

Should a career be a straight road?

Well, not so sure!

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Disclaimer

- I am not here to give a lesson but rather to share with you my career choices made of failures and successes.
- This is a personal presentation and the statements I make here might not be reflecting the ones of the organization I am currently working for (or any other organization I did work for in the past).

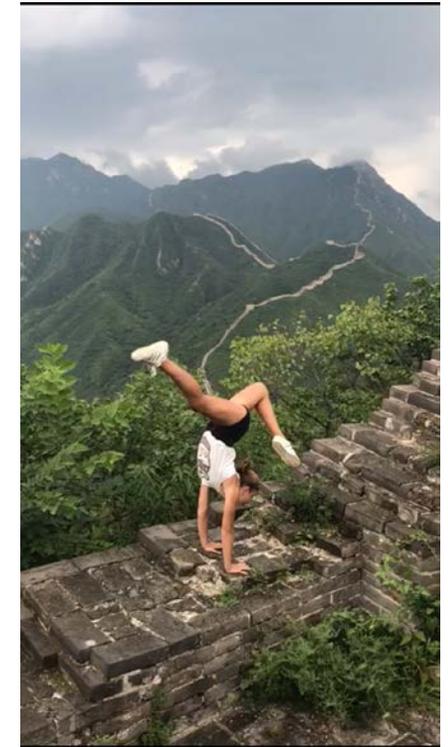
Who I am

My current position: Director at Medicines for Malaria Venture (Geneva)

- Married to Sophie, Sales District Manager in a multinational company
- Proud dad of 2 daughters: Coralie 18.5 years old (HEC Lausanne) & Marine 12.5 years old competing in gymnastics (selection for national level)



My passions in life after my family: my job, travels, meeting people in the world, embracing other cultures, high speed/sport cars and car races, music (guitar when younger, I mean less old), Volley Ball (same disclaimer as above)



One of the feasible dreams of Marine: Gymnastics on the Great Wall

First career choice

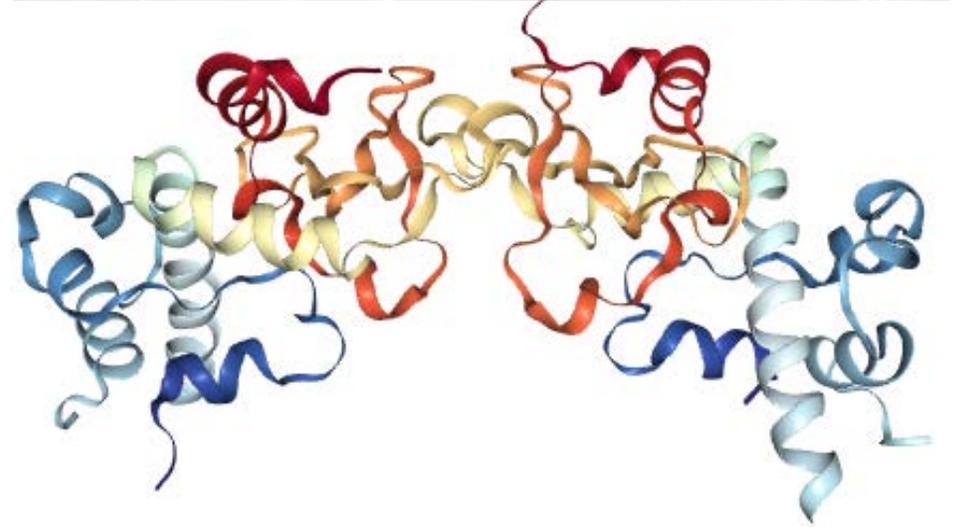
- **My dreamed job** at baccalaureate: physiotherapist in a national sport team (at the time I was playing Volley ball at the National 3 (lowest national) level in France. Why did this not work?
- **Reality:** Group leader in academic research, then in Industry and now leading projects in a Product Development Partnership (PDP) organization.
- **Education:** French Baccalaureate, License (Bachelor now), DEA & Magistère of Enzymology (Master now), PhD in molecular and structural biology Grenoble (CEA Grenoble/ Synchrotron).
- **Post University:**
 - Post doc. ISREC (4 yrs): Anti-tumor drugs and chromatin
 - Scientist in a Biotech (Serono, 2 yrs)
 - Head of Proteomics platform (UNIGE, 2.5 yrs)
 - Group leader in industry (Serono & then Merck Serono, 5 yrs)
 - Director Drug Discovery MMV (9 yrs)



My values 1/2

Passion for working with others and creating partnerships: Every day I am amazed by the creativity and productivity of people showing high motivation to work together. This federates the knowledge and expertise of each of them.

- **Collaboration** with a team at the synchrotron in Grenoble to solve the 3D structure of a protein along my PhD.
- **Collaboration** with a modeler and a mass spectrometry expert along my Post Doctoral experience
- **Collaboration** with 13 partners at UNIGE (proteomics)
- **Today:** up to 400 partners worldwide (22 projects in my portfolio history at MMV)



My values 2/2



Respect

Ethics



Empowerment

Fairness



Listening

Transparency



Recognition

Loyalty

Honesty

What did (and still does) guide my choices

- Motivation for biology, biochemistry and chemistry, all serving medicine
- The values of the organization I am working for (previous slides)
- Being useful, having responsibilities, scientific challenges, creativity, freedom to operate...
- Constant assessment of what I do and why I do it, convincing myself to better convince others
- My vision of management: being smart, taking decisions, being responsible, leading by example
- A decent salary (return on investment in studies and > 60 hours I spend/week in the office and at home)
- The flexibility in my job



Risks I took / lessons I learned

- Evaluating well enough the business model when creating a new activity: e.g. Proteomics laboratory in a Genomic network.
 - 13 “customers” yet only 2 from the network paying the activities and salaries
- Pursuing a long term goal that is attractive at the time I was thinking of it and realizing several years after that this was not so vibrant (according to my personal criteria): Failure at that time is success later!
- Significant loss of salary (>30%) when changing for another position that made me happier: so what?
- Not willing to change because it is comfortable to know perfectly my job: slow evolution particularly true in industry and even in other organizations now. Finding the right frequency to change job.
- Resisting to mermaid’s songs: Some positions seems very attractive however, what are they really?

Defining a main theme that will guide you all way through

- The most exciting question to me has always been to try to understand how a small molecule do interact with and affect the activity of a macro/biomolecule or a cell in the context of a disease/therapy.
- This did open doors to me in academia, in industry and beyond.



Skills I developed in academia and industry

- Academia:
 - Molecular Biology, Biochemistry, Chemistry, Bases in Physics, technologies: protein production, purification characterization (MS), autonomy, fund raising...
- Industry:
 - Molecular, cellular and in-vivo pharmacology, drug discovery, bases of drug development, project management, decision making, deliverables, milestones, budget management...
- PDPs:
 - Vision, mission, collaborations, partnerships, high level communication, multicultural environment, convincing others, business development, strategic analysis and decision making...

What I would change in my career if I had to do it again

- Starting earlier in a small international organization where in the same day you can sit next to the CMO in the morning and discussing with the CSO of another organization in the afternoon
- Favoring cross-functional jobs earlier on
- Realizing earlier that science does not make everything in a career. If you do not care enough of politics, communication, networking, you will not progress as fast as you should.
- Understanding earlier that if you fail once in getting a job, you will have a better one later on.

What I do constantly tell to myself

Be humble, do not take yourself too seriously! Life is short, have fun!



Thank you!