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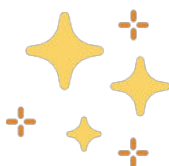
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The Réseau BioTechno family wishes you a wonderful summer!



FOLLOW US!

PhD employment in biotech, from the employers' perspective

Interview with [Assia Asrir](#)

By [Alice Le Fric](#)



Discover what private-sector decision-makers (CEOs, managers, recruiters...) think of **PhD employment** in biotech! A large part of the insights and advice shared applies to candidates of all backgrounds (**Bachelor & Masters degrees**)! This **qualitative case study** brings us the voices of 14 expert participants, spanning the biotech industry from startups to big pharma, and who themselves have either Masters degrees or PhDs.

**Lifting the barriers to hiring PhDs :
decision-makers from the private sector share their
opinion**



<p>Dr Aymard Charles Founder of The Bridge Recherche & Innovation</p>	<p>Dr Assia Asrir Director Life Sciences & Founder of Agence AS2</p>	<p>Dr Coralie Vennin Psychologist, Consultant & Course instructor</p>
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Alice: **how did this study begin and was it easy to find participants?**

Assia: Charles, Coralie and I often found ourselves in roundtable discussions together as part of our shared mission to support young scientists in their career paths. Though the transversal skills of masters and PhDs are often presented, it is quite rare to **hear from employers themselves!** We need their point of view to find solutions, so the idea for this study came naturally. We leaned on our personal networks to find our participants. Our panel includes **14 decision-makers**, $\frac{2}{3}$ men and $\frac{1}{3}$ women, and a 50:50 ratio of masters vs PhD backgrounds.

Alice: **let's take a sneak peek at the results! Where there any findings that surprised you?**

Assia : it was really interesting to hear the employers' point of view. For instance, a long CV (more than a page or two maximum) was viewed not only as "too academic" but as actually pretentious! That being said, none of our participants questioned the **value of the degree** or the expertise of PhDs.

Something that we often heard is that recruiters **need to be reassured** that the candidates they are interviewing truly understand the role and want to work in their companies. They are afraid that the change from an academic environment

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will be difficult to adapt to, and that the person will misunderstand or dislike the role. They need to understand **why the candidate is pursuing a career outside of academic research**. This applies even to R&D roles, given the differences in aim, culture and pace of academic vs private-sector research: candidates must show they understand the business aspects and stronger time-constraints of private R&D and of companies in general.

"Whereas in the private sector in general we have a clear way of working. The process is defined, for example : focused on action and result"

translated from French

The lesson? Make sure to convey to prospective employers that you really **understand the requirements** of the role "as if you had already done it" (do your research, with as many informational interviews as you can, and ask people already in the position about their day-to-day experience). Explain your journey and your motivations for applying as clearly as you can!

"My best candidates are those well-informed of the Medical Science Liaison role" "They are capable of explaining what they've understood of the position"

translated from French

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Alice: **What else was discussed?**

Assia: Our panel also insisted that PhDs don't know their **value on the job market** and aren't good at making themselves stand out! This is visible both in the interview attitude and in unconfident **salary negotiations**.

"[...] As soon as you dig a little, and try to discuss further, you get the impression they were lobotomised to undersell themselves [...] that they don't know how to promote themselves to a company, or find the words to explain what they did in academia."

translated from French

It's critical, because your first post-PhD position and entry salary set the bar for the next steps of your career. Too low, and you could end up frustrated in your role after a few years and leaving an otherwise satisfying job! It also sends the wrong message, and undermines your confidence during the interview. Research well, and know your worth: **a good negotiation will reassure your interviewer**. Avoid giving a wide scale for your expected salary, and know your lower limit.

Alice: **what are the strengths of PhDs and academic research experience?**

Assia: compared to engineer profiles, PhDs are particularly good at conducting

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states of the art and literature reviews, which are valuable and you should highlight them! **Critical thinking** skills and **creativity** in problem-solving were also recognized by our panel, this should reassure PhD candidates!

"As PhDs, we have this curiosity that is always there and helps us move things forward. When a client tells us about a subject we are unfamiliar with, we will try and break it down and understand to give the best services"

translated from French

Alice: **What are the most important lessons from this study?**

Assia: The work you put in **researching and networking** for your first post-academia position will benefit you for the rest of your career, especially if you continue to cultivate it! Stay open to new opportunities and meeting new people.

During your PhD, allow yourselves to **experience more than just benchwork** and take full advantage of the opportunity: the more diverse your experience, the more you will stand out and the more you'll learn. Additional roles, teaching, participating in science communication and associations, chatting with all types of people in different positions, are all priceless!

