

Brown, Cynthia

From: Dayan, Franck
Sent: Thursday, November 16, 2017 7:52 AM
To: Argueso, Cris; Broders, Kirk; Brown, Cynthia; Norton, Andrew; Gaines, Todd; Dill, Janet
Subject: information on skills for new employees

Guys, I finally reached the right person at Bayer regarding desirable skills for industry. Here is a set of images from Mike Schwarz. I wish I had the ppt but this is what he sent. I will print and bring with me this morning.

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From: Mike Schwarz [mailto:mike.schwarz@bayer.com]
Sent: Thursday, November 16, 2017 7:41 AM
To: Dayan, Franck <Franck.Dayan@colostate.edu>
Cc: Arlene Cotie <arlene.cotie@bayer.com>
Subject: RE: information on skills for new employees

Franck, I recently spoke to the University of GA Plant Pathology class and presented an overview of Bayer CropScience, what Bayer generally looks for in new hires, and how to prepare for employment in industry. I've attached three key slides describing general skills. I also discussed your questions with our HR representative and she knows of no industry "report" that summarizes the skills. However, it may be beneficial to contact the American Phytopathological Society or similar society as I know they've been active in this area and may have a report or guidelines available.

Hope that helps.

Entry for Scientists

R & D

Bayer CropScience

- Biologics
- Crop Protection Research
- Trait Research
- Human Safety, Environmental Safety

Bayer HealthCare

- Global Drug Discovery
- Global Development

Other entry routes

Bayer Business Services

- Research IT

Bayer Technology Service

- Technology Platforms

Nimbus Project

- Early Phase Research
- Scientific Networks of Excellence



What are we looking for beyond Proven Excellence in Science?

All-round and inquisitive

- Teamwork
- Creativity
- Communicative
- Enjoy challenging work / questions
- Competence to manage interfaces
- Distinct willingness to learn
- Flexibility / Mobility
- Diversity



Responsible

- Technical responsibility
- Personnel responsibility
- Financial responsibility
- Internal / external responsibility
- General rules of ethic operation
- Face to our customers

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Bayer CropScience

Career Paths



Managerial Career

- Take over a leadership position
- Leading a team, group or department
- e.g. via various postings abroad or project assignments



Scientific Career

- e.g. a researcher with a scientific reputation
- Be in demand internationally
- Challenging project leads with new innovative R&D methods

Managerial careers are based on the principle of job rotation while scientific careers involve expertise and the acquisition of knowledge

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Bayer CropScience

Thanks.

Freundliche Grüße / Best regards,
Mike

Michael R. Schwarz, PhD
R&D Fellow, Agronomic Development



Science For A Better Life

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From: Dayan, Franck [<mailto:Franck.Dayan@colostate.edu>]

Sent: Thursday, November 16, 2017 8:09 AM

To: Mike Schwarz

Cc: Arlene Cotie

Subject: RE: information on skills for new employees

Mike, my department (Bioagricultural Sciences and Pest Management) is planning to revamp our curriculum. I am part of committee looking at the skills employers are looking for.

Do you know if Bayer (or industry at large) has a report on that topic you could share with me?

We want to know what kind of skills industry, stakeholders, government would like their new hires to have, as it relates to Pest management.

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