Background: Health care is a diverse industry. It covers a range of more specific industries from big pharma, medical devices, biotech, and even health insurers. The first thing a candidate needs to do is be as specific as possible on his or her career choice. Many of the larger employers in this arena have defined recruiting processes that require candidates to apply online through the company website. Their on-campus activities are limited to a very few schools. Although they will consider students from “non-core” schools, students from those institutions will need to network their way in to enhance their candidacy.

Entry: Marketing roles (marketing analyst/associate product manager) often provide entry positions for MBA students in large health care companies, although several also have functional leadership development programs (e.g., Finance, HR, Supply Chain, etc.). Smaller companies look for general business skills and strong analytical capabilities so a person can perform multiple functions. The opportunities are limited for smaller/start-up companies and are often identified through networking. Larger companies generally start posting internship opportunities in the late fall, with interviews usually scheduled after the first of the year. These companies may begin advertising full-time positions as early as late summer or early fall for employment the following summer. Smaller firms are more likely to post positions on the basis of specific need.

Trends: There has been a rash of mergers in the health care arena, which has impacted hiring as companies go through the integration process, determine staffing needs, and align their university relations efforts across the larger enterprises. Demand for pharmaceuticals in emerging economies is outpacing demand in industrialized economies. The widespread use of electronic medical records throughout the health care system is creating new opportunities surrounding data analytics. Numerous provisions of the Affordable Care Act of 2010 will have a strong effect on both the biotech and pharma industries. Many of these provisions are only now being implemented, and their full impact has yet to be determined.

Job and Internship Search

BioSpace: [www.biospace.com](http://www.biospace.com)
MedZilla: [www.medzilla.com](http://www.medzilla.com)
Careers in Pharmaceuticals: [www.careersinpharmaceutical.com](http://www.careersinpharmaceutical.com)
PharmaDiversity Job Board: [www.pharmadiversityjobboard.com](http://www.pharmadiversityjobboard.com)
PharmaOpportunities: [www.pharmaopportunities.com](http://www.pharmaopportunities.com)
MBA Exchange: [www.mba-exchange.com](http://www.mba-exchange.com)
Carey Compass: [https://c16-shib.symplicity.com/sso](https://c16-shib.symplicity.com/sso)
Also: Individual firm websites

Industry Overviews, Tools, Research

Resources and News

Vault Guide to Healthcare, Pharmaceutical and Biotech Employers*
Forbes Pharma and Health Care: [www.forbes.com/healthcare](http://www.forbes.com/healthcare)
U.S. Food and Drug Administration: [www.fda.gov](http://www.fda.gov)
Also: Individual firm websites

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click “VAULT guides –Career Insider” under “My Quicklinks.” You must create an account on the vault.com site using your JHU email address.

This Resource Guide is intended to provide an introduction to the industry and relay a sampling of the resources available to candidates. It is by no means comprehensive, nor intended to replace individual research based on specific job targets and/or career advising recommendations.
Leading Firms

*Pharmaceuticals*
- Pfizer (U.S.): [www.pfizer.com](http://www.pfizer.com)
- Novartis (Swiss): [www.us.novartis.com](http://www.us.novartis.com)
- Johnson & Johnson (U.S.): [www.jnj.com](http://www.jnj.com)

*Biotechnology*
- Novo Nordisk (Den): [www.novonordisk.com](http://www.novonordisk.com)
- Amgen (U.S.): [www.amgen.com](http://www.amgen.com)
- Gilead Sciences (U.S.): [www.gilead.com](http://www.gilead.com)

*Regional Firms*
- MedImmune (MD): [www.medimmune.com](http://www.medimmune.com)
- Novavax (MD): [www.novavax.com](http://www.novavax.com)
- GenVec (MD): [www.genvec.com](http://www.genvec.com)
- Osiris Therapeutics Inc. (MD): [www.osiris.com](http://www.osiris.com)

Professional Associations

<table>
<thead>
<tr>
<th>Name</th>
<th>Function</th>
<th>Membership and Benefits</th>
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<tbody>
<tr>
<td>American Association of Pharmaceutical Scientists (AAPS)</td>
<td>Serves its membership, the pharmaceutical sciences, the biomedical and biotechnological community, the health professions, and the interests of public health</td>
<td>Student – Free (10 per school) Scientific programs; ongoing education; professional, mentoring, and networking opportunities</td>
</tr>
<tr>
<td>Biotechnology Industry Organization (BIO)</td>
<td>Champion of biotechnology and the advocate for its member organizations - both large and small</td>
<td>Organizational</td>
</tr>
<tr>
<td>American Health Information Management Association (AHIMA)</td>
<td>Promotes the technological advancement of health information systems that enhance the delivery of quality health care</td>
<td>Student - $35 AHIMA Communities of Practice (CoP), Advocacy Assistant, and Career Assist: Job Bank</td>
</tr>
<tr>
<td>America’s Health Insurance Plans (AHIP)</td>
<td>Advocates for public policies that expand access to affordable health care coverage to all Americans through a competitive marketplace</td>
<td>Individual - $295 AHIP Solutions SmartBrief and AHIP Wellness SmartBrief Job Boards; networking opportunities</td>
</tr>
<tr>
<td>Pharmaceutical Research and Manufacturers of America (PhRMA)</td>
<td>Advocates for public policies that encourage discovery of important new medicines for patients by pharmaceutical and biotechnology research companies</td>
<td>Corporate</td>
</tr>
</tbody>
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Networking

LinkedIn Pharmaceutical Industry: [www.linkedin.com/skills/skill/Pharmaceutical_Industry](http://www.linkedin.com/skills/skill/Pharmaceutical_Industry)

Biotech and Pharma Professionals Network: [www.biopharmnetwork.org](http://www.biopharmnetwork.org)

LinkedIn Biotechnology Industry: [www.linkedin.com/skills/skill/Biotechnology_Industry](http://www.linkedin.com/skills/skill/Biotechnology_Industry)

Hopkins Biotech Network: [www.hopkinsbio.org](http://www.hopkinsbio.org)

Carey Health Care Business Association: [www.careystudents.com/hba](http://www.careystudents.com/hba)

Hopkins Medical Device Network: [www.hmdnjhu.org](http://www.hmdnjhu.org)

Events and Conferences

AAPS Annual Meeting and Exposition: [www.aaps.org/annualmeeting](http://www.aaps.org/annualmeeting)

AAPS National Biotechnology Conference: [www.aaps.org/nationalbiotech](http://www.aaps.org/nationalbiotech)

Global Pharma Manufacturing Summit: [www.gpmsummit.com](http://www.gpmsummit.com)


Questions about the biotech or pharma industries?
Contact Ed Gagen at egagen@jhu.edu