

‘Careers in the Pharmaceutical and Biotechnology Industry: Statistician and Statistical Programmer Overview’

Talent Acquisition Specialist: Rebecca McMahon

Statistician: John Argue

Statistical Programmer: Jordan Bristow

London School of Hygiene and Tropical Medicine

Tuesday 8th December 2020



About PHASTAR...

- PHASTAR is a global CRO (Contract Research Organisation) specialising in statistics, statistical programming, data management and data science
- We offer statistical consultancy, clinical trial reporting and data management to big-name Pharmaceutical and Biotechnology clients
- Founded in 2007 by our CEO Kevin Kane
- We work on a range of therapeutic areas including oncology, respiratory, arthritis, rare diseases, cardiovascular and work on all phases of clinical trials
- Our number one priority is **QUALITY** in the work we produce
- We have an average of 8.5 years experience – impressive when we hire around 40 people every year without any experience
- We have a global permanent headcount of almost 300 and we have scope to grow across all of our locations
- Being a reputable name in the market, PHASTAR representatives regularly present at conferences (e.g. PSI, ACDM Data Matters, PhUSE)

How PHASTAR works...

PHASTAR is split into 6 main sections:

1. Internal reporting, these are in house clinical trial projects from our clients

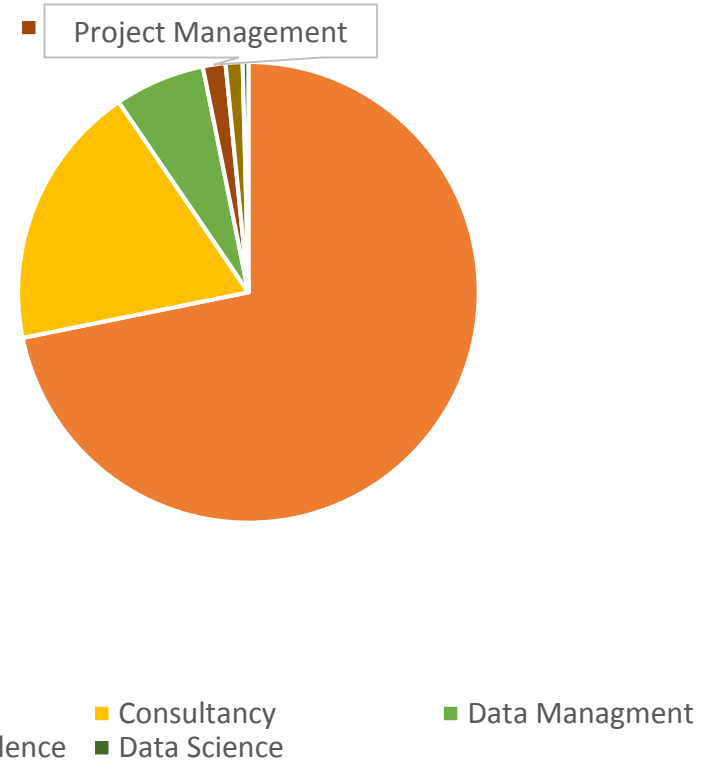
2. Consultancy, is when one of our clients requires an experienced Statistician/Programmer to give advice on their own clinical trials

3. Data Management

4. Project Management

5. Operational Excellence

6. Data Science



UNITED STATES

Cambridge, Boston

Raleigh, North Carolina (HQ)

San Diego, California

UNITED KINGDOM

Glasgow

Sheffield

Macclesfield

Canterbury

Chiswick, London (HQ)

GERMANY

JAPAN

Tokyo

WHERE WE ARE LOCATED...

