



Cape Biotech

UCT MCB Careers Presentation
Tuesday, 20 September 2005

Cape Biotech is an investor and cluster facilitator mandated by government to stimulate the biotech sector in the Cape region

Key Roles of Cape Biotech

1. Investor

- Management of government funds by discretionary investment in promising projects
- Identifying & securing additional funding

2. Cluster* Development Facilitator

- *A self reinforcing network of firms and other organisations, including research institutes, universities, financial bodies and public agencies
- Networking & partnership facilitation
- Knowledge dissemination
- Capacity creation/skills development
- Intervene on enabling environment, e.g. policy, coordination, business and community support

• 2014 mission: To facilitate, and invest in, the development of a regionally focused, nationally integrated and world-renowned Biotech economy, by focusing on select market offerings that create significant and sustainable economic and social value for South Africa.

Capacity Development Initiatives

- MBA Sponsorship Program
- Internship Program – DST & Acorn
- Commercialisation Workshop
- Biobuzz Events
- Workshops
- Bio2Biz Conference
- BioCareers Portal

Personal Development

- Behavioural Assessment – what kind of person are you and which work environment and job would suit you best?
- What are your interests and why?
- Strengths and Weaknesses
- Networking - “It’s not what you know but who you know”
- Personal Vision
- Career Workshops
- Read “What colour is your parachute?” Richard Bolles
- UCT Career Office & Graduate Placement Program
- Investigate internship programs

From Science to Business

- What aspects of business are you interested in?
 - What aspects of science do you enjoy / dislike?
 - Is it the organisation or the job?
 - Identify skills which you are good at and enjoy? When do you use these skills? How can they be transferred to your work?
 - Importance of continuous development
 - Develop cross over skills:
 - Project Management
 - Marketing
 - Communication
 - Writing
 - Finance
- ➔ Both through formal and informal means

CV Writing Skills

- Personal Marketing Tool
- Tailor your CV to the job you are applying for
- Give the potential employer what they are looking for
- Presentation – Spelling, Layout, Font, Consistency
- 1-3 pages (Concise & Detailed)
- Include relevant information only (job specific)
- Functional CV: (*What you can do rather than what you have done*)
 - Communication Skills
 - Leadership
 - Organisational Ability
 - Interpersonal Skills
 - Administrative Ability
 - Problem-Solving Skills
 - Creativity & Innovativeness



CV Writing Skills

- Chronological CV:
 - Education
 - Training
 - Work Experience: Date, Name of Organisation, Position, Work Description
 - Reverse Chronological Order
 - Beware of “Gaps”
- Make sure your CV is reviewed by a friend / colleague / family member before you apply for a job, to double check spelling, layout etc
- Contact all your referees and inform them of the job you are applying for and give them information about the organisation.

Before the Interview

- **Do your home work!!!** – Research the organisation and find out exactly what the company does, which organisations they are affiliated to, who the employees are, which industries they are associated with etc.
- Why do you want to work for the organisation?
- Formality – What is appropriate? Dress, Manner, Approach
- Have practical examples to validate your skills
- Compile a list of questions which you want to ask:
 - Salary
 - Organisational Culture
 - Management Styles
 - Leave
 - Benefits
 - Bonuses
 - Performance Review
 - Training Opportunities etc
- Have a mock interview – this helps you to relax and be natural



During the Interview

- Create a good impression by being polite & courteous
- Formality & Greeting are NB – Follow the lead of the interviewer
- Avoid yes/no answers, by backing up answers with your experiences or examples, but don't be too long winded.
- Answer the question asked – if you are unsure, ask for the question to be repeated and explained if necessary
- Think before you answer!
- Don't lie or pretend – rather say that you don't know
- Initiate questions yourself
- Don't fidget



After the Interview

- Make notes and a list of any other questions
- Be patient
- Let the company know whether you accept another job offer or change your mind
- Keep on searching – it takes on average 12 weeks to find a job!

Useful Websites

- Cape Biotech - www.capebiotech.co.za
- PlantBio – www.plantbio.org.za
- BioPAD – www.biopad.org.za
- LifeLAB – www.lifelab.co.za
- NBN – www.nbn.ac.za
- PUB – www.pub.ac.za
- SAASTA – www.saasta.ac.za
- SA Biotech Careers – www.sabiotechcareers.co.za
(Biocareers – www.biocareers.co.za)
- AfricaBio – www.africabio.org.za