



Science For A Better Life



CropScience
Business Services

HealthCare
Industry Services

MaterialScience
Technology Services

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Physician

Veterinarian

Do you have the Bayer Spirit?

Research and Development, Occupational Medicine
Toxicology, Pharmacology
Clinical Trials, Marketing and Sales



Start out on a sound basis

Bayer HealthCare offers physicians and veterinarians employment in a wide range of areas. Physicians are mainly employed in Pharma and Consumer Care, veterinarians in Animal Health and preclinical Pharma research.

The Pharmaceuticals Business Group principally involves the research, development and registration of new active ingredients and the marketing of these substances as drug products.

Cardiovascular diseases and cancer, gynecology, specialized therapeutics for severe disorders and diagnostic imaging are particular areas of interest in Pharma. More than half of the physicians employed at Bayer are active in this business group, mainly in Research and Development.

In the Animal Health Business Group drug products for agricultural livestock and companion animals (cats, dogs, horses) are researched, developed, produced and marketed. This is the second largest field of occupation for people with a medical qualification (normally veterinarians) at Bayer.

Approximately 17% of Bayer's physicians work in our Medical Departments (part of Bayer Industry Services).



What you offer

Candidates should have graduated with exceptional grades in an exceptionally short time and, if entering the company straight after leaving university, should have completed their PhD (subject, field). A residency or several years' experience are required in the fields of gynecology, oncology, pharmacology, radiology, neurology or immunology, depending on the area of employment. In Research, particularly, a double qualification is desirable or may be necessary (e.g. medicine and biology, medicine and chemistry, medicine and an MBA), whereas the duties of a company physician require training in occupational medicine. Working in interdisciplinary teams demands particular skills - physicians need to be able to resolve problems in an interdisciplinary manner and to coach a team. Customer and marketing orientation are important, as are work experience abroad and proficiency in foreign languages. These are the skills you will need when working on international projects. We do of course also place great emphasis on broad scientific knowledge, analytical thinking and good social skills. We expect you to work independently and to demonstrate initiative, flexibility and mobility.

Interesting Tasks for Physicians

In Pharma R&D there are many areas of work open to physicians, the largest of which is preclinical research, e.g. in cardiovascular pharmacology, chemotherapy or toxicology where the main task is to ascertain the pharmacodynamic spectrum of effects of a new substance and its potentially toxic effects.

As these tasks often necessitate animal studies, there are also many veterinarians who work in toxicology.

For preclinical research an interest in theoretical medicine is necessary. Knowledge of areas normally not adequately covered by medical studies, e.g. biochemistry, immunology, microbiology or molecular biology, is also desirable.

Further opportunities for physicians exist in clinical pharmacology, which involves the investigation of new active ingredients and their tolerability in Phase I clinical trials on healthy subjects. An excellent knowledge of clinical pharmacology, including human pharmacokinetics, is essential for this work. There is also the possibility of entering clinical research, primarily working on clinical trials of drug products. The focus here is on planning, initiating and managing Phase I-V trials. Bayer physicians are not the attending doctors in this case, rather their task is to work closely with hospitals and external investigators in assessing the therapeutic value and safety of new drug products in clinical studies. Clinical development at Bayer Schering Pharma comprises the preparation of clinical development plans and the strategic planning, support and supervision of international Phase II-IV clinical studies. Another interesting position is that of study manager in Clinical Operations, where clinical studies are planned and performed.

In Medical Affairs, physicians are responsible for the medical stewardship of products already on the market or scheduled for launch, as well as heading ISS (Investigator Sponsored Studies) projects and managing opinion leader relations.

Dr. Esther Johnson, laboratory manager in Drug Discovery, has the Bayer Spirit. Do you?

Every day we at Bayer work to make the world a better place, searching for solutions and never giving up. That's the passion that unites us. We call it the Bayer Spirit. If you feel it too, then it's high time we got to know each other.

There are also openings for talented physicians in Project Management, co-coordinating and heading international development projects and integrating the various development functions, such as chemical, preclinical and clinical development, clinical pharmacology, marketing, etc.

Bayer also employs many physicians in its Medical Service. These are specialists in occupational medicine, ideally with additional training either in general medicine, internal medicine or dermatology.