KENYA

Nairobi

AUSTRALIA

Newcastle, New South
Wales



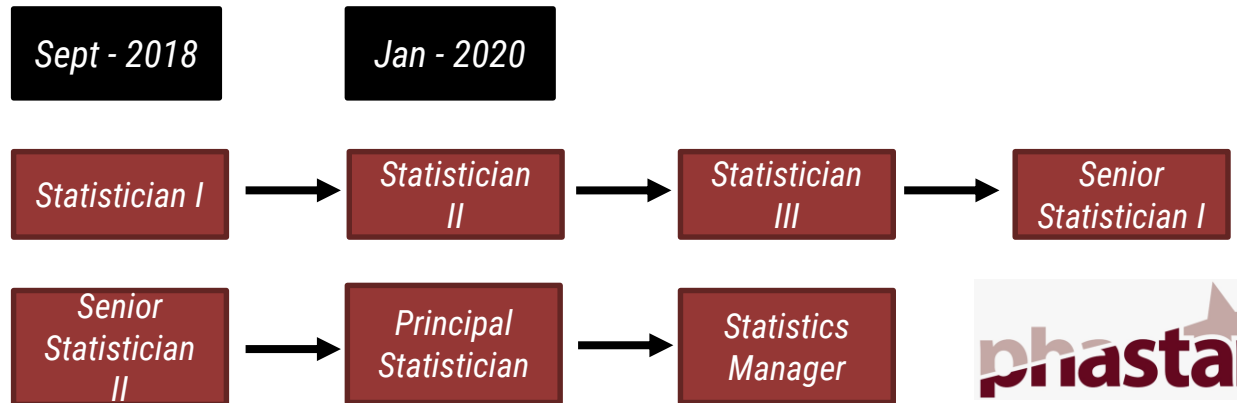


Meet: John Argue

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John: Background

2013 - 2018	University of Strathclyde Mathematics and Statistics (MMath.)
2018	Graduate interview ↓
September 2018	Statistician at PHASTAR



John: Experience

- Worked in many different therapeutic areas: Rare diseases, Medical devices, Schizophrenia, and currently Hot Flashes
- These have all ranged from Phase 1 to Phase 3 clinical trials
- Wide array of statistical methods used in SAS: Mixed Models with Repeated Measures (MMRMs), ANCOVAs, Logistic Regression, and Survival Analysis
- Also have been able to write Statistical Analysis Plans (SAPs) and specifications for Tables, Figures, and Listings
- Two years in and now currently leading my own study
- Have worked with colleagues from different countries i.e. in America and Kenya – we don't just work with colleagues from the U.K

John: Experience

- Statistics forums
- Mentoring graduates and new staff
- Social activities
- Charity events





Meet: Jordan Bristow

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Jordan: Background

July 2016

University of Manchester
Mathematics (BSc.)

July 2017

Graduate interview



October 2017

Programmer at PHASTAR

Oct - 2017

Programmer I

Jan - 2019

Programmer II

Jan - 2020

Programmer III

*Senior
Programmer I*

*Senior
Programmer II*

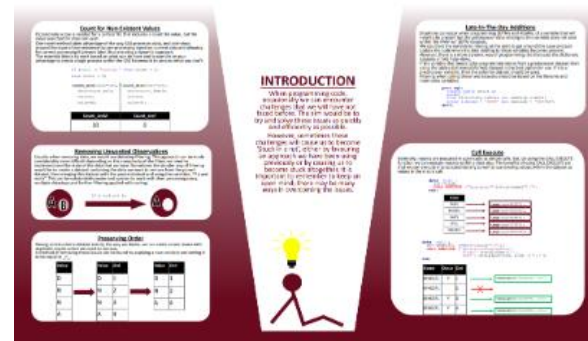
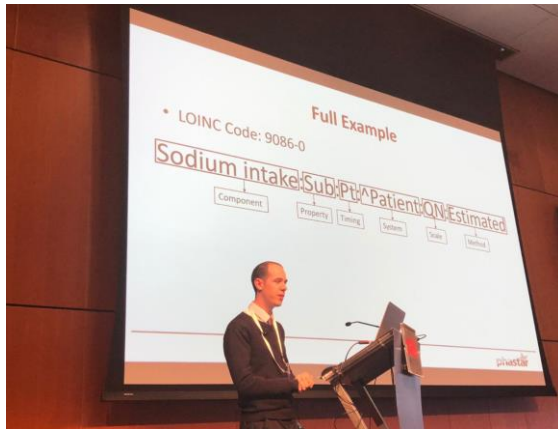
*Principal
Programmer*

*Programming
Manager*



Jordan: Experience

- Multiple therapeutic areas
- Created datasets, outputs, macros
- Initial programming set up on studies
- Lead programmer on a study
- Attended client meetings
- Presented at PhUSE in Amsterdam



Jordan: Experience

- Hosted webinar to external audience
- Attend programming forums
- Mentoring recent graduates
- Planning Social Events



PHASTAR Graduate Programme...

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Programmers vs Statisticians

Background for a Programmer:

- BSc in Mathematics, Computer Science or related discipline

Initial roles and responsibilities

- Using SAS to produce and validate datasets from clinical trial dataset from clinic trial data and to summarise this data for the client
- Safety aspects e.g. adverse events

As you progress...

- Programming Lead
- Study Lead
- Consultant
- Technical Programming Expert

Typical salary (UK wide pharma) £23k - £65k

Background for a Statistician:

- MSc in Statistics
- PhD in Statistics

Initial roles and responsibilities

- Using SAS to produce and validate datasets from clinical trial data and to summarise this data from the client
- Safety and efficacy aspects e.g. statistical analysis

As you progress...

