to learn about how “R” becomes “D” in a pharmaceutical company and what milestones and decisions play a role in bringing the results from bench to bedside. Are you ready to become a part of this?

We hope that at the end of the day your experience here will have made a difference and you will have learned something new. Maybe it’s how to take the first step towards your dream job or it’s just having a new perspective on how research works in a different setting, everything is valuable! Because at some point the time will come when you will make the most important decision to set you in your future career path, and hopefully that will be one of your best informed career decisions.

So, enjoy the day and expand your horizons!

Dr. Paula Codó,
Coordinator of Career Day in R&D
On behalf of the Career Day Orgateam



The R&D Career Day 2019 Orgateam

Left to right, top left: Katrin Ganzenberg, Yasmeen Niazi, Melissa Teusel, Lionel Larribère, Ruzhica Bogeska, Paula Codó, Rania Georges, Matea Mikecin

Kerstin Crusius-Millert

Position: Head of R&D Community Engagement, Bayer AG

Workshop: Drug development 101

Title of the talk: What's in it for me inside and outside of research?



Kerstin Crusius-Millert has been appointed Head of R&D Community Engagement at Bayer Pharma end of 2018 to taking on the responsibility for global community engagement including R&D communication supporting the strategic and cultural implementation of a new R&D Innovation model at Bayer Pharma.

Kerstin Crusius-Millert is a biochemist by training. She did her PhD in cancer research at the German Cancer Research Center (DKFZ) in Heidelberg (Germany) and joined Bayer as a Postdoc in 1998, followed by a Scientific Group Leader position in Protein Chemistry in 2000.

2003, Kerstin joined an expat program as a Scientific Group Leader at Berlex Biosciences in Richmond (California), USA. After her return, Kerstin started working as a Scientific Executive Assistant to Schering AG Board of Management members in 2006 supporting strategic research, development as well as personnel (HR) projects and supporting the Bayer-Schering integration process.

2008-2018, she broadened her scope and developed a strong expertise in communications, holding various positions of increasing responsibility in internal and external communications functions at Bayer, always with a focus on research & development, and subsequently also including other societal topics.

End of 2018 Kerstin Crusius-Millert returned to the research & development organization of Bayer Pharma leading a small team which develops and steers global community engagement initiatives including social media as well as traditional employee communication activities.

“Drug Development 101”

Workshop with

Dr. Kerstin Crusius-Millert

Head of R&D Community Engagement at Bayer AG.

You already know how research is done in academia, but how about research in industry? Do you want to have insights on how R becomes D in a pharmaceutical company? Join us for the "Drug Development 101" workshop with Dr. Kerstin Crusius, head of R&D Community Engagement at Bayer. This interactive workshop is aimed at early career scientists who are considering a career transition to the pharmaceutical industry. The workshop includes a case study that provides an insight into the pharma business model, to explore the driving forces of the drug development process in a multinational pharmaceutical company.

Oana Toader

Position: Postdoc

Title of the talk: *Being a Postdoc at Boehringer Ingelheim*

2017 – present Postdoc at Boehringer Ingelheim

2012 – 2016 PhD, DKFZ



A common misconception about working in industry

... working less or being less passionate about science than scientists in academia...

Career hallmark so far; or a crucial factor to get your current job

... that I can independently set up a complex new technique from scratch...

The most important decision that you made in your career

Taking a break after my PhD and not pressuring myself into immediately getting a job was definitely one of the best things I did. This time allowed me to get more clarity in terms of what I want and what I'm good at.

Janick Georg Weberpals

Position: Postdoc, Data Science

Title of the talk: *Real-world data science in pharmaceutical research and early drug development*

2018 – present Postdoc in Deep Learning, Roche Innovation Center Munich

2015 – 2018 PhD, University of Heidelberg



A common misconception about working in industry

When I joined R&D in industry, I conceived that the time of failures and frustration (like in the PhD) should be over. I learned very quickly that also in industry R&D projects fail all the time which requires resilience.

Career hallmark so far; or a crucial factor to get your current job

There are two crucial factors/advice that I can share: First, only do what intrinsically

motivates you, because you can only convince others if you are convinced yourself. Second, try to create a network from very early on and personally get in touch with the institution you want to work for, e.g. by doing internships.

Number one tip or quote for scientists considering a move to your sector

Know what you want, build your network and don't be frustrated if it doesn't work out right away.

Alexander Jethwa

Position: Science Trainee (Expert Start Up Program)

Title of the talk: *Assay Development in Personalized Healthcare @ Roche Diagnostics*

2018 – present Science Trainee/Postdoc @ Roche Diagnostics

2017 – 2018 Postdoc, Translational Cancer Research

2013 – 2017 PhD, DKFZ



A common misconception about working in industry

That the working environment is very stiff, formal, and hierarchical. In fact, the opposite is the case!

The most important decision that you made in your career

My most important career decision was to leave academia behind and to only apply for jobs in industry. This was not an easy decision at all because there were many aspects that I liked about working in academia. I think I should have tried to do an

internship in industry during my studies because working in industry always remained a black box for me. This way, I could have maybe figured out earlier that industry was the right place to go for me.

Number one tip or quote for scientists considering a move to your sector

Always try to see the bigger picture and to be curious! Don't just focus on your own research project and spend all your time at the bench. Try to learn and see as much as you can outside of your area of expertise.

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John Lindner

Position: Group Leader

Title of the talk: *Scientific careers on the fence between academia and industry*

2018 – present Principal Investigator at BioMedX Innovation Center, Heidelberg

2014 – 2018 Postdoc, Novartis

2013 – 2014 Postdoc, France, and Freiburg Institute of Advanced Studies

2007 – 2013 Postdoc, MPI-IE and University of Freiburg

2008 – 2013 PhD, University of Freiburg



The biggest difference between working in academia and industry

Industrial research is generally designed around measurable outcomes. One example of this is a high-throughput screen to identify antibody sequences. An excellent academic question is to examine the nature of the entire antibody repertoire, and whether it shifts in response to developmental trajectories or health status; a successful experiment is one which addresses a hypothesis built up around that question, and the output is knowledge and the satisfaction of curiosity. The industry approach might design an endpoint assay to determine whether a given antibody sequence recognizes a target molecule; a successful experiment here is one that produces a validated sequence which can be turned into a diagnostic or therapeutic monoclonal antibody – that is, the output is a tool or a drug and its associated intellectual property.

A common misconception about working in industry

I'm going to give something of a "meta-answer" here and say that it's a common misconception that there is such a thing as a

common misconception in industry. There are certainly elements of truth to every positive and negative stereotype one might have heard, but these generally don't define any specific person, company, or institution. And the lines between industrial and academic research are becoming increasingly blurry.

The most important decision that you made in your career

Obviously, the decision to apply for my current position was the most important one I've made so far. Being a PostDoc is a great time for a scientist to immerse themselves in their work, and it's a tough decision to actively apply for the next step in your career – in particular because there's always "one last experiment" to do. That being said, I have started giving the advice to young scientists to take a small break in between career steps. A month or two to travel to a far-off destination, or learn a new skill you've been putting off for years, or immerse yourself in a hobby you've been neglecting, is a great way to push the "reset" button on your mental state before starting the next phase of your professional life.

