

## Job Market

### Executive Director, Clinical Research & Development – Pharmaceuticals

**Location:** Shanghai, China

**Responsibilities:**

The Executive Director – Clinical Research and Development will report directly to the Managing Director of the company. He/She will work alongside other key members of the management team.

Key responsibilities will include but not be limited to the following:

- Leading the clinical research and development group to progress research projects from SFDA and FDA IND registration to phase II trials in both US and China.
- Obtaining a good understanding of projects and managing the IND requirements for regulatory packages.

**Qualifications:**

The successful candidate will have an M.D. or Ph.D equivalent degree from a highly reputable institution in North America or Europe. Other key attributes sought include:

- A proven track record of a minimum of 7 years' experience leading a clinical research and development group in a major multinational pharmaceutical, biotechnology or CRO organization. Experience in the oncology and/or autoimmune areas is essential.
- Fluency in both English and Mandarin.
- Extensive contacts and knowledge in the FDA approval and ICH procedures and "hands on" experience in drug development.
- Prior experience in a "start up" setting would be an asset.
- Outstanding strategic and management skills.
- Dynamic and challenging mind-set.
- Aggressive and entrepreneurial with the drive to succeed and prove himself/herself.
- Detail-oriented and yet capable of setting the overall strategy to meet the business goals of the company.
- Ability to inspire others to utilize their creativity to develop new technologies.
- A positive and determined attitude to succeed.
- A high degree of self-confidence.
- Commitment to make things happen.
- Continuously striving for improvement and new technological opportunities.

### ASPAC Regional Director

**LOCATION:** Shanghai, China or Singapore

**REPORT TO:**

The ASPAC Regional Director will report to the Global Vice President for Commercial Operations and has a team of 3 Regional Business Managers

**COMPANY DESCRIPTION:**

It is a French maker of in vitro diagnostics with a focus on infectious diseases. The company develops systems used in clinical diagnostics, as well as the microbiological analysis of pharmaceuticals, cosmetics, food, and environmental samples. This company sells its products in more than 150 countries; more than half of its sales come from abroad.

While Asia Pacific represents 11% of the group's revenues, it will be one of the main growth areas for in the future.

This company has historically had a presence in Japan and Hong Kong. The headquarters for China are now in Shanghai. The group has initiated a number of R & D projects with Chinese universities and medical institutions. The company invested significantly in developing operations in China through collaborations and training programs in HIV and oncology. This will be a very important market in the future, as is India. Japan, on the other hand, is in a downturn and will need to be re-organized.

In this context, it has been decided that the current Global Vice President for Commercial Operations retain direct management of these three countries for the time being. He will be assisted by the Regional Director Asia Pacific (ASPAC).

The role of the Regional Director ASPAC will be to work closely with the Global Vice President for Commercial Operations in the development and management of the ASPAC markets. The perimeter of direct responsibility begins with a few markets and will probably evolve over time.

**KEY RESPONSIBILITIES:**

Reporting to the VP Global Commercial Operations, the ASPAC Regional Director will be providing leadership for ASPAC (direct P&L for Korea and Asean and supervision for Australia & New Zealand). The person will be taking up 3 roles simultaneously. Specific responsibilities for each of the roles include:

**ASPAC Marketing and Strategy Development:**

- With his/her team, (currently 3 Regional Business Managers), develops and maintains a sound understanding of the markets in ASPAC.
- Supports the deployment of strategy and business in ASPAC by :
  - o Identifying priorities in the Region in terms of markets; product ranges; etc.
  - o Assessing opportunities and supporting related action plans.
  - o Supporting the new product launches.
  - o Supporting the Country Managers and their Marketing managers; reviewing and challenging their marketing plan to fully build on the potential of their markets, while following the Corporate marketing strategy(ies); helping with action plans to reach the business goals.
  - o Develops the marketing teams, raising their competencies by leading cross fertilization initiatives; dynamic workshops on market topics; supporting higher recruitment standards.
  - o Manages his/her team of 3: hires them; develops them; guides their work.

**Regional Director:**

- o Direct P & L responsibility for Korea and Asean Country managers, and indirectly Australia, reviewing their organization , talents, key-functions and distribution set-up against the market potential ; reviewing the budget (Sales; Opex) to fully build on the market potential and Solutions potential; monitoring closely the Sales; Opex; Headcount month by month; helping with action plans.

