Student Transitions
The Business

• Aberdeen based biotechnology business
• Focused on the discovery & development of novel anti-infectives
  – targeting poorly-served diseases where traditional small molecule chemistry is failing to succeed
• Aberdeen is a key UK biologics & anti-infectives cluster
• R&D of novel anti-infective medicines is our core activity and what we recruit staff to do
Who we employ

- Microbiology, pharmacology, Biomedical science etc. graduates
- Microbiology & mycology PhDs
- Microbiology postdocs
- HNDs/HNCs
- Lab assistants
- School leaver apprentices
- MSci industrial placements
What do I look for in candidate employees?

• Qualifications....
• Practical lab skills
• Industry/commercial experience

• Ability to work independently BUT as part of a team
• Project management
• Experimental planning
• Data handling & analysis (stats)

• Presentation & communication skills
• Soft skills!

• Enthusiasm, personality & hard work
Placements: What, why & how?

• Placement opportunities to bring in undergraduate and graduate ‘talent’ to deliver on defined projects/pieces of work (a few weeks to four years) & offer training in a commercial biotechnology R&D setting for biomedical science students

• Existing/strengthening reciprocal links with NovaBiotics R&D aligned with the academic expertise within UoA
Placement History

- Santander programme intern
- Bring an Intern on Board/PIP
- CareerWise Intern
- (6) MSci internships
- (8) MSc project placements
  - (2) Making the Most of Masters
- KTP associate
- (4) PhD students
- Kickstart
- Ad hoc short term interns
Nika’s Project

• Looking at “infectivity” of different fungi associated with nail infection
• A project that supported the company’s lead program, Novexatin
• Useful data generated
• Nika’s “own” project, but working as part of the wider team
• Independent research
• New skills and techniques developed
• Experience on which to consider career options in industry versus academia
Benefits for the Company

• A chance to a great pair(s) of hands for suitable, well defined projects
• Opportunity to potentially ‘trial’ future employees
• Strengthen & develop additional links with the University
  – Academic collaborations
  – The chance to influence how future employees are trained
  – Investing in the local talent pool
  – Key to growth & sustainability of the local/Aberdeen cluster
• Win-win-win (Company, Student, University)
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