Christos Patsis

Position: Scientist at Immatics

Title of the talk: *Crossing over to biotech: a non-German's perspective*

2019 – present Scientist, Immatics Biotechnologies, Tübingen

2017 – 2019 Postdoc at DKFZ and University Hospital Heidelberg

2014 – 2017 PhD, University of Heidelberg and DKFZ in Translational Oncology/ Cancer Biology



Biggest difference between working in academia and in industry

Projects in industry are more thoroughly planned and pursued by multidisciplinary teams and, as such, they require coordination and effective communication for their successful completion. The collective effort towards shared goals is a strong motivating factor.

Common misconception about working in industry

Some of the most frequent misconceptions surrounding R&D in industry are:

- the lack of diversity in daily tasks

- profitability as the main driving force
- second-rate scientific research

Most important quality for a successful transition from academia to R&D

Although technical expertise and considerable knowledge in the respective scientific field are essential in order to enter R&D in industry (depending on the position), excellent transferable skills such as time management, self-organization, flexibility, team work, decisiveness and – above all – communication, can really make a difference. Equally important is also to share the same values and culture with the company you would like to join.

Stefan Wilkening

Position: Scientist

Title of the talk: *Technology-Driven Career*

2019 – present Senior Scientist at BioNTech, Mainz

2017 – 2018 Research Scientist at Translational Oncology (TRON), Mainz

2013 – 2016 Head of Robotics / New Technologies Platform, NCT, Heidelberg

2004 – 2013 Postdocs, DKFZ and EMBL, Heidelberg

2000 – 2003 PhD, Gesellschaft für Biotechnologische Forschung, Braunschweig



The most important decision that you made in your career

Going abroad and getting early access to real life science (in my case an intern at the NIH) helped me to get important experience and find a good PhD position.

The most important quality for a successful transition to R&D

Patience and persistence is a key skill to survive in science and eventually enter industry. Going after the latest technologies might also be a plus.

Number one tip or quote for scientists considering a move to your sector

If at first you don't succeed, try two more times so that your failure is statistically significant. ;-)

Anna Prysłak

Position: Principal Scientist for technology development at Velabs
Title of the talk: *Career at a startup*

2018 – present Senior Scientist / Principal Scientist at Velabs Therapeutics
2015 – 2018 Postdoc, EMBL
2011 – 2014 PhD, DKFZ



Biggest difference between working in academia and in industry

In industry, no project is a single person's effort. Rather than being an expert in one narrow field, it is better to have a wide and general knowledge and recruit experts for specific tasks. Unpromising projects and hypotheses are quickly abandoned without having to look for an explanation why results don't match the expectations. Soft skills are much more important for success in start-ups as compared to academia. All projects are well planned, by deciding crucial pathways and critical resources rather than adopting the "do it as you go" approach of academia.

Common misconception about working in industry

Great academic track record in form of publications in no way translate to an easy entry or future success.

The most important decision that you made in your career

One of the more important decisions during my career was to focus on the technological aspect of addressing scientific problems - rather than basic research questions - in all my research projects, even during academic pathway. I would probably have taken more courses in science related soft skills, especially as an undergraduate.



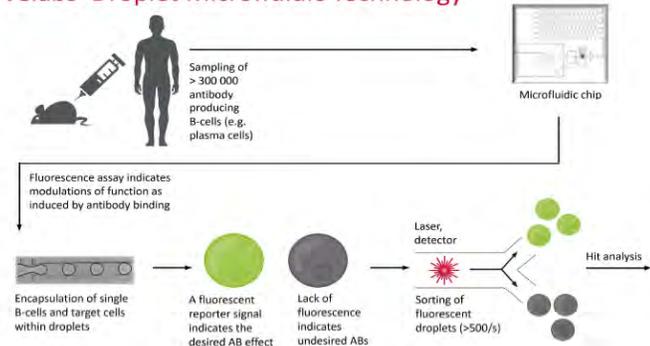
Velabs' technology

Velabs is a pioneer in droplet-microfluidic technology for the screening of antibodies with modulatory function on complex signalling proteins. Its proprietary high-throughput screening platform makes it possible to test millions of correctly paired, fully natural human and mouse IgGs not just for binding but rather for therapeutic effects. Results are achieved in only a fraction of the time required by other technologies. The Company offers customized screening services for users worldwide. In addition to the execution of service projects, Velabs is currently building its own pipeline of therapeutic antibody candidates for further joint development with pharmaceutical partners.

Velabs technology is based on the direct screening of B-cell repertoires which offers manifold advantages:

-  **Fast and highly diverse screening of antibodies for complex functions** such as tumor-specificity, modulation of GPCRs and ion channels
-  **Fully natural and correctly paired IgGs** from mice and humans (including patients, disease survivors, etc.)
-  **Identification of preclinical hits within weeks rather than months or even years**
-  **Minimal therapy-associated side effects**

Velabs' Droplet Microfluidic Technology



Florian Fuchs

Position: Group head, Novartis Institutes for Biomedical Research

Title of your talk: *A move to Pharma*

2010 – present Novartis Pharma AG Basel, Lab/Group head positions

2007 – 2009 Associate Team and Project Leader, DKFZ

2004 – 2007 Scientific Associate, DKFZ

1999 – 2004 PhD, Chemistry, Ludwig-Maximilians-University Munich



The biggest difference between working in academia and industry

Publications are needed for career development and grants but have a less important impact in industry.

The most important decision that you made in your career

Running some of my education in an English speaking country.

Number one tip or quote for scientists considering a move to your sector

Make yourself familiar with your ideal workspace description, reach out to scientist actively working in the company of interest to retrieve insights, identify universities strong with industrial collaborations and make use of sabbatical opportunities or exchange programs.

Michael Becker

Position: Lab Head, Bayer AG

Title of the talk: *Preclinical Research in the Pharmaceutical Industry*

2016 – present Head of Laboratory, Bayer AG

2015 – 2016 Postdoc Fellow, Bayer HealthCare

2014 – 2015 Postdoc Fellow, DKFZ

2010 – 2014 PhD, tumor immunology, DKFZ



The biggest difference between working in academia and industry

Research in academia goes deep; Research in pharma goes broad.

The most important decision that you made in your career

I would have studied medicine or bioinformatics to be more flexible in the long run.

Number one tip or quote for scientists considering a move to your sector

Talk to as many scientists working in pharma as possible prior to making the move to pharma.

