



Career opportunities in service/consulting companies

Transforming your data
into biomedical insights

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Who I am?



Who I am?

-  Mum of Lore, Elise & Lukas
-  I live in Ghent - Oostakker
-  PhD, veterinary sciences & Executive MBA
-  Career of 20 years
-  Generalist (from scientist to manager)
-  Freelancer
-  CEO at BioLizard

My quote: “Do not regret the things you’ve done, regret the things you did not do when you had the chance.”



BioLizard



**THINK DATA
SPEAK BIOLOGY**

BioLizard DNA

Consultancy company

Preferred partner for support in:

Data
architecture,
management &
governance

IT & software
development

AI and analytics

Bioinformatics



Strong team

- Multidisciplinary team of 50+ bright, highly-qualified Lizards
- We stay on top of the latest developments in the field so that you don't have to – providing top-notch strategic consultancy & professional services

Customer base

- HQ in Ghent
- (bio)pharma – Dx – CRO globally
- Red and green biotech
- + 95 customers, 90% recurrent business
- > 90% customer satisfaction
- > 300 projects

Bio|Verse[®]



- State-of-the-art, modular analytics platform
- Comprises 3 applications for AI-empowered:
 - > multi-omics data analytics
 - > microbiome data analysis
 - > unbiased literature review

Social responsibility

- Strong focus on diversity, equity & inclusion
- Alignment with the sustainable development goals





Our Lizards



Many roles – many profiles

Lizards – scientific core

- *Team lead*
- Bioinformatics scientist
- Computer scientist
- Machine learning expert
- Biostatistics scientist
- Software engineering
- Solution architect

Supportive roles

- Project management*
- Program management*
- Sales*
- Marketing & communication*
- *Human resources*
- *Office /administration*
- *Quality assurance*
- *(Legal, accountancy)*

Management

- CEO
- COO (operations)
- CTO (software)
- CFO (finance)
- Solutions portfolio director
- Commercial director

Different levels:

Junior
Medior
Senior
Principal

Strong data science/bioinf background
Customer facing experience
Consulting expertise

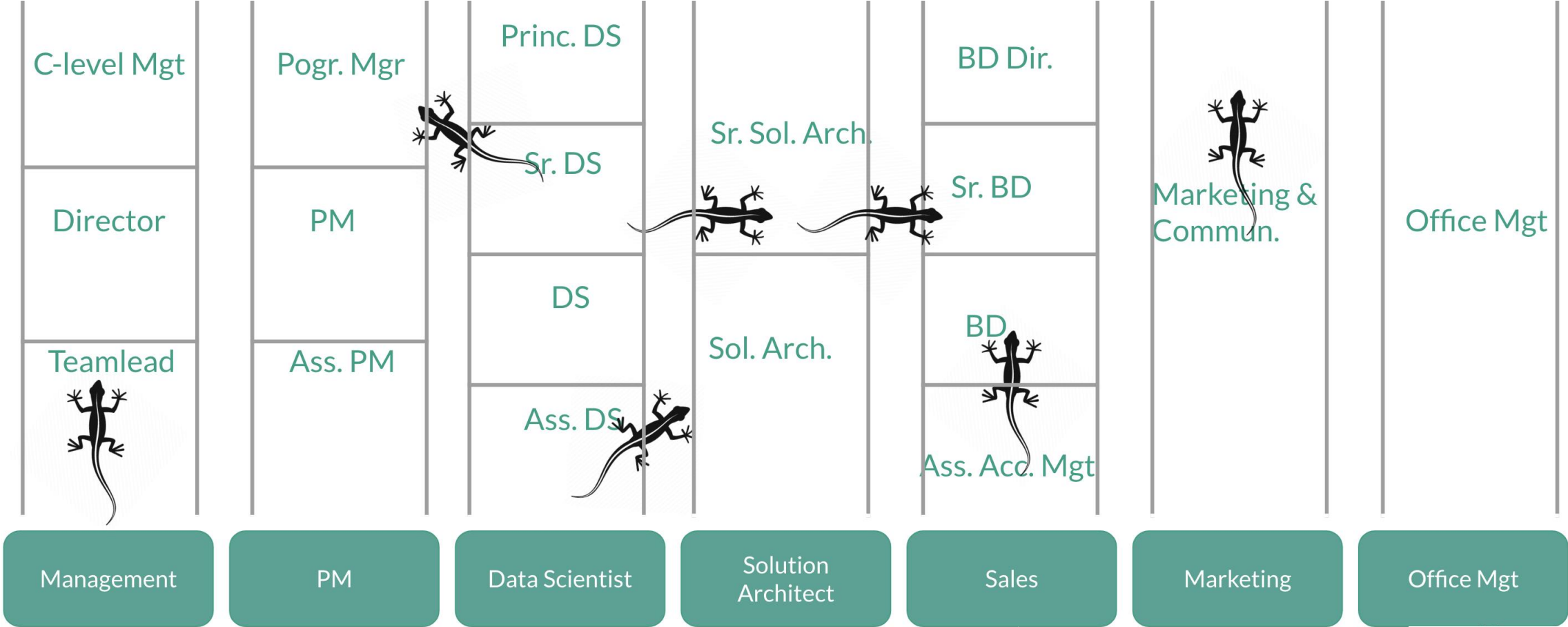
*Scientific background
*Strong customer facing experience
*Commercial mindset





