

From Programming Zero to Programming Hero: How an internship shapes future programmers in a CRO

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and how active mentoring helped developing them

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Introduction



Gevena, Switzerland, office-based



6 months March 2023- August 2023



Statistical programmer internship
Alumni network

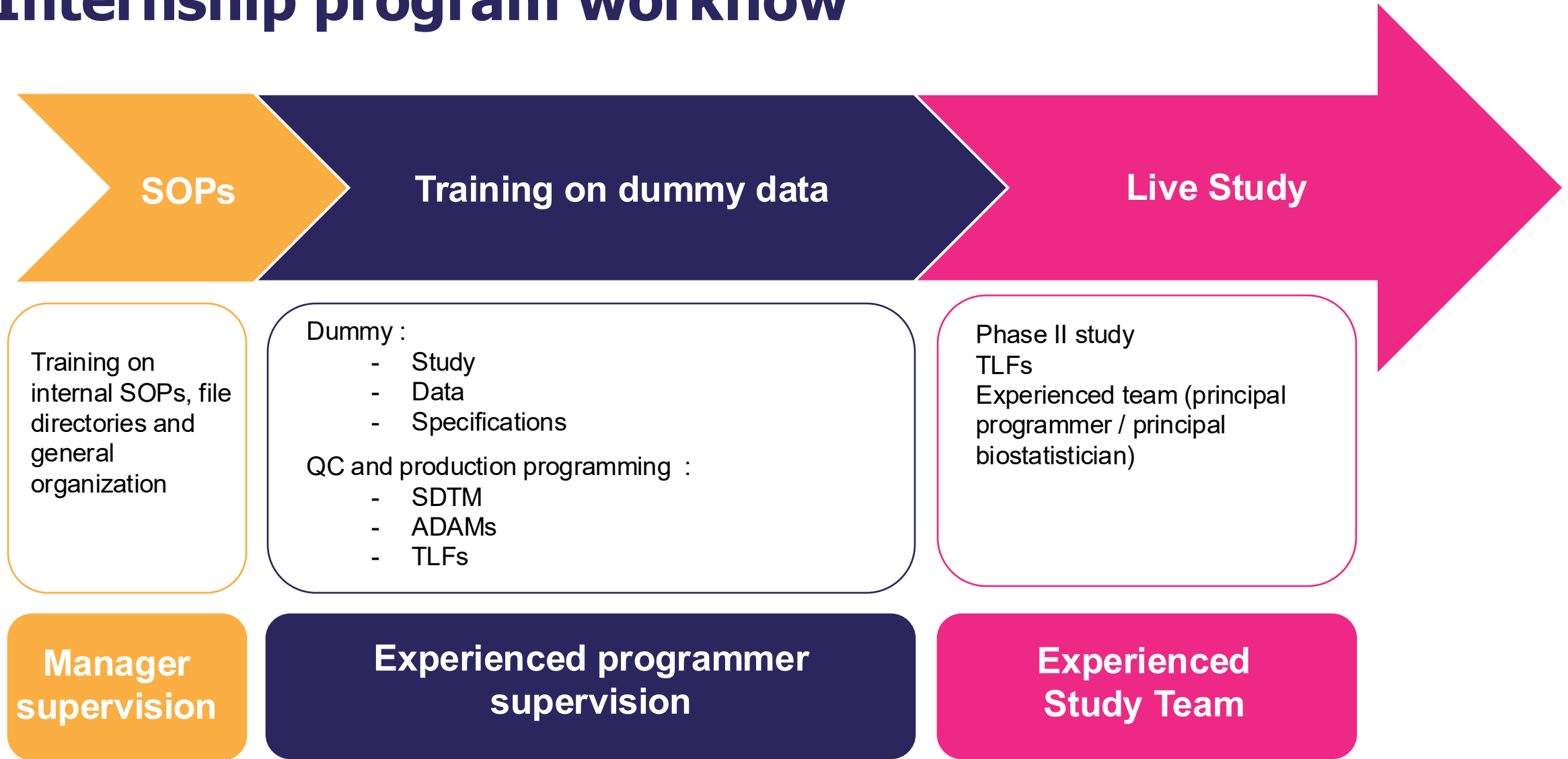


Starting
your first
statistical