Anna Rutkowska

Position: Team leader Target Engagement, Investigator and Associate Fellow at Cellzome, GSK

Title of the talk: Science and Scientific Career in Industry

2014 – present Team Leader, Investigator and Associate Fellow, Target Engagement at Cellzome, GSK

2008 – 2014 Postdocs, EMBL and DKFZ

2003 – 2008 PhD, University of Heidelberg



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Martin Kratzmeier

Position: R&D Manager Electrophoresis Applications at Agilent

Title of the talk: *From A(cademia) to A(gilent): crossing lines*

2000 – present various positions in R&D at Agilent Technologies, Waldbronn

1996 – 2000 Research Scientist, Division of Molecular Biology, Institute of Biochemistry, Faculty of Medicine, University of Göttingen

1993 – 1996 Research Group Lead, Institute for Hormone and Fertility Research at the University of Hamburg (IHF)

1988 – 1993 Research Assistant, DKFZ, Heidelberg

1990 – 1993 PhD, DKFZ



Career hallmark so far; or a crucial factor to get your current job

The crucial factor was my practical experience and knowledge about capillary electrophoresis and liquid phase separation technologies.

The most important quality for a successful transition to R&D

Curiosity, good communication skills, technical knowledge, being authentic, positive mindset.

Number one tip or quote for scientists considering a move to your sector

Leave your comfort zone, go out and apply for interesting jobs even if you are not sure that you would take them. It is all about learning and communication.

Thomas Wolf

Position: Lab Head Machine Learning

Title of the talk: *Data Science at Bayer Crop Science*

2015 – present various positions at Bayer Crop Science AG, Frankfurt

2013 – 2015 Postdoc, DKTK

2007 – 2012 PhD, University of Heidelberg



The biggest difference between working in academia and industry

The topics are more diverse than working on a specific scientific project, you also have to work with colleagues with a wider range of backgrounds.

Career hallmark so far; or a crucial factor to get your current job

To have publications that showed the ability to cooperate with experimentalists.

The most important decision that you made in your career

Getting a PhD is probably still what had the biggest impact on my career.

Gina Walter-Bausch

Position: Head of Laboratory

Title of the talk: *Research in Pharma and Academia – One and the Same Thing?*

2017 – present various positions, Merck Healthcare KGaA, Darmstadt

2017 – 2019 Lab Head, Sample Processing Lab (SPL), DKFZ

2014 – 2017 Postdoc, NCT & DKFZ

2010 – 2013 PhD, Immunology, King's College London, UK



The biggest difference between working in academia and industry

That you will work on different projects at the same time, which might be conceptually completely different and that you don't have to do everything yourself but rather have different departments working on it together.

Career hallmark so far; or a crucial factor to get your current job

Crucial factor: Endurance - Going to career events, speaking to people who work in pharma and being persistent.

Number one tip or quote for scientists considering a move to your sector

Don't give up if one of your applications wasn't successful. There might be various reasons why your application didn't go through and it might have nothing to do with your qualifications. Network! – Meet and talk to the right people.



Company profile of Heidelberg Pharma Research GmbH

Heidelberg Pharma is a biopharmaceutical company and specialized in oncology and Antibody Targeted Amanitin Conjugates (ATACs). We were the first company to start research and development of the Amanitin toxin for use in cancer therapies to develop safe and effective drugs in the future. Amanitin has a unique biological mode of action which could serve as the basis for developing highly effective, innovative drugs. It works by inhibiting RNA polymerase II, which results in programmed cell death, or apoptosis. RNA polymerase inhibition is a novel principle in cancer therapy and offers the possibility of breaking through drug resistance and destroying dormant tumor cells, which could lead to major clinical advances.

We use our proprietary and innovative ATAC technology for the manufacturing of Antibody Targeted Amanitin Conjugates, which we use for our own development as part of a hybrid business model, further develop within research collaborations and market to licensing partners. We develop proprietary ATACs until the early clinical development stage in order to demonstrate their applicability and efficacy in patients. Through research collaborations we are collaborating with various partners on different ATAC candidates. The partners provide specific antibodies that are combined with Amanitin and carry out the preclinical and clinical development of these ATACs.

Our mission is to research and develop new therapy options for cancer patients enabling them to receive a targeted and tailor-made course of treatment that is both highly effective and as well-tolerated as possible.

Strong partnerships with international pharmaceutical and biotech companies as well as important scientific research institutes and medical institutions support this mission and our long-term goal of developing a successful company.

Heidelberg Pharma Research GmbH is a subsidiary of Heidelberg Pharma AG which is listed at the Frankfurt Stock Exchange: ISIN DE000A11QVV0 / WKN A11QVV / Symbol WL6.

Germany as a Location for Pharmaceutical Research and Development

Seventeen out of forty-two member companies of the vfa (German Association of Research-Based Pharmaceutical Companies) are currently running laboratories to research active ingredients or galenics in Germany. They include companies with headquarters in Germany, USA, France, UK, Japan and Switzerland. Thirty-one member companies coordinate, from their German offices, their clinical studies in Germany and, at times, also in other countries. Every year they spend around 6.2 billion euros on research and development (R&D) in Germany alone, equaling a daily spending rate of 15 million euros. This shows that for internationally active pharmaceutical companies Germany is one of the leading research locations.

In their laboratories in Germany, research-based pharmaceutical companies focus mainly on the following diseases and fields of work:

- cancer
- inflammatory diseases
- cardio-vascular illnesses
- metabolic disorders (e.g. diabetes type 2)
- Alzheimer's disease
- drug formulations and devices for drug administration

In addition, infectious, respiratory and gynecological disorders play an important role. New antibiotics too are being developed in Germany. Companies are working on new therapeutic approaches and develop the active ingredients needed to implement them. The laboratories in Germany are known for new chemical-synthetic as well as recombinant active compounds. Especially in the latter field, Germany has made great strides since the turn

of the century so that, currently, the country is one of the worldwide leading sites for manufacturing biopharmaceuticals. Based on a 2016 count, Germany has a total of 365 companies whose range of services include medical biotechnology; among them are many small firms.

Clinical Trials

For industry-sponsored clinical trials Germany has become the second most important country worldwide after the US: No other country takes part in more trials (see attached diagram, which can also be downloaded as a pdf file). This is ultimately due to the reliable and transparent approval processes and the high level of accuracy achieved at German trial sites e.g. in the gathering of data.

Other countries that show a great involvement in industry-initiated clinical studies are, among others, the UK, France and Canada whilst, in comparison, Indian and Brazilian clinics are only engaged in a few studies of this kind, and South Africa generally only conducts studies required for the licensing of generic drugs. Most industry-initiated studies are performed on a multinational basis and the same standards must be adhered to in all countries that take part.

Although the situation in Germany as far as studies are concerned is very positive in many ways, there are also some drawbacks. In 2014 for example, companies conducting studies that required a higher than normal level of X-ray or PET diagnostics had to wait up to 13 months to obtain a separate license. Even if the licensing periods have become shorter in 2015, a reliable, deadline-based licensing procedure is urgently required because, in

Background Information

view of current conditions, many companies have given up offering German clinics and practices the chance to participate in these studies. They would interpret an introduction of set licensing periods as a signal that they can, once again, count on German medical facilities. A return of such studies to Germany would ultimately also benefit the patients: On the one hand it would give them an opportunity to take part in a study prior to the drug in question being licensed and, on the other hand, following licensing, because it takes longer for new treatment options developed without German involvement to become part of everyday treatments available in German practices.

