

**Farma Industria Ticino**

**Ticino: the Life Science Valley in the heart of Europe.**

**Career opportunities in the third Swiss Life Science Cluster**

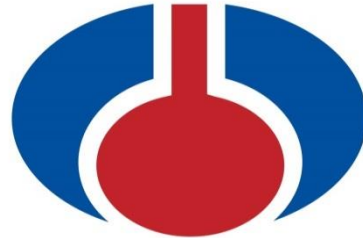
*Dr. Gabriel Haering*  
*CEO, Cerbios-Pharma SA*

# PRESENTATION HIGHLIGHT



Who am I ?

Gabriel Haering



**Farma Industria Ticino**

# My personal experience @ETH



1980-1985: Master in Chemistry

1985-1989: Ph. D. Institut für Biopolymere

In total 10 publications

**1989: continue in the Accademy or move to industry ?**



# My Career in the Industry



<b><u>1989-1994</u></b>	<b><u>Paul Bucher Analytik und Biotechnologie</u></b>	<b><u>Basel</u></b>
	Sales Support Manager	
<b><u>1994-1996</u></b>	<b><u>AMS Biotechnology</u></b>	<b><u>Lugano</u></b>
	In charge of the Swiss Subsidiary Sales of Biotech Products	
<b><u>1996-1999</u></b>	<b><u>Emanuele Centonze SA</u></b>	<b><u>Chiasso</u></b>
	Responsible for sales and trading outside CH Created first company website, business intelligence tool and first Customer-relationship management (CRM) tool	

# My Career in the Industry



## 1999-2008    **Helsinn Advanced Synthesis SA**    **Biasca**

Production of Active Pharmaceutical Ingredients (APIs) for the Helsinn Group, and active as Contract Manufacturer (CMO) for originator companies outsourcing the production of APIs for clinical trials and commercial supply.

1999-2003 – **Business Development Manager** EU and JPN

2003-2008 – **Director Business Development** world-wide activities

# My Career in the Industry : TODAY



<b>2009-now</b>	<b>Cerbios-Pharma SA</b>	<b>Lugano</b>
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CEO of the company

Goals received when joining ?

1. Renew the company image
2. Propose a strategy to grow
3. Revisit the organization in order to be ready for future challenges

## Other functions

GMT Fine Chemical SA (Neuchatel) - CEO and member of the board

Lipidor AB (Stockholm, SE)) - Member of the board

Chemelectiva SA (Novara, IT) - Member of the board

Farma Industria Ticino (Lugano) - Committee member in charge of marketing activities