programmer job

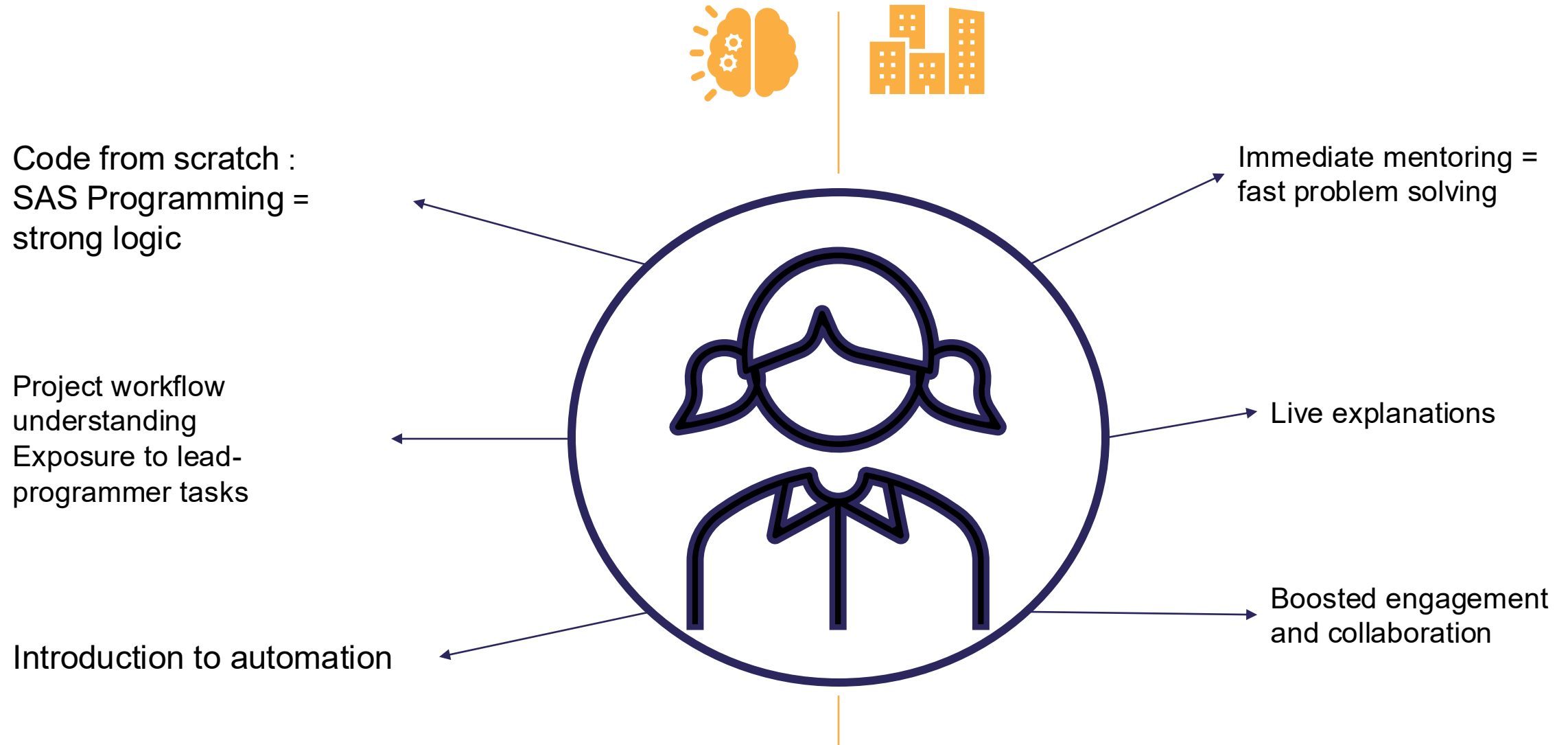


Starting
your first
statistical
programmer job
after an internship

Internship program workflow



Hard skills development





Sharpening Technical Skills

Code from scratch

- Code without any templates
- Taking the time needed
- Making errors
- Building base of programming



Lead programmer activities

- End to end dummy programming
- End-to-end insight into regulatory environment (ICH, traceability...)



