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OPINION

## How Much Are You Really Worth?

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Is your salary in line with your counterpart at your competitors?

A good recruitment agent knows the answer to this important question because he or she has met many candidates in similar roles and knows the industry inside out. By meeting a consultant, you will discover career opportunities as they arise. Whether you take action on the information is up to you.

Visiting a recruiter can be a little bit like window shopping. Just because you are looking and comparing the merchandise does not mean that you are going to buy. However information is power.

Do you know that the labor market in the pharmaceutical industry is more fluid than ever before? The increase in the number of mergers and acquisitions mean that there are many talented people who are open to opportunities either by choice of circumstance.

With many of the foreign companies having the strongest pipelines it is only natural that they'll also have some of the more interesting positions. In the past few years we have seen an increase in the number of Japanese venture capital companies. Some of these start ups are more international and diverse than traditional foreign Pharma companies. I am often surprised by the misconceptions by candidates hold about companies based on where the country it

is based. Some believe that a company from a particular region will behave like the stereotypes of that area. This is not always the case. A company that has been here for more than 30 years from the United States may well have more in common with their big Japanese counterpart, than a local start-up firm.

The information I have just shared is power. It can be used to plan a stronger career direction. It puzzles me why so many

people spend more time planning their next summer vacation than their life-time career. Most of us are so busy doing the job at hand. We do not stop and think: "hey what am I doing? Where am I going?"

In previous articles I have written about the importance of setting goals and having a clear vision about career. By sitting down with a recruiter who specializes in your industry you can find out some important information. Take a breath from your daily routine and evaluate what you have achieved, what are you doing now and where will you be in five years. If you are looking to hit a target then we need to make plans and steps to ensure that we reach our goals.

Find out about new positions and companies.

Research companies culture

Discover how does your salary compares to your competitors?

It is better to know. Information is power.

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