# Flexibility to move and travel



119,970 km

**56** Flights

1.1.2018 – 14.1.2019



# **Cerbios-Pharma SA**



**Farma Industria Ticino**



## Organizational Profile

**100%**  
Self-financed

**100%**  
Family-owned,  
same ownership  
since foundation

since  
1976

Biological Division

Chemical Division

Active as CDMO  
with strong growth  
in the past years

ADCs  
Thanks to the  
synergies  
of both divisions

Cerbios-Pharma SA

**13'481m<sup>2</sup>**  
of Surface

Headquarters  
in Barbengo/Lugano,  
Southern Switzerland

**132**  
Employees

**> 5'000**  
Training Hours  
an average of 38 hours  
per employee/year

**+36%**  
volume  
growth

Production  
of probiotics for  
animal feed  
and pet-food

from  
2015

**+28%**  
volume  
growth  
Leading player  
in the Foliates area

**Dun & Bradstreet**  
Risk Indicator 1

Confirming minimum  
default risk for

**7 years**  
in a row



# CERBIOS-PHARMA ACTIVITIES

## Biological Division

### Probiotic Manufacturing Capabilities

**$6.94 \times 10^{18}$  cfu**  
of probiotics produced  
by fermentation per year

**3**

**Mt per week**  
of microencapsulated  
probiotics  
(will be doubled  
as of 2020)

### Probiotic feed additives based on SF68®



**Cernivet® LBC G35**  
Fine granulate



**Cernivet® LBC ME20 plus**  
Microencapsulated

**Cernivet® LBC ME10**  
Microencapsulated

**4** mio.  
of tons  
per year  
of feed supplemented  
with SF68®



### Pharmaceutical finished products based on SF68®

**>1.5**  
billions



**TOTAL  
CAPSULES  
PRODUCED**



**More than  
70** mio.  
**Patients  
treated**

## Chemical Division

### Category 3-4\* HPAL production units

\* According to SafeBridge categorization

**5** Units

Fully isolated and  
contained according to  
**SafeBridge standards**

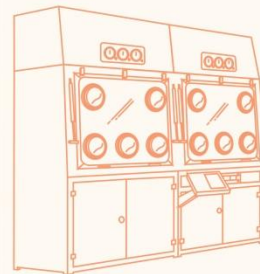
**cGMP unit** **10 – 100** gm/batch

**cGMP modular unit** **200** gm – **2** kgs/batch

**cGMP unit\*\*** **5 – 30** kgs/batch  
\*\* New, operational in 2020

**Non cGMP unit** **up to 50** gm/batch  
For Drug Product development

**Non cGMP unit** **up to 100** g/batch  
For Drug Product development  
or Tox studies



### Category 1-2\* API production units

**2**

**Large scale  
Production  
Line**

**20 – 300** kgs/batch  
For the production of APIs

**1**

**Small-scale  
Production  
Line**

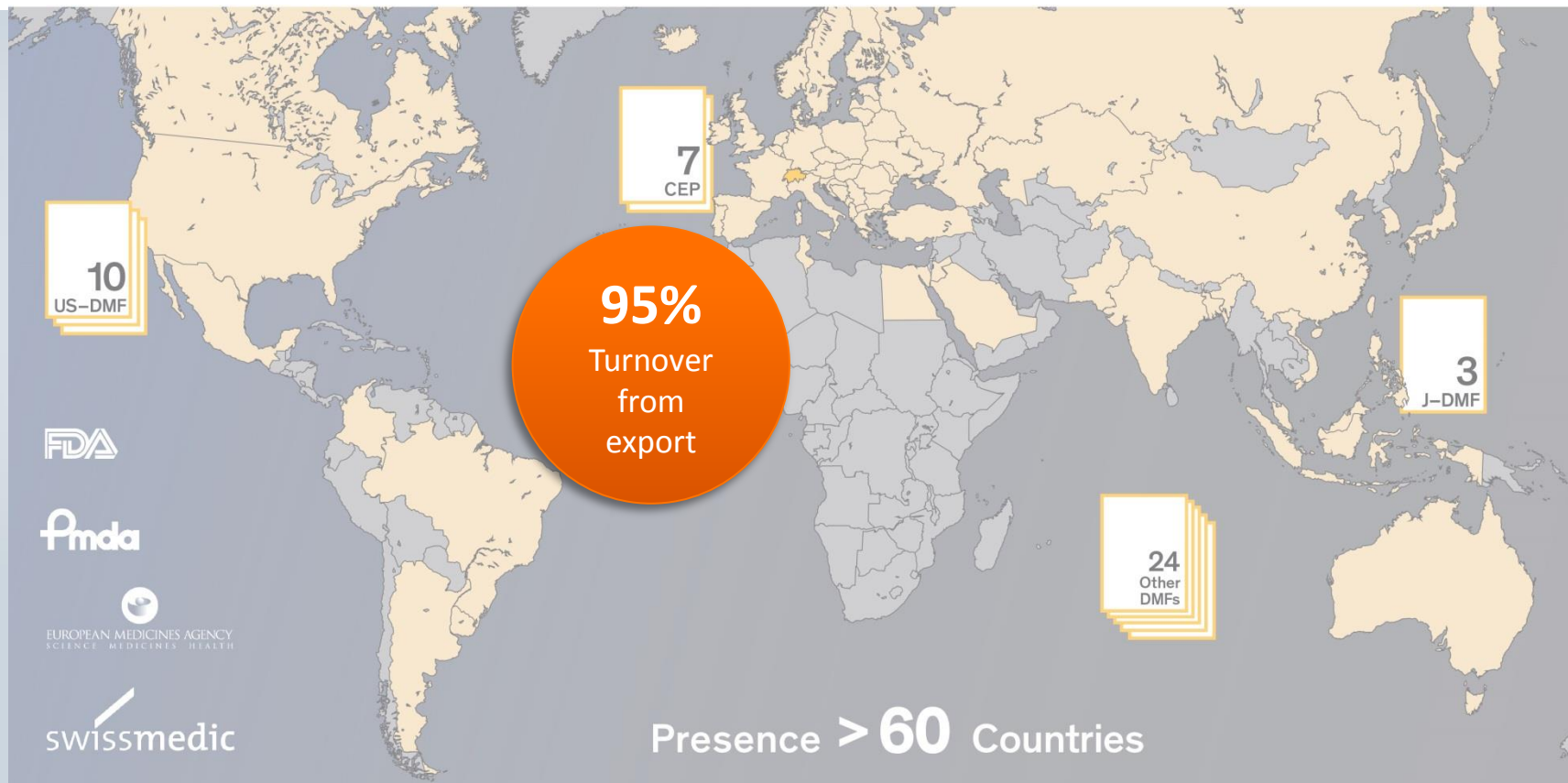
**<5** kgs/batch  
For the manufacturing of APIs  
and cGMP advanced intermediates