**Corporate business processes Leader:**

- o Leads the key business processes in all ASPAC region including :
  - o yearly budgeting process
  - o 3-year plan
- o Contributes to HRM projects such as Talent Pool Development in ASPAC.

**QUALIFICATION:**

The company is seeking a unique combination of skills and experience for this position. While nationality and age is open, the candidate will be required to have good English communication skills (written and spoken French language skill will be a plus) to facilitate communication with the global HQ.

In terms of industry experience, the ideal candidate will have

professional experience in the diagnostics sector and will bring a successful track record in marketing and sales. Experience in medical device could also be relevant, provided that the candidate has the ability to quickly gain an understanding of the business model. The candidate will ideally have a dual academic background in business and science from leading universities. A confirmed manager, he/she will have had profit and loss responsibilities for a market or business unit. Excellent strategic marketing skills and business acumen are key criteria for this role.

Furthermore, the Regional Director ASPAC will have strong communication and leadership skills. A credible business line manager with a track record in managing a full P & L, he/she will have to quickly integrate the group and provide value to the Country Managers. An effective networker and influencer, he/she will develop and maintain close ties with the Corporate functions as well as the key managers in his/her region. Structured and methodical, he will have the ability to define priorities and keep focused on results.

At the same time, and especially given the specific context, the candidate must demonstrate a certain level of flexibility. He/she must be willing and able to work closely with Country Managers in markets who do not report directly to him/her but rather to the Global VP Commercial Operations. This requires a certain level of patience, the ability to develop trust as well as the finesse to judge complex situations. The ability to work in a multi-cultural context is imperative.

**EDUCATION:**

Bachelor's degree or higher in business or science in leading institutes.

## Job Market

### Human Resources Director for R&D, Asia Pacific

#### LOCATION:

Shanghai, China

#### COMPANY DESCRIPTION:

This is a world renowned manufacturer of healthcare products and services for the consumer, pharmaceutical and medical devices and diagnostics products with approximately 116,000 staff in 57 countries and sell products throughout the world.

Today, one of the operating companies of it which has more than 16,000 employees worldwide in about 50 countries markets prescription and over-the-counter medicines for a range of conditions in the areas of gastroenterology, fungal infections, women's health, etc.

It has two main R&D centers across Asia Pacific region, (China and India) with 200+ people, also have some people based in Singapore.

#### RESPONSIBILITIES:

The Human Resources Director will be a member of the company management team, and his/her key task will be to take the Human Resources function to the next phase of development and establish a more sophisticated approach.

The individual will report directly to R&D Manager-Asia Pacific based in Hong Kong, with functional reporting to the VP – Human Resources, Asia Pacific. He/She will be responsible for all HR activities with R & D Asia Pacific region.

As part of his/her daily duties, the Human Resources Director will be responsible for managing and fine-tuning the overall HR structure and processes. The role will revolve around day-to-day personnel management, as well as longer-term, more strategic aspects.

The main tasks of the incumbent will be to develop and implement human resources, training, development, recruitment, and personnel policies and strategies. The candidate's duties can be classified into five broad categories, namely:

- Policies and Procedures - developing and implementing overall HR management policy.

- Recruitment and Training - overall management of these areas to grow and motivate the team.
- C&B and Organisational Structure - developing and maintaining an organisational, and compensation & benefits structure.
- Employee Relations - ensuring that company HR policies comply with government requirements, and are in line with local market standards.
- Organisational Development – planning, implementing and fine-tuning career planning, succession planning, management development, performance management training, high potential employee identification and specialised development programmes, etc.

#### QUALIFICATIONS:

The successful candidate should possess the following key attributes:

#### Education

- A university degree is a must. Postgraduate qualifications such as an MBA will be an asset.
- Fluency in English and Mandarin.

#### Professional Experience

- A seasoned and articulate HR professional with a minimum of 10 years' human resources experience, as well as 5 years' experience in a management role.
- Be a strategic partner to the Head of Asia R&D and participate in the senior management team to help shape the strategy for this region.
- Experience of driving recruitment in Asia. experience within Pharmaceutical industry is an advantage.
- Exposure in running an HR function in a large multinational corporation with R&D organization, renowned for its excellence in HR processes and sophistication. Part of his/her experience should be strategic and practised as an integral part of the management process.
- Solid experience in managing HR for organizations with large scientists and professors.
- Capable of leading activities to provide advice and counsel to line managers on specific HR issues as well as setting vision and serving as a catalyst for organisation change.