Pros and cons for Germany as a research location

For many vfa member companies, one important advantage of their German research sites is the highly qualified, motivated and responsible staff. This applies to laboratory-based scientists, clinical developers, managers and engineers as well as laboratory assistants and animal keepers. In 2016, approximately 16,400 employees worked in R&D – one fifth of their overall staff.

Another advantage is the dense network of good to excellent universities and faculties, a multiplicity of non-university research facilities such as the Max-Planck, Leibniz and Fraunhofer Institutes, the Helmholtz Centers and the very many biotech startups. Furthermore, the so-called “Kompetenznetze in der Medizin (“competence networks in medicine”) link doctors across various facilities that do research on the same illnesses (such as sepsis or cancer in children). In recent years, six German centers specializing on health research and two research networks have been founded whose purpose is to find new preventative and therapeutic options for widespread diseases.

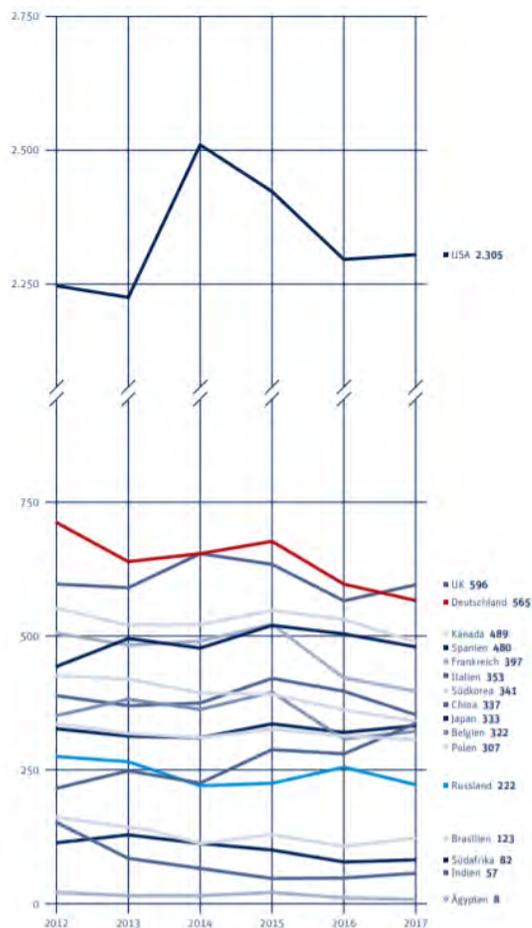


Fig. 1 Participation of countries in industry-sponsored clinical trials registered in the database clinicaltrials.gov

On the other hand, countries such as the US, France and Switzerland have more or similarly high pharmaceutical R&D capacities as Germany, and new competitors conducting pharmaceutical research such as China, Singapore and, to a lesser extent, India, have come along.

A variety of factors determine where R&D facilities are extended or new ones established. Apart from a good infrastructure, it is excellent cooperation partners such as universities or other research facilities, highly qualified staff and flexible labor laws that count. What matters too is the speedy processing by the regulators of applications such as those necessary for animal testing, clinical studies, marketing

Background Information

authorizations and new research and production sites. Furthermore, the acceptance of medical research and innovative drugs by politicians and the general public plays an important part. In some of these fields countries such as the US and Singapore do much better than Germany.

Cooperation between pharmaceutical companies and leading scientists undertaking fundamental research requires particular attention. Over the last few years, Germany has, up to a point, caught up with the USA and Great Britain where such cooperative efforts have long been part of everyday research. These days in Germany such activities have become common practice in a series of research and biotech clusters with a medical focus.

In view of the competition for research sites, the Federal Research Ministry in Germany (BMBF) has introduced

various initiatives such as the “Health in a society of longevity” program. It also promoted the topics of prevention and individualized medicine (another term for personalized medicine) as part of its “High-tech strategy”. Furthermore, the European Innovative Medicines Initiative (IMI), which is funded in equal parts by the EU and the pharmaceutical industry, benefits the pharmaceutical research in Germany. As long as such initiatives are not undermined by legislative measures that make it difficult for new drugs to be launched in the marketplace, they could further improve the competitiveness of Germany as a site for R&D as would research funding through fiscal incentives which have long been common practice in many European and global competitors of Germany – but, unfortunately not in Germany.

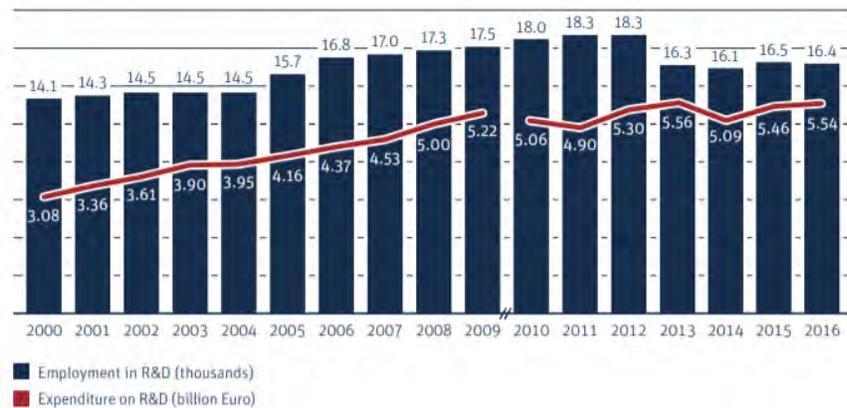


Fig. 2 Research-based pharmaceutical companies (vfa member companies): employment in and expenditure on R&D

Research-based pharmaceutical and biotech companies count on Germany

By investing a great deal of money and creating new jobs research-based pharmaceutical and biotechnology companies have, time and again, shown that they believe in Germany. In a globalized world where research locations compete against each other and where, in particular in Asia, new competitors have joined the race, this

is only possible if innovation-friendly general conditions prevail that these companies can count on in the long run. One of these is fair reimbursement for innovative drugs.

An exodus of research scientists and developers or a withdrawal to only certain sections of the development chain for drugs would, particularly for Germany, a country that is poor in raw materials, mean a considerable loss of economic power, a

Background Information

loss of competitiveness and, last but not least, a loss of identity. After all, it is German laboratories that have, in the past, produced leading active ingredients such as the ASS and paracetamol painkillers, much-used blood pressure lowering drugs such as ramipril, amlodipin, and telmisartan, vital medicines to treat COPD like tiotropium bromide, important antibiotics such as cefotaxim and ciprofloxacin or the HIV

agent nevirapine – the first medicine to protect children from being infected by their mothers during birth. Several insulin products for diabetics and innovative substances for the prevention of strokes are also the result of research conducted in Germany as some antibodies for the treatment of cancer. Significant contributions have also been made by German industrial laboratories to two widely used recombinant anti-rheumatic drugs.