There are many other interesting areas of work open to physicians outside Research, from Sales and Marketing to working with regulatory authorities on registration and regulatory approval.

Although there are positions for university leavers with a PhD, it is advisable for students to focus early on training in the areas which they would like to enter. In preclinical research and clinical pharmacology we generally assume that applicants will have practical experience in the relevant fields. Specialist training (e.g. internal medicine, cardiology, etc.) is normally required for clinical research. As a rule, physicians working in the Pharma Business Group are either experts in human medicine, specialists in various disciplines or very often veterinarians.

In Germany, pharmaceutical research (diagnostic imaging, oncology and gynecology) is pursued at Bayer Schering Pharma AG in Berlin and in our Pharmaceutical Research Center in Wuppertal-Aprath (cardiology). There are also a number of research centers abroad (in England, Italy, Finland, USA and Japan).

In the United States most research concerns protein-based biologicals, hematology and inflamma-

tions/immunology. The German Sales and Marketing departments are located in Leverkusen.

A small number of physicians work in our Consumer Care Business Group. In contrast to our Pharmaceuticals Business Group, this group deals with non-prescription, over-the-counter (OTC) products. The work for physicians, however, is very similar.

Interesting Tasks for Veterinarians

Most veterinarians who work for Bayer are employed in pharmaceutical research, where many animal studies are performed in the pre-clinical testing of our products for humans. (See "Interesting tasks for Physicians").

In Animal Health we focus on elucidating the causes of bacterial and viral infections as well as metabolic disorders in animals. Another area of research is parasite control with the aim of protecting humans, animals (e.g. through vector control) and stored food. An interest in theoretical medicine is therefore essential. Depending on which area of research they work in, veterinarians should have a sound knowledge of biochemistry, microbiology, molecular biology, immunology, virology or parasitology. Animal Health also focuses on product development. The main tasks for veterinarians here include clinical trials of new veterinary drugs. They coordinate the safety and efficacy studies required by law for the registration of animal drug products, working closely with universities, schools of veterinary medicine, clinics and veterinary practitioners. A good knowledge of clinical pharmacology, includ-



Areas of work for physicians/veterinarians:

Research and Development, Occupational Medicine, Toxicology, Pharmacology, Clinical Trials, Sales and Marketing.

ing pharmacokinetics, is often necessary for entry to this interesting area of work. Marketing and Sales departments also offer a wide range of tasks for veterinarians. Product managers or consultants, for example, accompany projects and products from the R&D stage right through to market readiness. Veterinarians also develop marketing concepts and are responsible for the global technical and commercial support of animal drug products already on the market.

Specific knowledge of the relevant veterinary field gained in PhD studies and/or veterinary training is helpful for entry to the division. Several years of research work at university is excellent preparation for work in R&D.

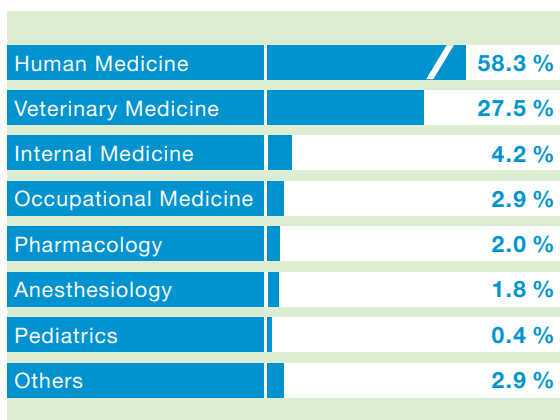
Product management requires sound knowledge, gained through specialist veterinary training (e.g. poultry, pigs, cattle and small animals) or several years' work as a veterinary practitioner.

Development opportunities

Physicians and veterinarians generally go straight into a job with a defined set of responsibilities. This may be followed by job rotation in Germany or abroad.

Personnel development at Bayer AG integrates the selection, development and ongoing training of employees. Our aim is to employ the most able people worldwide and to provide systematic training and development opportunities to enhance their professional and interpersonal skills.

Bayer Schering Pharma AG in Berlin also provides physicians with the opportunity to write their doctoral thesis or train as specialists in pharmacology.



Subjects studied by physicians and veterinarians working in Bayer's subgroups and service companies (incl. Bayer Vital and Bayer Schering Pharma). Total: approx. 450 (March 2007)



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