**Personal Attributes**

- Good interpersonal and communication skills coupled with an international mindset. Proven track record in maintaining a stable staff.
- Be able to identify issues, seek resolution and then solve problems.
- Ability to work proactively, independently and perform under pressure, with a good mix of execution and strategic capabilities.
- The ability to develop, lead and inspire teams. Strong interpersonal skills and leadership qualities necessary to build a cohesive, focused and motivated team.
- Very people focused, and seem approachable by all employees.
- A strong commitment to quality and ethical business practices, as well as impeccable integrity and confidentiality.

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**Head Bioanalytics**

**Location:** Bangalore

**BACKGROUND TO THE POSITION:**

The objective of this position will be to lead and manage the Bioanalytical Department within a CRO which is growing annually @ 30% while maintaining quality and turnaround time.

**Key Responsibilities:**

The incumbent's responsibilities as Head Bioanalytics will include the following:

- To provide strategic leadership to the bioanalytics department;
- Must be comfortable with leading and nurturing a large and growing team of scientific staff; in addition, the candidate will be responsible for recruiting, managing and developing this top scientific staff;
- Will oversee drug discovery screening, method feasibility, development and validation programs, as well as preclinical and clinical study sample analysis within all technical areas including LC/MS/MS, HPLC, GC, GC/MS and immunochemistry;
- Will participate in regulatory audits including that of USFDA

**Candidate Qualifications:**

- The candidate must hold a Master's degree in Pharmacy / PhD in Analytical Chemistry;
- Ideally ten to fifteen years of pharmaceutical preclinical experience, of which several must be at a senior level leading a sizable team in a highly credible research and development driven organization;
- Must be able to work closely with the FDA and other global regulatory authorities;
- High energy, proactive communicator who focuses on accomplishments;
- Self-starter who can rapidly contribute to Lotus Lab's success

In addition to the above, the incumbent must bring good analytical capabilities to think logically and strategically. The incumbent should have critical qualities that include professional maturity and the ability to work in high-growth environment.

With regard to personal attributes, we are seeking someone who is pro-active, entrepreneurial, has a great amount of drive and energy to carry out this role. We are also seeking integrity, along with good corporate values and ethics, to represent the company.

## Job Market

### China General Manager

**LOCATION:**

Shanghai, China

**REPORT TO:**

Managing Director, Asia Pacific

**KEY RESPONSIBILITIES:**

China General Manager will report to the Managing Director, Asia Pacific. He/she will have full responsibility for the China P&L, and contribute to the long-term strategic growth, organization and business development.

The China General Manager will manage the overall operations – sales and marketing, strategic planning, product planning, finance, HR and budgeting, government and regulatory affairs as well as developing internal infrastructure, processes and systems, with a strong focus on staff training and people development. The individual will contribute to business development and client interaction, together with leadership role in sales and marketing activities.

The main duties of the General Manager, China will include, but not be limited to:

- Leading the China organization to further grow the research business and build the new clinical business in China
- Developing the China strategic plan together with the Managing Director, Asia Pacific, setting up yearly objectives and budget, P&L and ensuring the achievement of these targets.
- Developing and implementing appropriate structures for the fast growing organization to assure its continued success as it grows
- Overseeing staff development including building, managing and strengthening a high performing organization. Being a strong leader of people, able to quickly establish effective relationships, providing mentoring and coaching to the China team.
- Liaising closely with the Asia Pacific headquarters to bridge any gaps in understanding of the local market and culture, synchronizing business strategies and the execution of programs in China

**COMPANY DESCRIPTION:**

This company has established for almost 10 years in Germany, has become a successful diversified biotechnology company. With subsidiaries and distributors around the world, the company has almost 1000 employees.

The product portfolio – more than 700 products – offers comprehensive solutions for basic, biomedical, and clinical research. It develops, produces, and markets state-of-the-art products and services for cell separation, cell analysis, cell culture, molecular biology, and clinical research applications.

Currently, the company has 2 offices and 3 locations in China, its total sales this year are estimated to be \$1.8 million, and it has tripled its sales in the past 3 years. The company has 2 distinct businesses in China: Research and Clinical. Research is its bread and butter, accounting for ~ 70% of total sales, with annual growth of 30-40%. Clinical business is currently very small, but has huge growth potential.

**For job enquiry, please contact Vicky Gu at the following address:**

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