

製薬企業医師としてキャリアを伸ばすために 必要な知識とスキル： 製薬企業入職5年未満の医師に対する アンケート結果と考察

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Necessary knowledge and skillsets in the pharmaceutical industry: Assessment from the survey targeting early career pharmaceutical physicians with less than five years of industry experiences

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Abstract

Objective : Job roles of physicians working for pharmaceutical companies are not well understood by physicians in clinical practice or academia. No systematic survey to assess pharmaceutical industry physicians' challenges has been done. We aimed to understand challenges encountered by physicians choosing careers in the pharmaceutical industry.

Methods : A survey consisting of 33 questions regarding early industry onboarding experience for physicians with less than five years of industry experience was developed. This survey used Microsoft Forms and targeted physicians currently working in pharmaceutical companies in Japan.

Results : Forty-three physicians met the survey criteria. Most were in their thirties or forties. Twenty-seven worked for non-Japanese multi-national companies, and 16 for Japanese companies. Significant challenges were related to organizational structure, decision-making processes, expected behaviors, and performance standards. Respondents wanted clearer guidance from senior industry physicians in terms of their roles in the organization, career advancement, and how to leverage their expertise. Half did not have mentors.

Discussion : On-the-job training for industry naïve physicians may not be effective without understanding the physicians' unique background. Non-physician industry veterans may not recognize physicians' skills or career aspirations, given the difference in knowledge and experiences. This survey revealed pharmaceutical industry physicians sought role models and mentors across the industry.

Conclusion : Guidance and career support by physician mentors seems highly desirable for early-career pharmaceutical physicians to advance their career in the industry. Diverse career paths in the industry are not readily visible for early-career pharmaceutical physicians. Therefore, systematic learning opportunities about the pharmaceutical industry/medicine need to be established.

Key words

physician, pharmaceutical physician, pharmaceutical industry, career path, mentoring

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