
Joachim Seipelt: Expert in biotech management and financing, industrial collaboration and licensing

„Our company is a biotech company providing innovative Cell Banks for vaccine and vector production. With our Cell Bank platform and vaccine production expertise, we help customers to reduce time to clinical evaluation and time to market, and to save money. We also support certain steps in the vaccine production process.“



Foto: private

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Small enterprise (11 - 50 employees)
Sector: Health and pharmaceuticals
Position: Member of management

On the one hand, we recruit our employees via job advertisements on web platforms and job fairs at scientific institutions, but mostly through personal contacts. **The requirements and processes in a biotech company are different from those at a university, and graduates often have to learn this first.**

This is where a cultural clash can occur during the transition from academia to the private sector. An awareness of certain rules, especially those that serve to ensure quality, often has to be built up first. PhDs usually work very independently and professionally and have a high potential for development. The skills they acquire in research, such as English language skills, presentation techniques or the independent performance and analysis of tasks, make them easily employable and enable them to develop within the company. In certain areas, however, applicants with a lower level of education can also be employed, i.e., where independence or creativity are less in demand than the simple execution of

tasks, for example, laboratory technicians; here, PhDs are often overqualified.

PhDs have, above all, the ability to work independently and on their own responsibility, to familiarize themselves with a subject without much guidance.

Through their research experience, they already know how knowledge is created and how connections can be explained. On the other hand, there is often a lack of content-related knowledge when PhDs start fresh in our company: Questions about how a company works, knowledge about the industry or even more concrete ideas about the processes in biotech companies and pharmaceutical development. Here, topics such as the documentation level, quality assurance or management play an important role. It is not just a matter of understanding that, but why it is necessary.

In project management, for example, a basic understanding of how projects are structured, how they are initiated, how they can be implemented and successfully finalized is essential.