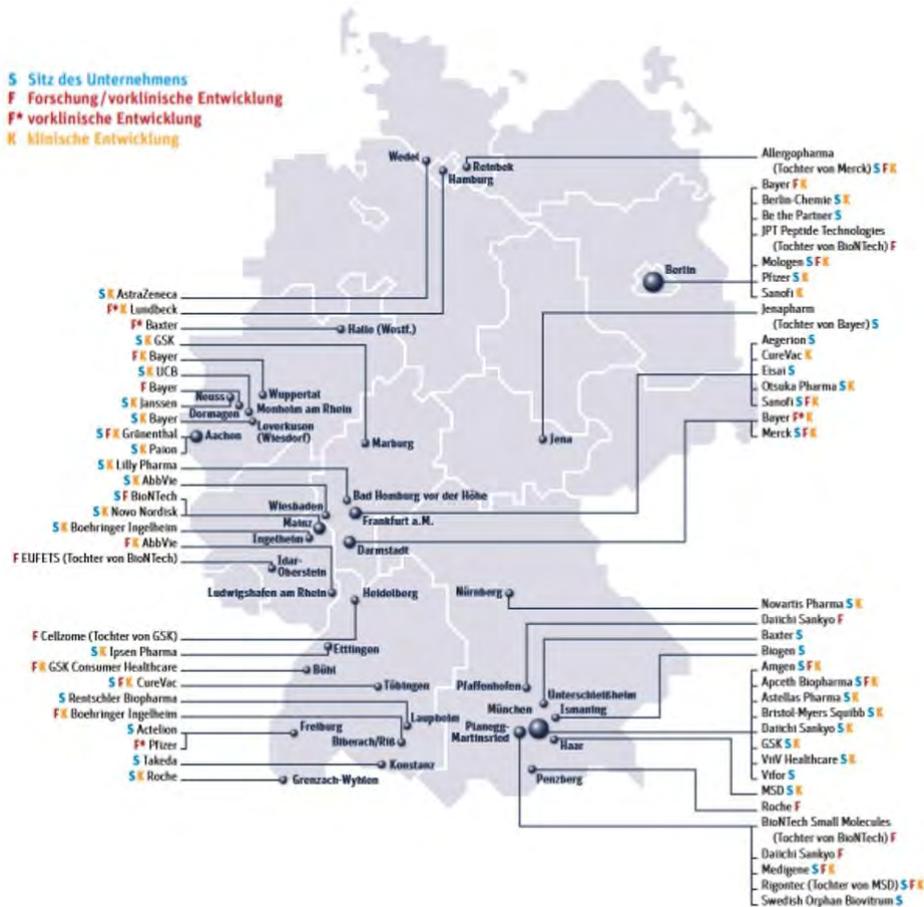


Fig. 3 The sites for R&D of the vfa members and their subsidiaries

Innovations such as these have boosted medical progress in Germany as well as in other countries time and again.

The vfa does everything it can to ensure that Germany can further increase its importance in this field.

Source: <https://www.vfa.de/de/englische-inhalte/en-amf-standortfaktoren.html>

Do you already know what to do after your Postdoc/PhD?



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Clinical Research

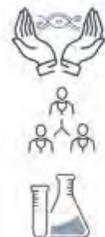
Science Administration
Project Management

Marketing and Sales

Science Writing
Communication

Data Science, Engineering

Drug Approval
Drug Production



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<https://careercheck.dkfz.de>

Info on Jobs in R&D

Jobs in Research & Development (R&D) cover a broad range of positions available in pharmaceutical or biotechnology companies. Applied research aims at bringing a product or drug to the market. As a researcher in industry your work will not be so different from that of a Postdoc in academia. Applied research projects often involve multidisciplinary teams giving the chance to communicate with experts from

different disciplines. Main differences to academia include more teamwork and deadlines, and more reporting.

We focus on the roles of **Research Scientists** and **Lab Managers** in this section. In addition, R&D involves many less obvious possibilities in several areas, such as **Quality Control, Bioinformatics and Field Application** and positions in **Clinical Research**.

Research Scientist/Postdoc in Industry

Job titles: (Junior/Senior) Scientist, Staff Scientist

What our Alumni say:

Upside

- "There are a lot of young, motivated people." - Postdoc in a mid-sized company
- "Flexible hours; individuality: when you are willing to work, you have a perspective to grow; flatter hierarchy; you have a more secure life (than in academia)." - Scientist (project manager) in a BioTech company
- "I am still in the lab, and I do the assay development myself, I always liked to be in the lab, I can play around with stuff in the lab." - Staff Scientist in assay development
- "I know in the end there are customers who are using what I am developing, it has a purpose." - Staff Scientist in assay development
- "I like to have my own part of the project, and that you have your team and you are never alone in what you are doing; teamwork is good; I was always looking for a job still being in the lab; also the interdisciplinarity in the company, this is what I really appreciated also at DKFZ." - Scientist in a BioTech company

Downside

- "Too many meetings; sometimes we don't have enough experience for the

things." - Postdoc in a mid-sized company

- "You will never have a salary like in the pharma industry (Biotech compared to Pharma)" - Scientist (Project Manager) in a BioTech company
- "There are a lot of restrictions, I don't really choose on what projects I am working on; of course you can then shape them, but projects can just be shut down from one day to another; when you have your "Herzblut" in a project and then it just stops, it might be hard to motivate yourself again" - Staff Scientist in assay development.

Challenges

- "My group at DKFZ was a bit unstructured, here, we need to be super organized because we need to report once per month to those who give us the funding; it is more dynamic, everybody is very young, we all need to publish, the groups really interact with each other." - Postdoc in a mid-sized company
- "You really have to have good communication skills, you have to be able to communicate science in a simple way, be able to explain your challenges your projects in a way that they are able to understand what you are doing - I learned by working in inter-disciplinary projects already during my PhD with

statisticians who have no idea about the biology." - Staff Scientist in assay development

- "We have quite some time pressure in some projects, so having several projects can be tricky, I would advise to learn how to prioritize; be ready to learn a lot as well, listen very carefully." - Staff Scientist in assay development

Career Advice

- "You should not try to hide anything, when you are stuck in a project, don't

try to keep it to yourself, but talk to your manager and try to get help; don't tell the wrong things to the wrong people (company secrets) - as a Postdoc you want to share as much as possible, here, if you go to the conference, you share the result, but not how you did it." - Staff Scientist in assay development

- "I would recommend to make sure that you know what you like about your current job at DKFZ, so you know what kind of job you want to do." - Staff Scientist in assay development

How to prepare for this type of position:

"Get used to supervising people e.g. by working with interns, master students, Azubis. If you want to go to industry, make sure to work in research areas which are of high interest e.g. (immune) oncology, cardiovascular diseases. Try to increase your method spectrum as far as possible, e.g. besides standard methods around cell culture and molecular biology, many companies are looking for people in the area of protein analytics (HPLC, MS...)." - Alumni

"Learn to present your work and your skills, acquire knowledge about quality management, learn to work in a regulated environment." – Alumni

