



Career Insights

from Lucy Randle, STAR Medical

With nine years experience in the pharmaceutical industry, Giles Grant now works as a Senior Specialist Representative with Bristol-Myers Squibb. Currently on a secondment as an Area Business Manager, Pf asked him how he has made the most of the opportunities for development within his company.

What do feel has been your best career move, role or company-wise?

Company-wise it was definitely to join BMS, as I instantly felt at ease with the company culture. The culture is one of support, dynamism and over exceeding on business objectives. The best role I have undertaken to date was in a secondment as a Business Unit Training Manager in our Oncology & Virology franchise. The development both from a management perspective and what I learnt about my skill set and limitations gave me a priceless experience and helped to prepare me for the transition from representative to manager.

How do BMS recognise and invest in talented individuals?

To be recognised as "talent" in BMS you need to perform well against your sales targets and demonstrate that your work habits are consistent with the cultural framework of the company. Right from the first day, BMS encouraged us to own and drive our personal development. Our HR processes ensure that competencies and behaviours are reviewed

regularly and that everyone has a personal development plan. There are a wide range of ongoing development programmes to support our skills, as well as "aspiring" programmes for a number of key roles such as specialist representative, field coach and account manager.

What advice would you give to a representative hoping to broaden their experience?

Join the right company that you feel offers you the right culture, a company that puts the representative at the centre of its organisation and actively identifies, recognises and rewards success. Then make sure you take responsibility for your own development, performing to your best in your current role, as well as thinking about the development you need for future roles. You shouldn't wait for a field visit or review from your manager to start thinking about how to improve. If your managers see that you are someone who is successful and is helping them to achieve their goals, it is likely that they will support your development too and make sure you get exposed to the right people and opportunities.

Lucy Randle discusses the value of secondments and how to make them work for you

Secondment opportunities can arise as a result of:

- long-term sickness or maternity leave cover
- short-term business objectives or other immediate resourcing needs
- succession planning and capability development

The Value to your Employer

Allowing employees the opportunity to work within other departments and/or at a higher level allows the company to 'grow their own', that is to develop and promote from within. This sends an excellent retention message to employees and outsiders alike. Employees can feel confident that they don't need to look outside of their company for career progression.

The Benefits for you

Taking up the challenge of a secondment gives you exposure to a new role without having to commit to the change long-term. It is the chance to 'try

before you buy'. Most importantly you will be able to increase your skills which will benefit your profile within your own company and make you more attractive to other employers in the future.

Top tips to make your secondment a success

- At the beginning of the secondment, take time to discuss the objectives with your new line manager, making sure you outline your personal goals. Ask questions about what your options will be at the end of the assignment.
- Ensure that you understand and fulfill all of the objectives you inherited in order that you can properly review your performance at the end.
- Don't look at the job as merely an extension of somebody else's work, stamp your own mark on it; leave a legacy!



TIP

The STAR team is constantly being exposed to useful and innovative ideas relating to aspects of employment and recruitment. Each month, a member of the team will share a favourite tip with you.

Mick Burton - Business Development Director

"Do consider short-term contracts or secondments, they are often the quickest way of moving up that next rung of the ladder. Once you've finished the secondment, the insight and successes you have gained will ensure you are snapped up by another role. STAR's new Flexible Resource Solutions division can advise you further."



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0870 242 2025
recruitment@starmedical.co.uk
www.starmedical.co.uk