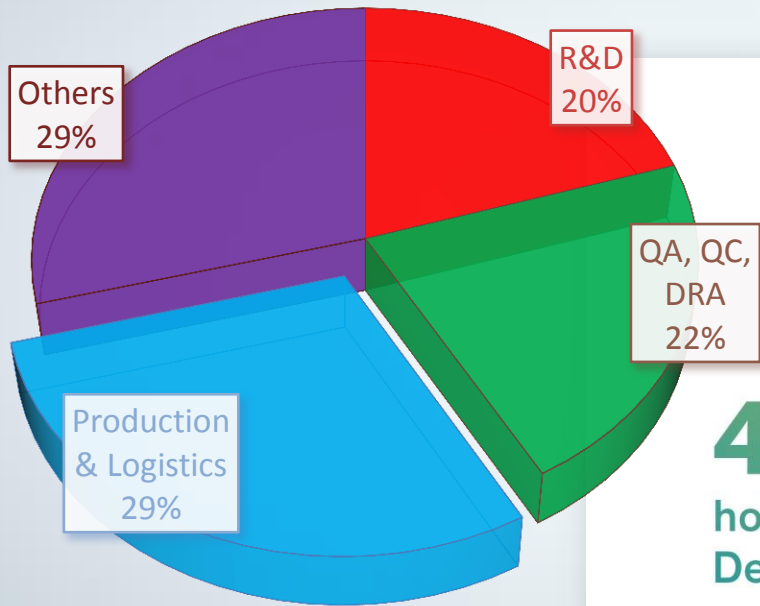




# International Presence



# Cerbios' Organization (HC)



Total Headcount

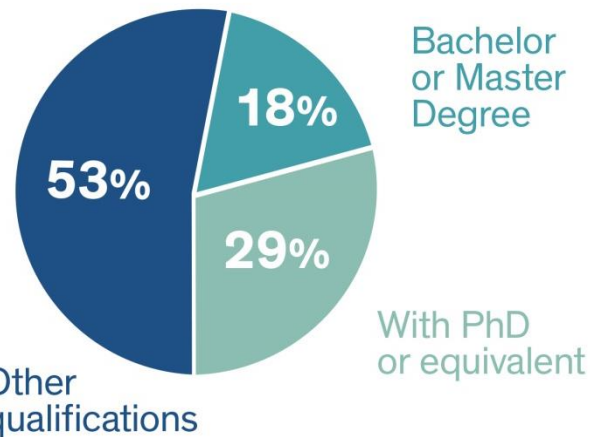
145

(01-2019)