Introduction to automation

- Discovery of internal automation processes



Empowering Environment

Immediate mentoring

- Problem solving skills
- Advices

Live explanations

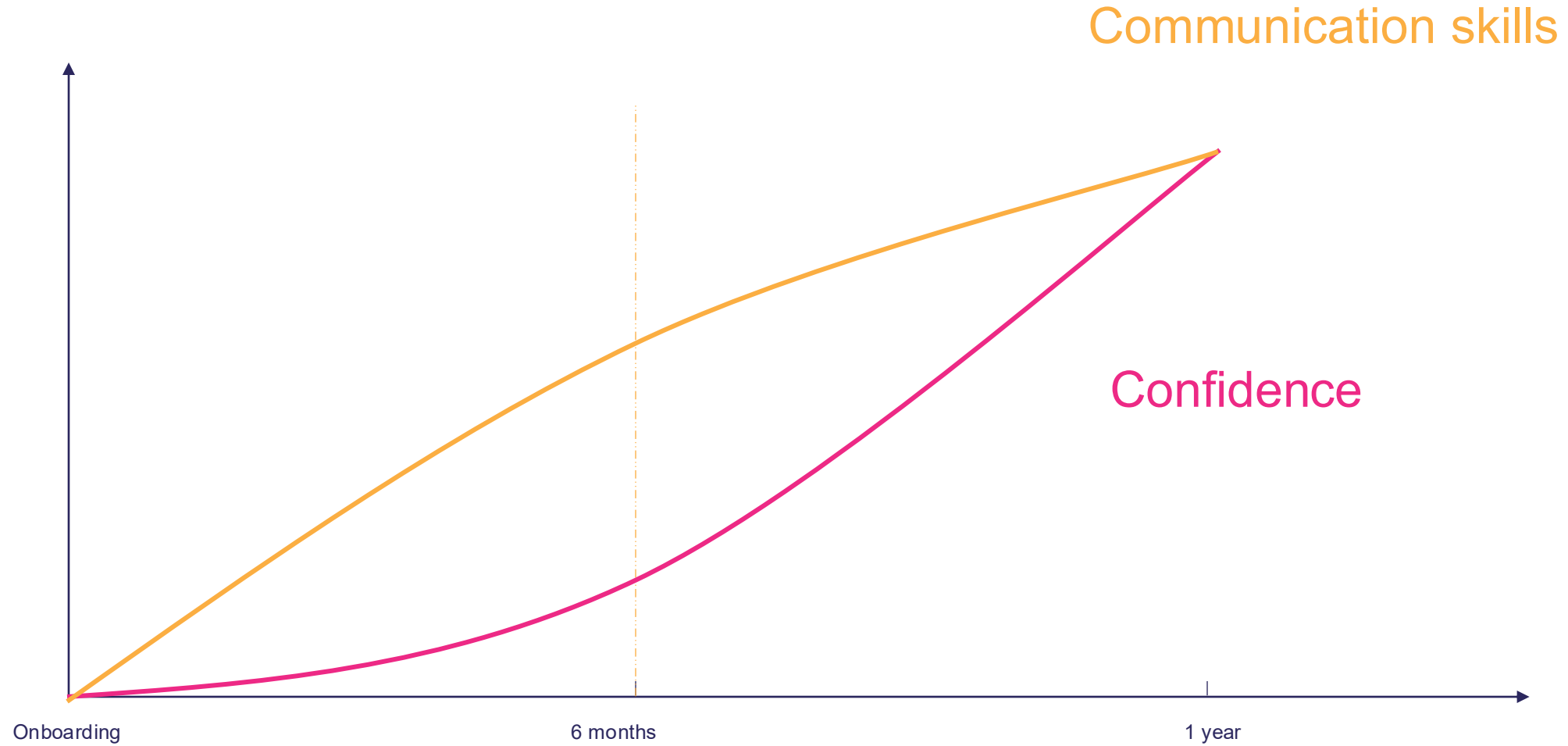
- Time saving
- Double mentoring

Boosted engagement

- Curiosity cultivated



Soft skills development



Challenges

Starting from Zero Experience

Initial lack of knowledge in CDISC standards, SAS programming and workflow required rapid adaptation.

