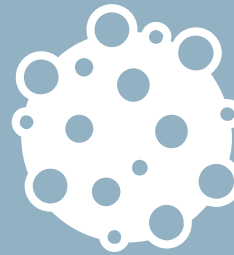




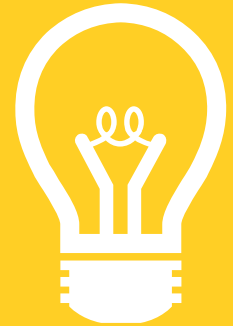
Global Reach



Speed & Delivery



Therapeutic Knowledge



Creative Solutions

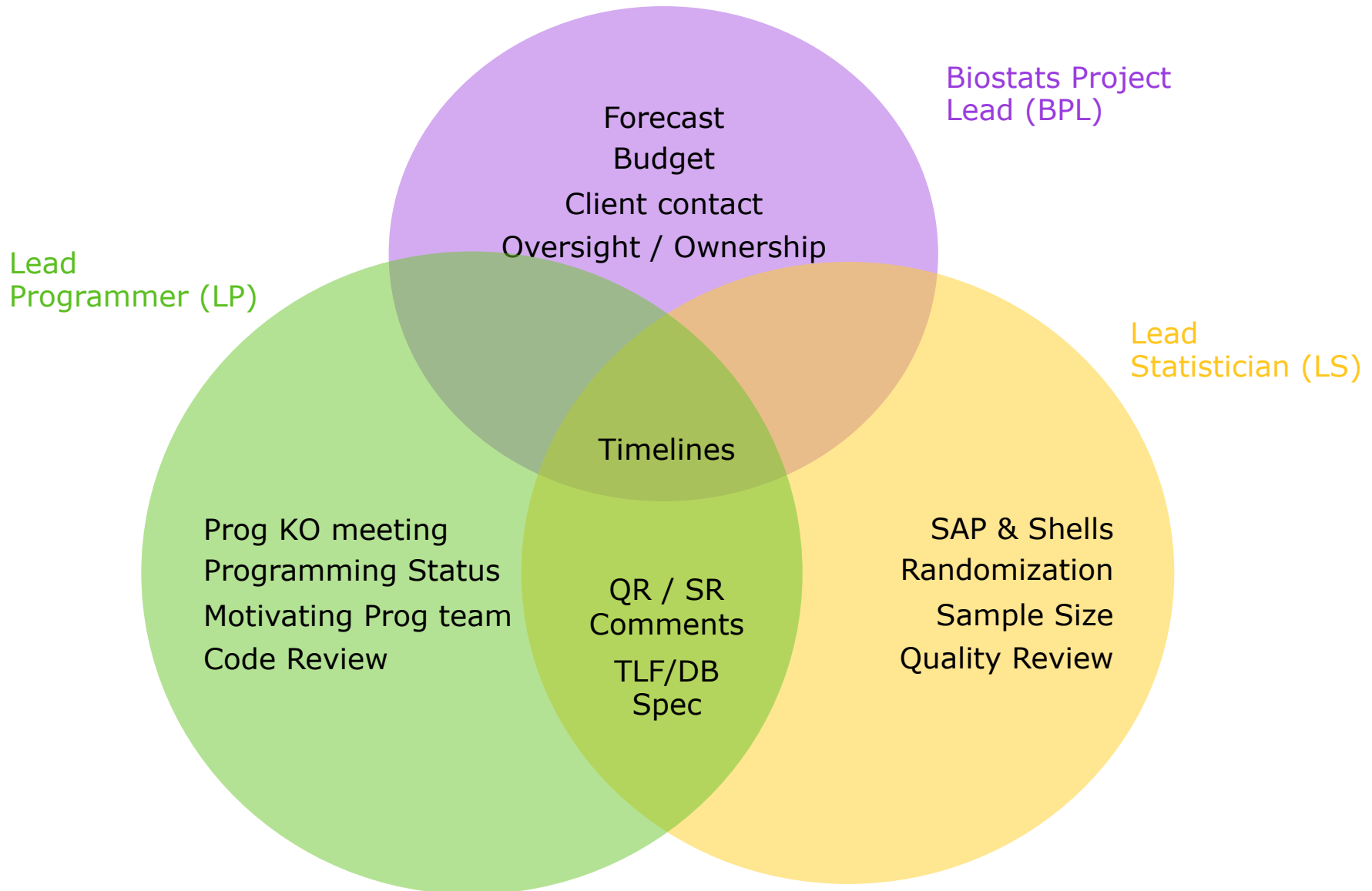
Why programmers make the best functional leads; Do statisticians really know best?

PPD[®]

Summary

- + Introduction to the roles
- + Different backgrounds
- + Why a programmer is not 'just' a programmer
- + Programmers in the BPL role
- + Programmer vs statistician
- + How to make the move
- + How does it benefit my company?

Introduction to the roles



Different Backgrounds

- + Not all programmers have the same skills or experience
 - + Computer Science
 - + Maths
 - + Biomedical Science
 - + Psychology
 - + Astrophysics
 - + Statistics
- + Translates to widely differing skills and expertise
- + Not all have the same career aspirations
 - + Technical expert
 - + Manager / Team Leader
 - + Professional Cyclist?