Lab Manager in Industry

Job titles: (Junior/Senior) Scientist, Staff Scientist

What our Alumni say:

Upside

- "I really like working in multi-disciplinary teams, with other people, you learn an awful lot, and you see things from different aspects, I've learned a lot about the drug development process and I like that. At the end of the day, we try to get a product that is going to help people and improve their situation; ...People here do embrace new technology fast that can be a good thing and a bad thing." - Lab Head in the pharma industry
- "I interact with almost all projects that are in development, with researchers, statisticians, and I am learning a lot from them. I learn about the latest developments in compliance." - Lab Manager in the pharma industry

Downside

- "Time pressure, since we work in a team with people sitting in the US and Europe, who are waiting for our results to come in order to start their data analysis, the time slots are defined for everyone: The priorities are set by upper management." - Lab Manager in the pharma industry

Challenges

- "In research there is some kind of freedom that I lost when I came to the industry. I started as a lab head with small team, and I was surprised at the amount of training, e.g. how to do documentation, before we could start working. It appeared a waste of time at the

time. There is one rule: What is not documented, does not exist. When you are involved with generating data in clinical labs, the compliance is high." - Senior Scientist in the pharma industry

Career Advice

- "If you wish to enter in the Pharma industry, you should also accept a position which is only 70% fitting to their ambition, and once inside the company, they can change." - Lab Manager in the pharma industry

Alumni recommended these trainings to prepare for this type of position:

- Leadership Skills in Science
- Pharmacology Basics
- Project Management
- Time Management
- Quality Management
- Regulatory
- Communication

Resources:

Essay biotech: So, what's it really like to work in biotech? - This [essay](#) in MBoC provides insight into the daily life of a scientist in biotechnology.

Article small companies: Working for smaller life science companies - This [article](#) in ScienceMag.org describes the different working styles in smaller companies.

Industry trends: Targeting cancer and careers: Precision Medicine - This [article](#) in ScienceMag.org characterizes the impact of precision medicine on industry careers.

Articles about differences academia/industry and related topics: Cheeky Scientist [articles](#). Additionally the cheeky scientist also tells you about "[The Top 6 Most Difficult R&D Interview Questions Every PhD Should Know](#)" and describes "[4 Ways academia And Industry Differ For Research Scientists](#)". Also, look at their pages covered under the title "[special interest](#)", where you'll always find the latest articles of the week on "the best industry transition article for PhD's" or a video on "[5 ways PhDs sabotage Interviews & Lose out on job opportunities](#)" as well as eBooks.

Employers:

- [Biotech company list](#) for Germany and other countries.
- BioSpace is an informative page for industry [jobs in the US](#) and career advice.
- [Merck](#), [P&G](#), [AbbVie](#), [Bayer](#), [Roche](#), [Janssen](#) and many others offer great career options including positions in Research & Development. The [R&D page of Merck](#) describes their section as "turning ideas into innovations". Others like [IBM](#) for example even have whole institutes exclusively dedicated to research & development.
- [BioRN](#) is the Life Science Cluster Rhine-Neckar promotes, represents and connects research and industry in the region. The network consist of over 100 members. Clusters like that can also be found in other regions in Germany and are an interesting resource which is worth looking at.

To follow the links in Resources as well as Employers section visit our online version of the [R&D Career Day Booklet!](#)

Career at MorphoSys



Engineering the Medicines of Tomorrow

MorphoSys is a clinical-stage biopharmaceutical company headquartered in Munich, Germany. MorphoSys is dedicated to the discovery, development and commercialization of exceptional, innovative therapies for patients suffering from serious diseases. Based on its leading expertise in antibody, protein and peptide technologies, MorphoSys, together with its partners, has developed and contributed to the development of more than 100 product candidates, of which 29 are currently in clinical development. In 2017, Tremfya®, marketed by Janssen for the treatment of plaque psoriasis, became the first drug based on MorphoSys's antibody technology to receive regulatory approval. The Company's most advanced proprietary product candidate, tafasitamab (MOR208), has been granted U.S. FDA breakthrough therapy designation for the treatment of patients with relapsed/refractory diffuse large B-cell lymphoma (DLBCL). The fully-owned MorphoSys US Inc., located in Boston, is the U.S. subsidiary of MorphoSys and started operations in July 2018. The initial focus of MorphoSys US Inc. is to establish a strong U.S. footprint for MorphoSys and to build the Company's commercial capabilities in preparation for the planned commercialization of tafasitamab (MOR208) following FDA approval.

CONTACT



Meike Pfitzner
Associate Director Human Resources



Dr. Beate Diefenbach-Streiber
Director Human Resources



Thomas Schwarzbauer
Specialist Human Resources



Elisabeth von der Grün
Senior Manager Human Resources

Did we catch your interest?

If you want to know more about your job opportunities at MorphoSys, please get in touch with us or directly apply via our career portal at www.morphosys.com/career.

MorphoSys

Semmelweisstraße 7 82152 Planegg,
Germany Phone: +49 (0) 89 899 27-252

Email: personnel@morphosys.com

Website: www.morphosys.com

By submitting your application, you declare that your application will be stored and processed for a duration of up to nine months.

• Strategy

Having successfully transitioned from a technology provider to a drug development organization over the past years, MorphoSys now aims to transform into an integrated commercial biopharmaceutical company. The business model of MorphoSys is built on two pillars.

The Proprietary Development segment focuses on the development of therapeutic agents based on MorphoSys's proprietary technology platforms, candidates in-licensed from other companies and programs co-developed with partners. In this segment, MorphoSys – either alone or together with partners – is developing therapeutic candidates from discovery through the various stages of clinical development towards commercialization and/or partnering.

In the Partnered Discovery segment, MorphoSys is applying its proprietary antibody and peptide technologies to generate new drug candidates for pharmaceutical partners. MorphoSys receives license fees and success-based milestone and royalty payments, while the partners are responsible for the clinical development and commercialization. The funds generated from these partnerships support the long-term business model and help fund the Company's proprietary development activities.

• What we are looking for

MorphoSys is looking for flexible, motivated and enthusiastic employees to work in an attractive, international environment. We offer numerous entry-level career opportunities as well as career possibilities for professionals.

• Compensation & Benefits

Salary:

MorphoSys guarantees competitive salaries in line with the biotech and pharma market. Bonus: All employees participate in a bonus program that is based on the achievement of company-wide goals. In addition, outstanding accomplishments are rewarded with an individual spot bonus.

Company Pension:

MorphoSys offers its employees the possibility of building up their company pension and supports this with monthly grants.

Training and Development:

MorphoSys invests in its employees and offers individual solutions for training and development programs.

Work-Life-Balance:

"Punching the time clock" does not fit the modern principles of our company. Trust-based working hours allow for a balance between professional and private life. Various solutions for working part-time help employees organizing their life with a family. Our long-standing cooperation with a family service ("pme Familienservice") and close contact with the "BioKids" kindergarten next door also help to better organize family life.