Steep Learning Curve

Mastering SAS programming and standards involved practical experience and time

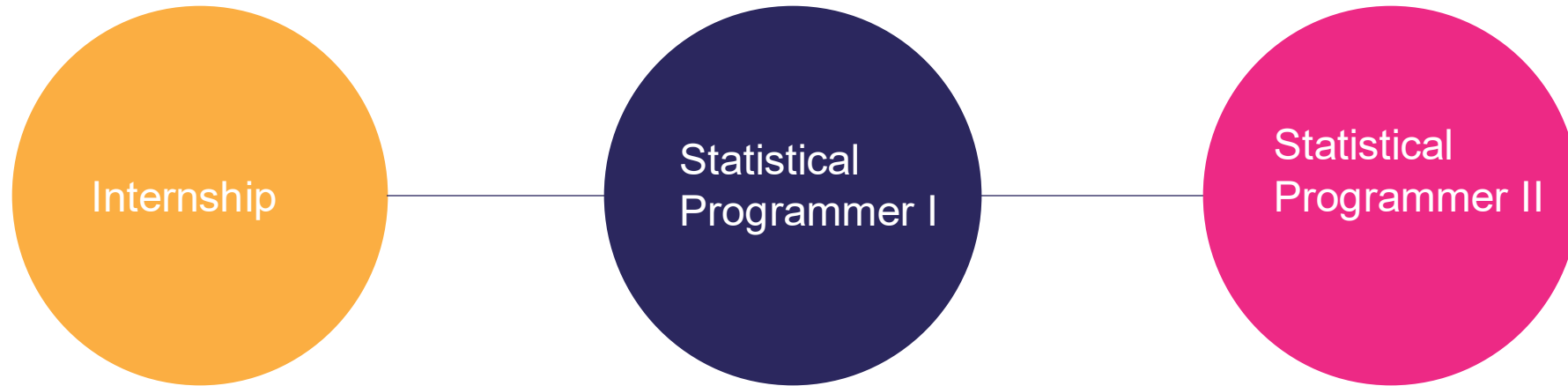
Master Degree requirements

To fit academic requirements in a professional environment

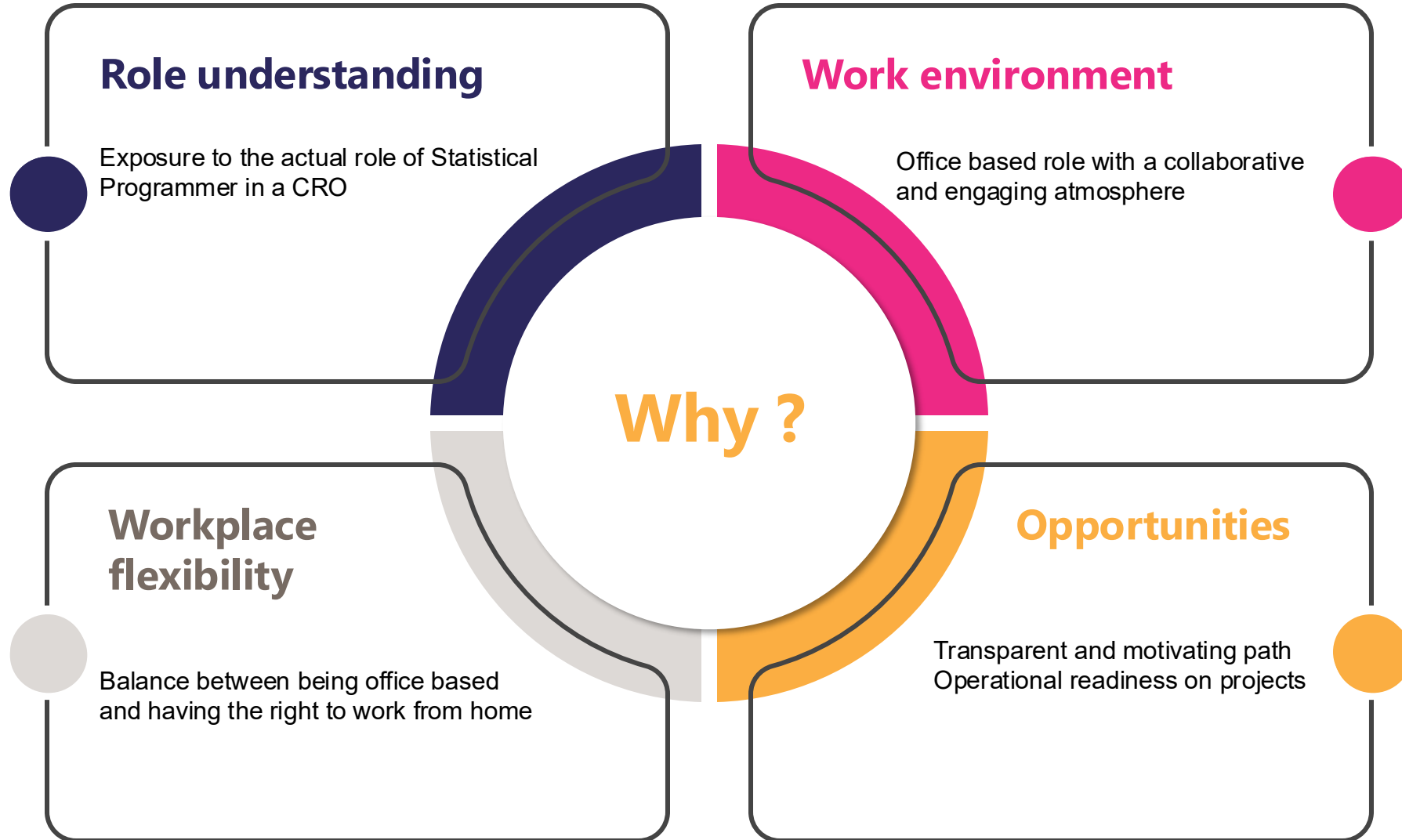
Personal Experience

Academic background :

Public health Master degree / Biostatistics



Personal Experience = Highly positive experience



Cytel



Thank you

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