More than 'just' a programmer

- + PPD job title is 'Programmer Analyst'
 - + More than writing code
 - + Understand the study and endpoints
 - + Question data and analysis
- + Capable of taking more responsibility
 - + TLF shells/specs
 - + Analysis dataset mapping spec
- + SOPs often assign these tasks to a statistician
- + individual ability should be considered rather than just the job title.
- + Don't shy away from efficacy programming

Programmers in the BPL role

- + It is a myth that programmers can't communicate
- + Communication is a key skill in any leadership position
- + More than just being able to talk a good game
- + Does anyone really know what we do?



Programmers in the BPL role (cont.)

- + Skills that make a good programmer:
 - + Critical analysis
 - + Planning
 - + Logical and analytical thinking
 - + Problem solving
 - + Risk management
 - + Multi-tasking, prioritisation and time management

Programmer vs statistician

- + Studies mostly 'simple' TLFs with no more than basic summary stats
- + Many other programming tasks make up the Biostats budget:
 - + DM Listings / MPR
 - + Data extracts
 - + Data imports
 - + SDTM mapping
 - + ADaM programming
- + BPL with a good understanding of these tasks can help create a good relationship between study team and client.

Programmer vs statistician (cont.)

- + Allows assignment of more junior LP with oversight from experienced programming BPL
- + Creates clear career development pathway
- + Releases more time for statisticians to consider more advanced stats methods that might benefit a study

Making the move

- + Including the right skills and expertise in your study team
- + Learn to delegate
- + Try to understand the analysis, even the stats bits

Making the move (cont.)

- + Analyse yourself – be honest, where can you improve?
 - + Technical skills
 - + Stats understanding
 - + Soft skills
 - + Empathy
 - + Communication
- + SWOT analysis
 - + Strengths
 - + Weaknesses
 - + Opportunities
 - + Threats

How does it benefit my company?

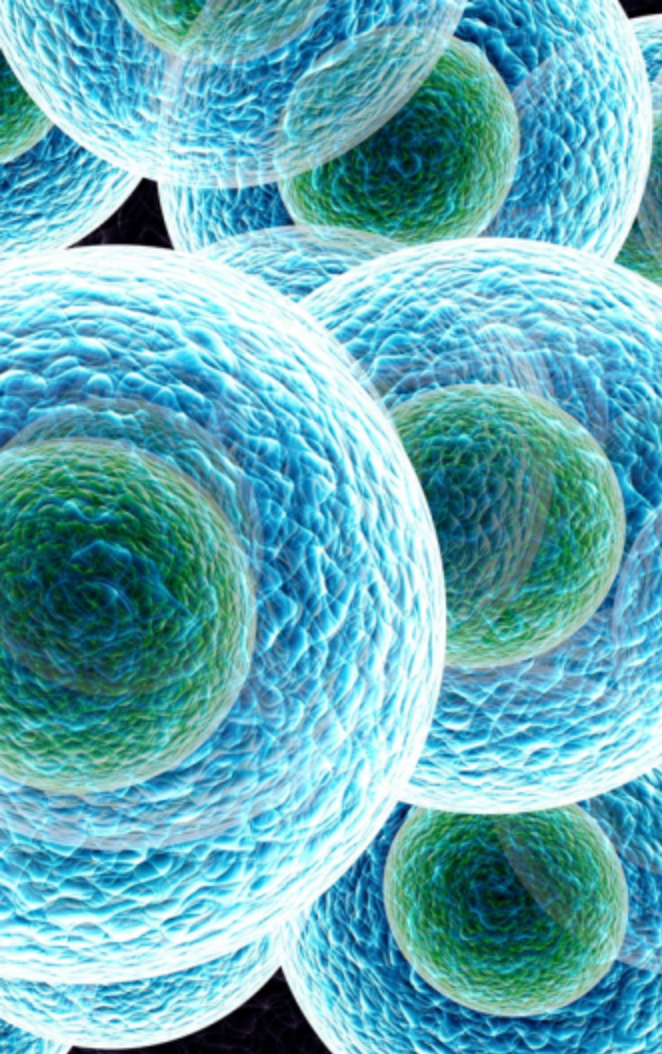
- + Motivates employees by allowing them to progress
- + Creates a pathway and development opportunities for junior programmers
- + Buying into their future will encourage them to buy into the company
- + Staff retention
- + PPD is a leading company in staff development
- + Staff encouraged to dictate the direction of their development with various training platforms

How does it benefit my company? (cont.)

- + PPDs mission statement to “bend the cost and time curve” shows the direction of the industry.
- + PhUSE conference theme: fast track approval: speed and efficiency
- + Strong programming lead will become even more important to handle the increased complexity
- + Essential to have the right people at the table at the right time and having a strong technical oversight is an important component for this.

Conclusion

- + My career goals are tailored towards developing in a management direction. I wanted to work for a company that can support that
- + PPDs support encourages me and like-minded programmers
- + Empowered and motivated programmers can benefit the company as well as visa versa
- + Assign tasks within a team based on skills rather than job title to make the most of the experience within the team
- + Programmers CAN communicate and DO have the skills to excel as functional leads



Thank You

EXPECT EXCELLENCE

ADVANCING DRUG DISCOVERY AND DEVELOPMENT

PPD[®]