DKFZ Career Service

www.dkfz.de/careers

The DKFZ Career Service aims to support all Masters, Doctoral Researchers and Postdocs at the DKFZ in planning their professional future by providing



Career Guidance

- 1-to-1 Career Guidance appointments
- CV and Cover Letter review



Career Information & Training

- Career info events (Career Days, Career Coffee/Lunch, ...) www.dkfz.de/careerday
- Seminars/Trainings (Job Applications/Interviews, Business Skills, ...)



Career Network

- Platform: dkfz-connect.de for current and former DKFZ scientists
- Group: [linkedin.com/groups/DKFZ-Career-Network-4831669](https://www.linkedin.com/groups/DKFZ-Career-Network-4831669)
- Page: [facebook.com/phdcareers](https://www.facebook.com/phdcareers)

Career Guidance for DKFZ Researchers

DKFZ Researchers can book an appointment with a Career Advisor for a personal and confidential guidance interview of 25min or 50min. **Postdocs** with Barbara Janssens or Sabine Schuler-Hofmann and **Doctoral Researchers** and Masters Students with Marion Gürth or Karin Greulich-Bode. For booking please use the specific contact forms for [Postdocs](#) or [Doctoral Researchers & MSc Students](#) (please receive the link via sending an email to careers@dkfz.de).

There are different modules:

A. Career Development Plan (CDP)

The DKFZ [Career Center for Postdocs](#) offers competence assessment and support in creating and reviewing an individual Career Development Plan. Also for Doctoral Researchers a CDP can be useful and we recommend to try the self-assessment on myidp.sciencecareers.org before your appointment.

B. Career Transition Plan (CTP)

How and where to look for professional possibilities, application and interview preparation. You already have a career plan A (and B!) and would like to discuss how to get there, how to contact people/networking and/or receive feedback on your application.

If you have a specific question/something good to know to prepare the meeting, please email us. It is useful if you check availability of your preferred Advisor and make a suggestion for time and date via the Outlook Calendar App.



We are looking forward to hearing from you!

Career Service Office
DKFZ main building (8th floor) H828 and H832

Email careers@dkfz.de | phone: +49 6221 42 2146 and -1762

Get your mentor on DKFZ Connect

www.dkfz-connect.de



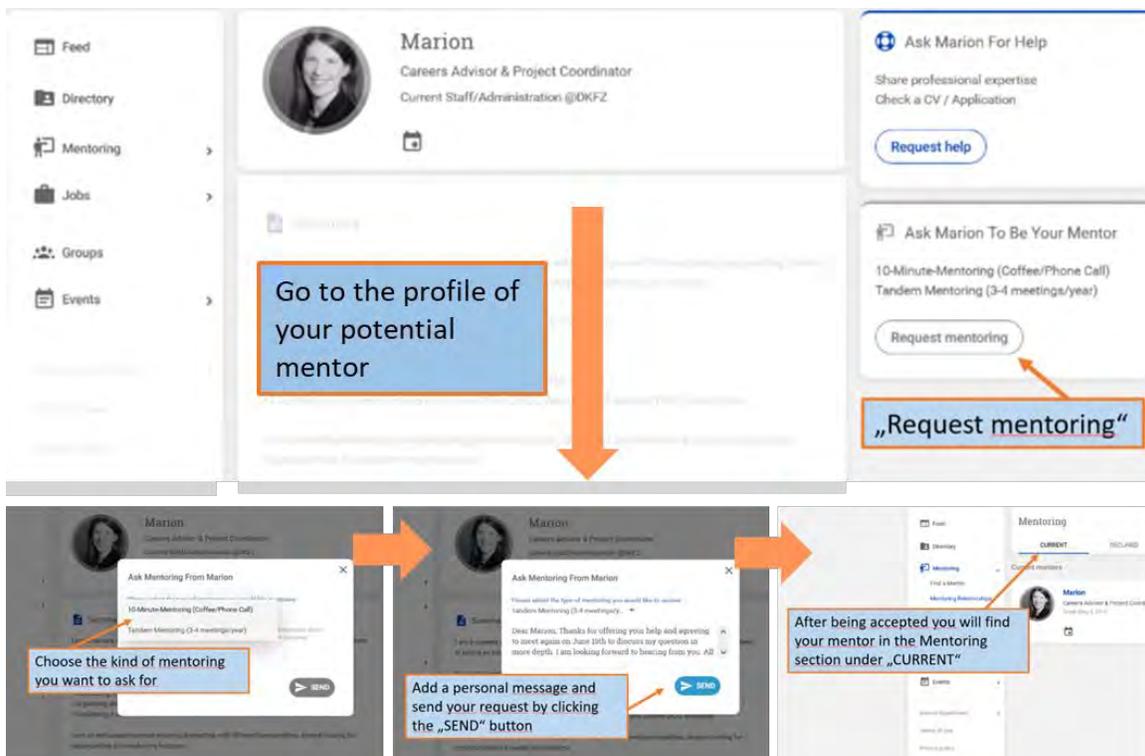
Seek mentoring

- 10-Minute-Mentoring (Coffee/Phone Call)
- Tandem Mentoring (3-4 meetings/year)
- Specific Mentoring: (Dual) Careers and Family/Children



In June 2019 our DKFZ online platform www.dkfz-connect.de has been relaunched. You can now experience a completely revised layout, improved features and new options to accelerate your career by professional networking with more than 1600 DKFZ Alumni. One major element will be our enhanced mentoring feature – **around 1200 members within the DKFZ Connect network offer their support by being a mentor!**

Request the DKFZ Career Service to receive a **suggestion** or search for a **suitable Mentor** by using the specific search filters on DKFZ Connect e.g. on concrete institutes, companies or job functions. More importantly: think of which **S.M.A.R.T. question** you want to address together with your Mentor as part of your Career Development. Feel free to make an appointment with the Career Service (also possible via phone) to discuss your options. After identifying a question and a potential mentor you can take the first step and send the person a **mentoring request** and then take your mentoring relationship into real life. Of course you are also welcome to “give back” and offer mentorship yourself.



Please find more detailed information on our website www.dkfz.de/careers

The PostDoc Network – from PostDocs for PostDocs

OUR MISSION

The **PostDoc Network (PDN)** was formed to represent the PostDocs' interests and to achieve the **best conditions for career perspectives and scientific output**. Our main goals are to raise the **visibility of PostDocs** in and outside the DKFZ, to support **career development** and to increase **social and scientific networking** among PostDocs.

Newsletter

VISIBILITY

Our **website and mailing list** provide general information about the PDN and offer a platform for PostDocs to communicate with each other and to discuss issues important to them.

The quarterly **Newsletter** contains information about upcoming events and personal accounts of PostDoc experiences at DKFZ.

Career Development

CAREER DEVELOPMENT

In collaboration with the DKFZ Advanced Training Center, the PDN organises **seminars and workshops** tailored for PostDocs' needs, as well as **Career Days** where invited speakers provide expert perspectives on how to pursue careers in industry, academia and elsewhere. **Alumni** and current DKFZ researchers are invited to share their personal career paths. The participants are given ample time to join round table discussions and to network with invited guests.

