

# CAREERS AND RECRUITMENT

## First-quarter biotech job picture

Michael Francisco

The year 2011 started with cautious optimism in the biotech and pharmaceutical sectors, as seen in the three representative job databases tracked by *Nature Biotechnology* (Tables 1 and 2). Compared with the fourth quarter of 2010 (*Nat. Biotechnol.* **29**, 169, 2011), there was a slight increase in the number of companies advertising more jobs. Vertex (Cambridge, MA, USA) heads the list of big hirers, adding over 200 employees to support the planned US launch of telaprevir this year. The company expects to hire an additional 150 employees.

Notable new job listings include several senior scientist positions in China for both GlaxoSmithKline (London) and AstraZeneca (London) at its AstraZeneca Innovation Center (Shanghai). Illumina (San Diego) posted 19 new openings at its San Diego and Cambridge,

UK, locations. And the newly opened Celgene Institute of Translational Research Europe (Seville, Spain) is also hiring, with four openings in the Naturejobs database.

On the downside, Novartis (Basel) has proposed closing pharmaceutical operations and partially closing its global development site in Horsham, UK, as part of its previously announced worldwide restructuring. In addition, Pfizer (New York) said it will significantly decrease R&D spending and cut its global workforce by as much as 5%. The company plans to close its Sandwich, UK, site and reduce and shift resources at its Groton, Connecticut site.

Table 3 shows additional selected third quarter downsizings within the life science industry.

**Table 1 Who's hiring? Advertised openings at the 25 largest biotech companies**

Company <sup>a</sup>	Number of employees	Number of advertised openings <sup>b</sup>		
		Monster	Biospace	Naturejobs
Monsanto	22,900	0	0	85
Amgen	17,100	42	0	2
Genzyme	12,000	74	2	0
CSL	10,300	1	0	0
Life Technologies	9,000	49	0	0
PerkinElmer	8,800	25	0	0
Bio-Rad Laboratories	6,600	18	23	2
bioMérieux	6,300	6	0	0
Millipore	6,100	67	39	12
Novozymes	5,122	0	2	0
IDEXX Laboratories	4,800	32	0	0
Biogen Idec	4,750	0	0	8
Shire	3,875	49	5	0
Gilead Sciences	3,852	0	30	0
WuXi PharmaTech	3,773	0	0	0
Biocon	3,673	0	0	0
Qiagen	3,500	0	0	0
Cephalon	3,026	0	0	0
Celgene	2,813	3	11	4
Actelion	2,200	0	0	0
Biotest	1,834	0	8	0
Illumina	1,781	34	29	19
Amylin Pharmaceuticals	1,500	14	4	0
Vertex Pharmaceuticals	1,427	33	0	6
Elan Pharmaceuticals	1,321	10	5	0

<sup>a</sup>As defined in *Nature Biotechnology's* survey of public companies (**28**, 793–799; 2010). <sup>b</sup>As searched on Monster.com, Biospace.com and Naturejobs.com, 12 April 2011. Jobs may overlap.

**Table 2 Advertised job openings at the ten largest pharma companies**

Company <sup>a</sup>	Number of employees	Number of advertised openings <sup>b</sup>		
		Monster	Biospace	Naturejobs
Johnson & Johnson	119,200	1,000+	4	2
Bayer	106,200	91	28	0
GlaxoSmithKline	103,483	5	0	3
Sanofi-aventis	99,495	0	1	2
Novartis	98,200	84	65	15
Pfizer	86,600	0	51	8
Roche	78,604	20	59	9
Abbott Laboratories	68,697	3	23	0
AstraZeneca	67,400	89	7	5
Merck & Co.	59,800	0	2	0

<sup>a</sup>Data obtained from *MedAdNews*. <sup>b</sup>As searched on Monster.com, Biospace.com and Naturejobs.com, 12 April 2011. Jobs may overlap.

**Table 3 Selected biotech and pharma downsizings**

Company	Number of employees cut	Details
Allos Therapeutics	25	Will restructure and reduce head count by 13% to 165 in order to focus on Folutyn pralatrexate to treat hematologic malignancies. The restructuring is expected to save about \$4 million annually.
Antisoma	40–50	Reduced head count to about 10 and announced plans to restructure after discontinuing development of amonafide, which missed the primary endpoint in a phase 3 trial for secondary acute myelogenous leukemia.
Biodel	16	Restructured and reduced head count by 29% to around 40 to save cash. Cuts came from the R&D, clinical, operations and general and administrative departments.
Biotie Therapies	59	Restructured and reduced head count by 73% to 22 as part of its previously announced plans to discontinue its early-stage discovery efforts in order to focus on the clinical development of ronimilast and BTT-1023.
Cerep	41	Will restructure and reduce head count by 20% to 165 to save cash. Cerep expects the restructuring will produce an operating profit next half.
Eisai Co.	900	Will restructure and reduce global head count over the next 5 years. Eisai's US subsidiary reduced head count by about 600 (20%) across all functions by 1 April. Global cuts will include about 100 positions in Japan and about 200 positions across Europe.
Inspire Pharmaceuticals	65	Will reduce head count by 27% to 175, which will primarily affect R&D, manufacturing and technical operations as well as general and administrative positions.
Labopharm	38	Reduced head count by 29% to 94 to save cash while management continues its review of the company's business, including strategic options.
MannKind	179	Reduced head count by 41% after a second FDA complete response letter for diabetes candidate Afrezza. The cuts are expected to reduce payroll spending by about a third.
NeuroMetrix	21	Will restructure and reduce head count by 27% to under 60 and will shift its focus to diabetes, specifically the detection and monitoring of diabetic neuropathy, as well as continue to support its neurodiagnostic business.
Orexigen Therapeutics	23	Reduced head count by 40% to save cash after a complete response letter from FDA for obesity candidate Contrave.
Rosetta Genomics	14	Will restructure and reduce head count by 20% to 58 to decrease expenses.

Source: *BioCentury*.

Michael Francisco is a Senior Editor at *Nature Biotechnology*.