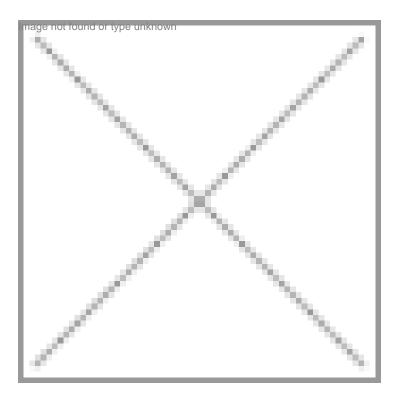


BioServices attracts best practices

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Increasing pressures on R&D cost containment across the global pharmaceutical industry, has led to a paradigm shift in the approach of major pharmaceutical companies. Outsourcing has become the mantra of the industry and contract research has evolved into a huge market.

Employer Expectations

Qualifications Required At present, the CRO segment in India mainly consists of contract research, contract manufacturing and clinical trials. The odianarerkstars ano parerade in climical research and trials for the molecules developed in house (captive CRO) like Eli Lilly. And there are organizations doing contract research and trials for other companies (independent CRO) like Quintiles SpectraMStRoordianterStringene, etc. Aurigene, Shantha Biotechnics and Chembiotech are some of the other important companies contarene lookernational, a Biocon group company, set in 1994 was India's first integrated CRO in the area of drug discoverMiditoisionespently serving over a dozen pharmaceutical R&D units in Europe and the US. Eli Lilly, Bharat Biotech and Shreya Biotechrade some of the important contract manufacturing companies.

Pathology

Contractive near the field is not process but product driven and cannot be operated on a large scale," said a senior official at Aurigene Discovery Technologies Ltd, a Boston Senibdileadincopesitionanization, with research facilities in Bangalore.

Besidesate contracts researche avith engreufentur ingdrundia is sovelage emerging as a global hub for clinical trials. "India is being panjected at digitate in this field on account of adequate patient population having a wide spectrum of diseases, qualified medical professionals, good communication network and IT capabilities," said VV Raghavan, managing director, Lotus labs, an incressing and the search organization. "Clinical trial is a very data and quality intensive work and may invBretangelysterseintaged of invervel. The scope of any error is very limited and involves high degree of ethics both personal and professionand logynanic hebe manage diversion and kaising director and chairman, Eli Lilly and Company (India) Pvt Ltd.

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Aware of the recent trends

The CoWilling Research borg antention of the second and the second potential and offers tremendous career opportunities. "The Indian CRE® market is currently growing at 20 percent per annum and has excellent growth opportunities," said VV Raghavan þf Lotus Plabestrainingeen reြှလြ5, ifeld Batetanat the CRO market is going to experience rapid growth in the coming years and will become Experience because of the drug development process. The CRO industry is a major employer of medical and scientific staff and hence the demand for qualified personnel is on the increase. The potential is huge and the opportunities exercitle very level, the opportunity could be as big as 150 crore. In Vear 2007-8," said Rajiv Gulati of Eli Lilly. "As on date, clinical research is still a sunrise industry in India and contributes just 0.7 percent to the global clinical research industry but this scenario is soon expected to change. India is tipped to be one bf the major hot spots for clinical research in the coming decade. Analysts estimate that by the year 2010 India would contribute 20 percent to the global clinical research industry revenues," commented Shamiq Hussain, general manager, Clintec (India) International, a Europe based CRO. This optimism is bound to translate into a huge job market for the students.

In most of the companies, the standard procedure followed is inviting resumes through advertisements, screening and shortlisting of the candidates, and then interviews. Nirupa Bareja of Biocon says, "from a qualifications perspective we look for post doctorates, doctorates, medical doctors, post graduates in the fields of organic chemistry, molecular biology, microbiology, biotechnology, pathology, biochemistry, pharmacology, etc depending on the job profile. At Biocon India in addition to the technical competency

trend

we look for a scientific analytical temperament (as a mandatory quality) in an individual. They must also be result oriented, team players with good interpersonal skills, innovative, performance driven, Teadership matched, centre do, centre d

other services that are needed for the growth

For recruitment many companies go to premier institutes like NCL, IITs, IISc, etc., in addition to referrals, headhunters, advertisements, CVs received electronically and by mail sought, though is sometimes preferred.

The manpower requirements for each project could vary and range from two people to a hundred people per project. The manpower need is typically dependent on the extent and the nature of outsourcing which is done to the CRO and is also dependent on the phase of the clinical trial work undertaken," observed Rajiv Guart of Eli Lilly players here. These three account for 71

In any CRO the job categories depend on the nature of the contract service undertaken. Scientists in the field of synthetic organic chemistry, molecular biology and bioinformatics are required at Biocon. Aurigene looks for screening pharmacologists, chemical researchers and experts in the field of genomics, computational biology and bioinformatics when project is in the initial stages of drug discovery. A few job categories at Shantha Biotechnics are fermentation, purification/process analysts (technical), quality assurance, registration/documentation personnel (regulatory), plant and process, quality assurance, operations personnel (management) and trials the job categories could be multifaceted like coordinator, monitor, clinical investigator, research associate, clinical research physician, analytical chemists, trial materials manager, project manager, medical writers, data managers, documentation personnel, lab technicians, statisticians, etc.

Rolly Dureha