Get Together

NETWORKING

The annual **Retreat** aims to encourage scientific and social interactions between PostDocs, in order to improve the research and personal experience of scientists.

The monthly **Lunch Talk Series** was started by the PDN and the BioMed X Innovation Center to provide a platform for intellectual exchange between researchers working in diverse fields of life science research in Heidelberg.

The "**Research Lounge – let's talk science**" encourages scientific collaboration and discussion within the DKFZ. At monthly **Get-Together events** PostDocs can get useful information about life in Heidelberg and work at the DKFZ.

Expertise Exchange

Find more information on PDN activities on our official website:

www.dkfz.de/en/postdoc-network/

To be up-to-date with current and upcoming events join our mailing list:

pdn@dkfz.de

Alumni Network



PDN Committee 2019 © PDN



DKFZ PhD Council

There are around 550 German and international Doctoral Researchers who work at the DKFZ in Heidelberg. Amongst them, five or six are annually elected to form the PhD Council. The members of the Council serve as representatives of the student body, coordinate scientific and non-scientific student life in various ways, and foster exchange and networking between Doctoral Researchers. Doctoral Researcher networking is facilitated through involvement in the PhD Teams coordinated by the PhD Council, of which 1 in 10 Doctoral Researchers join annually.



The PhD Council 2020/2021 members

Catarina Da Silva Pechincha, Isabela Paredes Cisneros, Paula Argos Vélez, Pavle Boskovic, Pengbo Sun and Damian Carvajal Ibanez

One of our aims is to improve the life of Doctoral Researchers at the DKFZ. An important part of this task is organizing social events as an escape from the daily routine, giving Doctoral Researchers the chance to meet their peers and colleagues, make friends, exchange experiences and expertise or simply relax. For example, the PhD Happy Hours are an excellent opportunity to get in touch not solely with other Doctoral Researchers, but also Postdocs and Master's students in a relaxed and enjoyable atmosphere to discuss science and personal interests. In addition, the Social Events Team and Networking Team plan and organize movie nights, sports tournaments and several parties year round.

We also play a role in welcoming new Doctoral Researchers to the DKFZ through the 'Welcome Lunch', which takes place once every month and is aimed at integrating the new Doctoral Researchers to the DKFZ community. Furthermore, we established connections between people with shared interests and support language tandems and hobby clubs.

Besides creating networks and providing opportunities to forge social connections, the PhD council is also involved in other tasks. The Welcome Team makes the two PhD selection rounds per year a pleasant and informative experience for the applicants, and provides further help for newcomers once they have joined the DKFZ. The Retreat Team organizes the two PhD Retreats, which take place in Weil der Stadt each year. The Communication Team keeps the PhD Council website updated and keeps Doctoral Researchers informed with the bi-annual newsletter. And of course, all teams cooperate closely with the Graduate Office.

PhD life can also bring its problems with it. Therefore, the PhD support team aims at steadily reviewing and improving working conditions for Doctoral Researchers.

Finally, the PhD Council also serves as a liaison between the Doctoral Researchers and the DKFZ Management Board, and represents your interests on a Helmholtz Association-wide level in the Helmholtz Juniors (HeJus).

If you would like to learn more to stay informed, have any questions, or wish to help, please do not hesitate to contact us or check out our Facebook page:

Phd-student-council@dkfz.de

www.facebook.com/groups/DKFZphd



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Career Days 2020

 **Bioinformatics & Big Data**
May 29th

 **Academia**
October 2nd

 **Project Management**
December 4th

Short Talks
Discussions
Workshops

Supported by the
PostDoc Network (PDN)
PhD Student Council
Advanced Training

Organization:
DKFZ Career Service
Phone +49 6221 42 1762
careers@dkfz.de



www.dkfz.de/careerday

Deutsches Krebsforschungszentrum (DKFZ) | Im Neuenheimer Feld 280 | 69120 Heidelberg

Do you want to join one of the orgateams in 2020?

Register now via [DKFZ Connect](#) or careers@dkfz.de for the

Career Day **ORGA BOOT CAMP 2020**

Friday **January 31st**, 2PM – 6PM
(Opening event for the "Hands-on Project Management" Training)

Thank you!



The R&D Career Day Orgateam would like to thank:

- our speakers for their time and enthusiasm in being here today,
- our sponsors for their interest in supporting us,
- Barbara and Marion from the Career Service for the trust and the constant support with the organization of this day,
- the DKFZ Management Board for supporting Career Days,
- Karin Greulich-Bode, Julita Mikulec, Lorenza D'Alessandro and the Science Communication Career Day Orgateam for their help with different tasks,
- all students, colleagues, families and friends from whom we needed to take time and who supported us in many different ways,
- last, but definitively not least, to you, for joining today!

Help us improve and fill out our online survey:



R&D Career Day Program

8:30-9:00	Coffee and Registration
8:50-9:00	Welcome and announcements of the day
9:00-10:00	Session I: Postdoc: From Academia to Big Pharma Oana Toader (Boehringer Ingelheim) <i>Being a Postdoc at Boehringer Ingelheim</i> Janick Weberpals (Roche) <i>Real-world data science in pharmaceutical research and early drug development</i> Alexander Jethwa (Roche) <i>Assay development in personalized healthcare at Roche Diagnostics</i>
10:00-10:30	Keynote talk Kerstin Crusius-Millert (Bayer AG) <i>What's in it for me inside and outside of research?</i>
10:30-11:10	Coffee break
10:40-11:10	Round tables I (OT, JW, AJ, KC)
11:10-12:30	Session II: R&D Lead in a Mid-size Company John Lindner (Biomed X) <i>Scientific careers on the fence between academia and industry</i> Christos Patsis (Immatix Biotechnologies) <i>Crossing over to biotech: a non-German's perspective</i> Anna Pryszlak (Velabs Therapeutics) <i>Career at startup</i> Stefan Wilkening (BioNtech) <i>Technology-driven career</i>
12:40-13:30	Networking lunch
13:30-14:00	Round tables II (JL, CP, AP, SW)
14:00-15:00	Session III: From Bench to Boss? Florian Fuchs (Novartis) <i>A move to Pharma</i> Michael Becker (Bayer AG) <i>Preclinical Research in the Pharmaceutical Industry</i> Anna Rutkowska (Cellzome-GSK) <i>Science and Scientific Career in Industry</i>
15:00-15:40	Coffee break
15:10-15:40	Round tables III (FF, MB, AR)
15:40-16:40	Session IV: Big Companies Next-Door Martin Kratzmeier (Agilent) <i>From A(cademia) to A(gilent): crossing lines</i> Thomas Wolf (Bayer AG) <i>Data science at Bayer Crop Science</i> Gina Walter-Bausch (Merck KGaA) <i>Research in pharma and academia – One and the same thing?</i>
16:40-17:10	Round tables IV (MK, TW, GWB)