

OS01-3 Career development in pharmaceutical companies

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The creation of innovation is indispensable for the growth of a pharmaceutical company focused on breakthrough new drug business. In particular, laboratories for drug discovery need diverse researchers with various ideas to integrate their results. It is expected to diversify age, gender, nationality or etc. in addition to expertise. To attract diverse people, it is also important to demonstrate the possibility of career development in many ways. Researchers often also work in departments other than laboratories that require expertise and diverse experiences, such as for development or strategy. There are multiple career paths, for example, to pursue specialization, to be involved in management and decision making, or to realize innovative ideas beyond existing frameworks and so on. Astellas Pharma Inc. is promoting some projects, "Women's Innovative Network for Diversity" and "Work Style Reform", to enable individual employee including women to demonstrate high productivity and creativity, and to realize self-development among various career. As a result, some improvements of diversity are recognized. More women continue to develop their careers even though the path is different from the original assumption due to lifestyle and corporate request. The ratio of female managers is also increased, and organizational management with diverse perspective is being realized. In this part, some topics including my case will be provided to consider career development of researchers at a pharmaceutical company.