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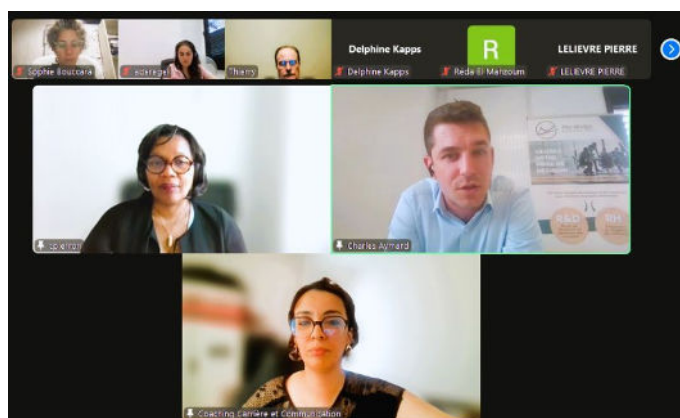
Master students, consider industrial PhDs (CIFRE in France) as an option to combine research and industry experience! Our experts insisted on the value of this type of PhD in particular.

Above all, start thinking about your career and considering different options as soon as you can, this way you will make informed decisions!

Need help? Support is out there!

Specific courses exist to help students and academic scientists in their career paths. Assia has launched her [AS2 programme](#) with a MasterClass announcement coming soon! Follow her [on LinkedIn](#) so you don't miss out on her events.

Find the link to the full webinar covering the qualitative study!



[Link to webinar](#)

Access code : h0!SJ8C0

Réseau Biotechno's four 2025 Forums are coming soon!



27th of November 2025
in Paris



25th of November 2025
in Strasbourg



To be announced soon
in Nantes




14th of October 2025
in Marseille


 Interested in becoming a partner and sponsor of our events?


 **Contact :** partnering@reseau-biotechno.com or via [Linkedin](#)

PhD students, take part in a major national survey!

Take part in a national survey on doctoral supervision, conducted by the **Laboratoire Interdisciplinaire sur le Doctorat (ADOC Talent Management)**!

 ADOC Talent Management, in partnership with University of Lorraine and Aix-Marseille University, is exploring the **supervision of doctoral studies and PhD student well-being**.

 Participate in an **anonymous 15 minute online survey** and help shape recommendations to improve doctoral supervision!

 The survey explores supervision practices, and the relationships PhD candidates have with their supervisors, covering both positive experiences and the challenges encountered. **Anyone interested can receive the results!**

Click to access the survey [in French](#) or [in English](#)



ON A BESOIN
DE VOUS !



“Être ou ne pas être...” au
cours de son doctorat ?

Répondez au questionnaire
(~15 minutes)

en partenariat avec
l'Université de Lorraine et
l'université d'Aix Marseille

nicolas.coli@adoc-tm.com

The **REAL** section (for **Read** – Analyze – Listen) highlights our recommendations of the month.



What you can **READ** this month ?

- ***PhD Paths Substack***

The PhD Paths substack is a mine of information and inspiration! You will find the stories of over 250 PhDs that transitioned to various careers beyond academia, in a short and easy to read format. Check out their stories [here](#).



What you can **ANALYZE** this month ?

- ***Equity, Diversity and Inclusion: Improving gender equity in academia depends on the workplace environment, featured article by eLife***

Check out this featured article by Bhadra et al. tackling equality, diversity and inclusion in academia. The authors provide tangible advice and actions for improving the workplace and encouraging a supportive environment for all. Read it [here](#).



What you can **LISTEN** to this month ?

- ***Lost Women of Science podcast***

Lost Women of Science tells the remarkable stories of groundbreaking women who never got the full recognition they deserved in History - until now. Discover their science and journeys [here](#).



Sept

4th

Journée de la filière IA et Cancers

When: Thursday 4th of September

Where: Centre Pierre Mendes, Bercy, Paris

This second edition of the Artificial Intelligence and Cancer sector will bring together experts from academic research, public health and industry to discuss the latest progress in AI for the fight against cancer and to boost collaboration ! Find out more [here](#). *Event in French language*



Sept

18th

Innovation Day Cell & Gene Therapy

When: Thursday 18th of September

Where: Evry

Genopole and Promega organize a collaborative day dedicated to cell and gene therapy. Join for conferences, networking and partnering, laboratory visits and demonstrations. More information [here!](#)



Sept

27th

Nuit européenne des chercheurs et chercheuses

When: 27th of September, except Toulouse and Saint-Etienne where it is held on October 4th.

Where: 10 towns and cities in France

Meet your local researchers and learn about all things science in this amazing evening event (free, in French language). Find out what's going on in your city [here!](#)



Oct

6-11th

Semaine des Métiers de l'Industrie Pharmaceutique

When: 6th-11th of October

Where: Several cities in France

The [LEEM](#) and partners organize a week to discover careers and job opportunities in the pharmaceutical industry, with activities to discover all across France. Find the programme and more information [here](#)





Oct

7-8th

Healthtech Innovation Days (HTID)

When: 10-11 of October

Where: Montpellier

HTID is organized by HealthTech for Care and initiated by France Biotech brings together life science stakeholders to bring innovation to patients! Discover the programme and register [here](#)