- Statistical Lead
- Study Lead
- Consultant
- Technical Statistical Expert

Typical salary (UK wide pharma) £28k - £75k

FAQ's and Important Information...

- We are on the 8th year of running the Graduate recruitment cycle in the UK
- Almost 90% retention rate (2016-2020)
- 10/15 vacancies available (Up to 8 Statistician posts and 7 Statistical Programmers) and can be based in any of our UK offices
- Start date is in September every year
- 6 weeks paid training delivered by key industry leaders, covering: The industry, Clinical trials, Industry standards (CDISC, GCP, etc.), Company standards, SAS (we don't expect you to know SAS)
- Graduates will be appointed a Mentor and Line Manager
- Exposure to working across various therapeutic areas and clinical trial phases
- Clear career path and realistic promotional structure
- Professional development: presentations and courses run by experienced professionals, monthly Programming and Statistics forums
- 37.5 hour week, paid overtime (project dependent), 25 days annual leave + public holidays, company pension scheme, private medical insurance, company social events

Adapting to COVID-19...

- All of our staff were working from home from February 2020 this year – all necessary equipment was provided to ensure that staff could work safely and successfully at home
- Our Graduates completed the interview process remotely and were therefore trained and onboarded remotely (this was the first time for this)
- Prior to the pandemic, we held various events throughout the year and also hosted excellent Summer and Christmas parties
- This year we have had to host our parties via Teams – food and drink hampers were provided, quizzes and games etc. were organised
- Regular coffee mornings, quizzes and catch ups
- Quarterly company meetings



A few words from our 2020 Graduates that have just completed their training...

“The **training** was a great introduction to SAS focussing on understanding why the code works the way it does, not just learning which commands to use when. It was a good mix of explanation from the instruction, self-led practice and opportunities to ask questions”

- When asked opinion about our online training

“**Anna** for the SAS training was incredible. She made sure we got to know all the graduates and made the training fun and very interactive”

- When asked opinion about our trainer

“I couldn’t have hoped for more from an **online training**”

- When asked opinion about our remote training environment



A few words from our 2019 Graduates having done a full year in the job....

“The past year at PHASTAR has been a huge learning curve, in programming, statistics, the field of clinical trial reporting and the general workplace. Everyone is extremely friendly, approachable and supportive. The graduate training has allowed me to develop my statistical and soft skills whilst making close friends in the process.” – Alice (Statistician I)

“I have thoroughly enjoyed my first year at PHASTAR, it has been a great learning experience and extremely rewarding! I learnt a coding language that I had absolutely no experience with in the 6 weeks training and was able to go straight into project work - which I did not expect to happen. The mentoring scheme was very helpful as you have someone to direct all your questions to so you didn't feel like you were thrown right into the deep end. All other members of staff are friendly, experienced and are more than happy to answer any questions that you have. Even when being forced to WFH during the pandemic I have felt just as supported as I did when at the office!” – Hollie (Statistician I)

“PHASTAR provide intensive, thorough, really well-structured and enjoyable SAS training from the first days in the role. In my first year of being a Statistician, I have learnt how to use mathematical and programming skills in a more practical setting. PHASTAR provide an extremely supportive atmosphere to learn in your first role. Graduates are assigned mentors, as well as being surrounded by a team-based atmosphere and approachable workforce!” – Alice (Statistician I)

Our Awards, Achievements and Feedback...



2015

Put forward for top 10 CROs in the world



2017

2020 Scrip Awards Finalists:
Best Contract Research Organisation –
Specialist Providers



Feedback for Best Companies Survey...

- 93% of our Team are proud to work for PHASTAR
- 86% of our Team love working with us
- 95% of our Team agree that the experience they gain working at PHASTAR is valuable for their future



PHASTAR Culture...

- Football
- Badminton
- Baking
- Social committee
- Comedy club
- Escape room
- Board games
- Brewery Tour (Chiswick, Fullers)
- Summer and Christmas Parties



Graduate Recruitment Process...

- Vacancies are advertised on our website www.phastar.com
- Application deadline: March 2021
- Requirements for applying: CV and cover letter
- Interview process starts: early April 2021
- Requirements for the interview process: 1-2-1 interview, specific assessment(s) and group task (will be a full day interview process)
- Feedback will be provided: no later than 1 week after the interview process
- Training starts: mid-September 2021

Please send your application to recruitment@phastar.com to apply!





Questions?

Email: rebecca.mcmahon@phastar.com

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