

DATA MANAGEMENT • BIOSTATISTICS • PROGRAMMING • MEDICAL WRITING • PHARMACOVIGILANCE



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PD09: Internship – First Step in Personal Development

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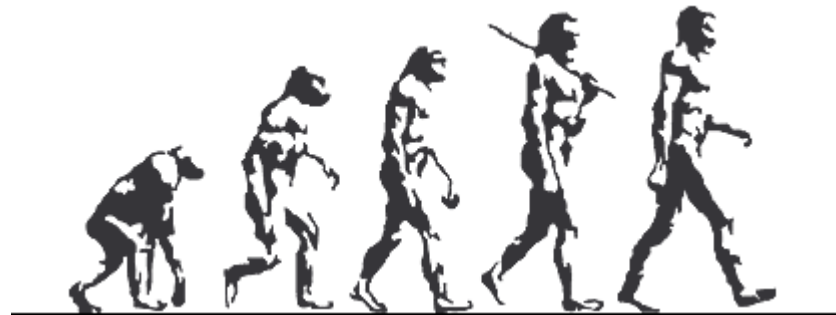
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PERSONAL DEVELOPMENT

- What does it mean for programming interns?
 - Learning SAS®.
 - Getting clinical experience
 - SOPs and Processes
 - Working as a team
 - Soft skills
- When does it start?
 - Childhood
 - University
 - Internship
 - First day at work



Interns

- Who they are?
 - Students
 - Fresh graduates
 - People willing to get into pharma
- What they can do well?
 - Coffee ☺
 - QC
 -
 - **LEARN**



PAY OR NOT TO PAY



- Paid internship
 - Many candidates
 - Potentially better
 - Usually do less complex tasks for company
- Free internship
 - Less candidates
 - Candidates focused on learning valuable skills
- Paid training
 - Only people who can pay for training
 - Clear focus on Personal Development

Candidates selection

- Depends on the ultimate goal of the company
- Similar to standard recruitment
 - Phone interviews
 - Tests
 - Questionnaires
 - CV review
- SAS skills
- Communication skills



Oversight and implications for existing staff



- Existing staff
 - First steps in mentoring / line management
 - Opportunity to show expertise
 - Non billable time
- Tools
 - Structured training/reading materials
 - SAS online tutor
 - Presentations
 - Sample projects
- Opportunity to know them better

Internship vs. PD



- Internship focused on Personal Development
 - Give a chance to learn
 - Don't give simple tasks only
 - Challenge them (complexity, time)
 - 3 months as standard but flexible
 - Individual approach – not everybody has the same skills
 - Prepare for interview and work

Internship vs. PD



How we do this?

- Presentations from existing staff
- Training materials (Books, recorded training, ...)
- SAS training (where required)
- Good programming practice
- Sample projects (CDISC, Company macros ...)
- Presentations from other interns
- Encourage finding solutions together
- Help from existing staff
- Involve in company events – know them better

Questions



Thank You ?

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