Oct

10-11th

FuturaPolis Santé 2025

When: Tuesday 7th & Wednesday 8th of October

Where: Paris

The 9th edition of FuturaPolis in Montpellier will present scientific advances and medical breakthroughs! This event is open to all, bringing together scientists and the general public. Event in French, for more information, click [here](#)





SPECIAL EVENTS

Réseau Biotechno is proud to renew our partnership with [Eurasanté](#)! We are partners of 3 events: **BioFIT**, **MedFIT** and **MEDigIT**. Join us in **Strasbourg**, on **December 2nd and 3rd, 2025** and on December 8th for the digital meetings. Organised jointly for the second year running, BioFIT & MedFIT are business conventions dedicated to partnership innovation in the Life Sciences, MedTech and Diagnostic sectors. Don't miss the 2nd edition of @MEDigIT Event, the European event fostering innovation in Digital Health, which will be held as part of MedFIT 2025!

 <p>Biofit FOSTERING INNOVATION & TRANSFER</p> <p>14TH EDITION</p> <p>The leading European partnering event for early-stage deals and investment rounds in the Life Sciences field</p>	 <p>MedFIT Fostering Innovation in MedTech</p> <p>9TH EDITION</p> <p>A unique event in Europe for innovation partnerships and investment rounds in the MedTech, Diagnostic and Digital Health sectors</p>	
<p>DECEMBER 2025</p>	<p>2ND & 3RD</p>	<p>STRASBOURG France</p>
	<p>DIGITAL MEETINGS DAY</p> <p>8TH DECEMBER 2025</p> <p>ORGANISED TOGETHER WITH: </p>	

Thanks to our Réseau Biotechno partnership, take advantage of an **unprecedented discount!** For more information, and to receive your discount code, please get in touch with your contact in our organisation. **Register now!**

Discounts are always applied to the 'regular' fee except during the 'late registration' period. Discounts cannot be combined with other offers.





Les Affaires Médicales recrutent : formez-vous avec les meilleurs ! par [MEDAAX](#)

Prochaine session le 16 septembre 2025

Avec MEDAAX, le fameux pré-requis de 2 ans d'expérience perd du terrain !


Grâce à notre approche, les talents issus de la recherche, de l'hôpital ou même des ventes accèdent directement à des postes au Médical, même sans expérience préalable en industrie.

Vous êtes issu·e d'un parcours scientifique, médical ou pharmaceutique, et vous cherchez à donner une nouvelle impulsion à votre carrière ? Les Affaires Médicales représentent une voie d'avenir stratégique, à fort impact. Pourtant, ce secteur reste méconnu et exigeant : il demande rigueur scientifique, posture professionnelle et compréhension fine du système de santé

MEDAAX vous propose une formation aux Affaires Médicales de l'Industrie Pharmaceutique, 100% conçue par des experts du Médical !

 **Un pionnier du secteur** : lancée en 2017, MEDAAX a déjà formé 9 promotions et accompagné plus de 75 talents vers les Affaires Médicales


 **Le seul programme conçu par des experts nationaux et internationaux** des affaires médicales, directement connectés aux réalités concrètes du métier.


 **Une pédagogie active, centrée sur la pratique** : cas concrets, simulations d'entretien, coaching individualisé... chaque module prépare au terrain, pas seulement à la théorie.





Les Affaires Médicales recrutent : formez-vous avec les meilleurs ! par [MEDAAX](#)

Prochaine session le 16 septembre 2025

 **Des promotions à taille humaine** : 10 apprenants maximum, pour garantir un accompagnement sur-mesure et créer une vraie cohésion de groupe.

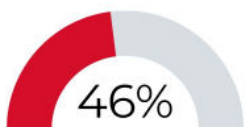
 **Un accompagnement individualisé et engagé**: une équipe de coachs experts vous accompagne à chaque étape, jusqu'à la prise de poste.

 **Un réseau qui propulse votre avenir**: 44 formateurs, un Comité Scientifique de haut niveau et une communauté d' alumni engagés, véritable soutien dans votre insertion professionnelle et évolution de carrière.

 **Des résultats concrets et mesurables** : aujourd'hui, près de 100 alumni MEDAAX évoluent dans les plus belles entreprises de santé en France



ont **trouvé un poste en Affaires Médicales** en moins de 3 mois




ont accédé à des postes à **responsabilités managériales** ou de direction médicale en moins de 5 ans







des recruteurs interrogés affirment qu'avec MEDAAX, **recruter un profil junior n'est plus un risque**



**Les Affaires Médicales recrutent : formez-vous
avec les meilleurs ! par [MEDAAX](#)**

 **MEDAAX, bien plus qu'une formation : un tremplin vers un métier d'avenir.**
En rejoignant MEDAAX, vous faites le choix :

-  d'une formation reconnue
-  fondée sur l'excellence pédagogique
-  avec des résultats solides et un réseau engagé

 Prochaine session : **16 septembre 2025**

 Plus d'infos : www.medaax.fr /  Contact :

medaax@medical-axes.com

MEDAAX est une formation proposée par Medical Axès, en partenariat avec l'IFIS