Growth opportunities

Career framework



Talents & competences

Talent

- Quality you are born with
- Natural ability to excel
- Exist independently of professional context
- Not always manifested in concrete behaviour
- Generates a lot of energy

vs

Competence

- Skill + knowledge + attitude >> learned & visible in concrete behaviour
- Can be developed, with or without talent
- Does not always generate energy



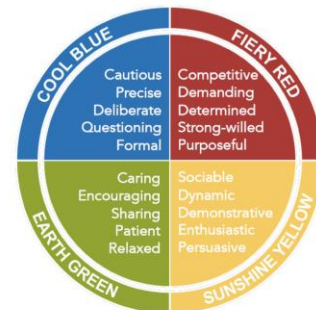
Performance: fostering growth & talent development

1. Improving Employee Performance
2. Aligning Employee Goals with Organizational Objectives
3. Identifying Training and Development Needs
4. Enhancing Employee Engagement and Job Satisfaction
5. Supporting Compensation and Promotion Decisions
6. Facilitating Communication and Building Trust
7. Managing Underperformance
8. Providing Documentation for HR Decisions
9. Fostering a Culture of Continuous Improvement

Current	New	Color schema	Distribution max	Distribution min	Actual
Exceptional	Sets a new standard		5	0	
Exceeds expectations	Often exceeds expectations		30	20	37
Fully achieved expectations	Consistently meets expectations		50	40	60
Some expectations met	Development required		10	5	
Expectations not met	Expectations not met		5	0	
			100	65	

	Exceptional (5)	Exceeded Expectations (4)	Fully Achieved Expectations (3)	Some Expectations Met (2)	Expectations Not Met (1)
High Level Descriptions	Performance far exceeded expectations	Performance consistently exceeded expectations	Fully achieved and at times may have exceeded expectations	Performance occasionally met expectations but was inconsistent	Immediate improvement is needed
Goals Achievements	Completed critical goals at an exceptional level. Achievements clearly and consistently surpassed all job performance expectations	Completed critical goals. Achievements clearly and consistently surpasses job performance expectations	Completed critical goals. Achievements met and sometimes exceeded job performance expectations.	Completed some critical goals. Overall achievements were below expectations.	Achieved no critical goals. Majority of work was poorly executed.
Skills Knowledge Abilities	Demonstrated skills, knowledge and abilities significantly beyond the job requirements.	Demonstrated skills, knowledge and abilities well beyond the job requirements.	Demonstrated skills, knowledge and abilities of the job requirements.	Demonstrated most required skills, knowledge and abilities but improvement and or growth is needed.	Did not demonstrate basic skills, knowledge and abilities required to perform the majority of assigned duties.
Behavior	Served as an organizational role model. Highly professional. Made valuable and extensive contributions to a positive organizational culture.	Highly professional. Made meaningful contributions to a positive organizational culture.	Consistently professional. Supportive of a positive organizational culture.	Not consistently professional. Not supportive of a positive organizational culture.	Demonstrated unacceptable behavior. Detrimental to a positive organizational culture

On a good day



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On a bad day



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QUESTIONS? SHOOT!

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We have Lizards located in

Belgium, The Netherlands, France, Switzerland, & USA