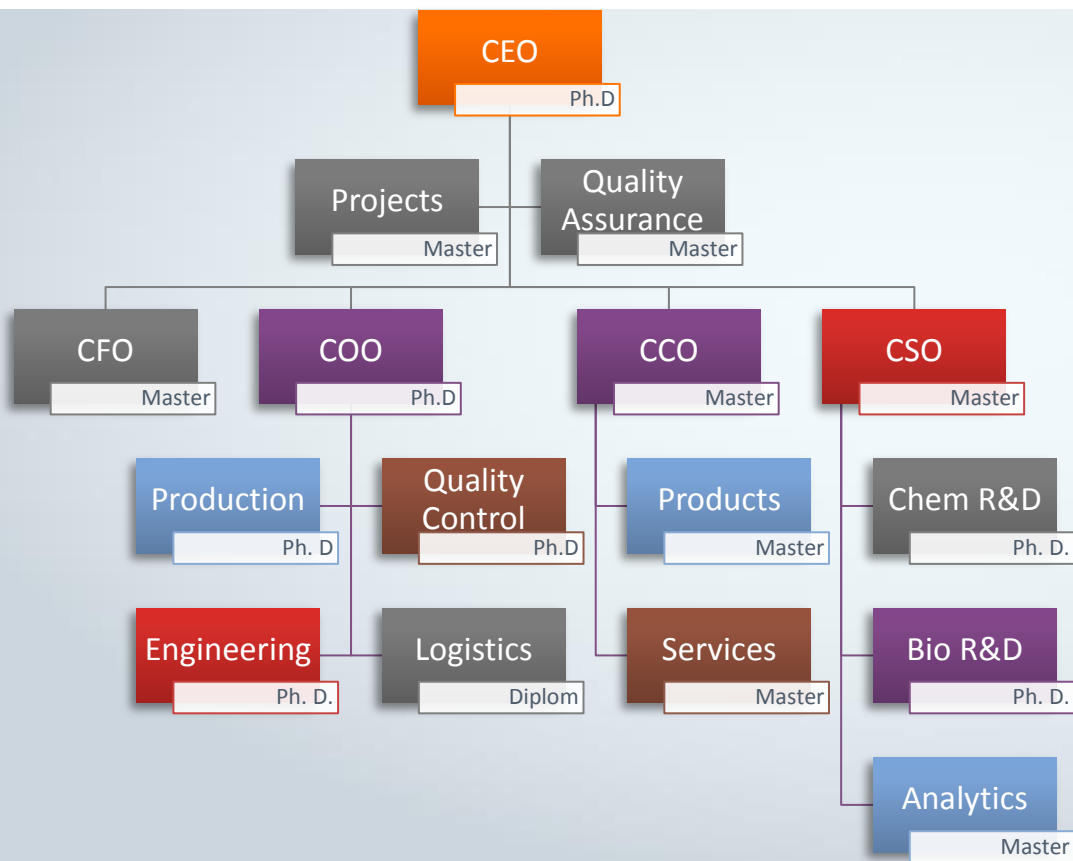


Educational Level

**47%**  
hold a University  
Degree



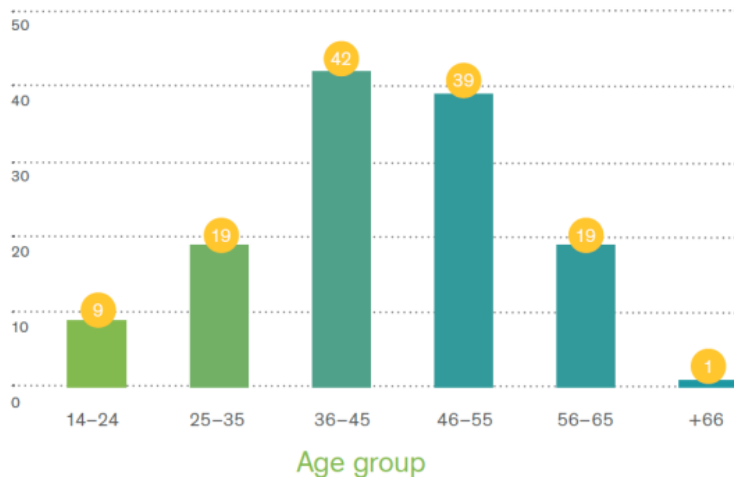
# CERBIOS-PHARMA ORGANIZATION



Department	Master and Bachelor degree	Ph.D
C-Level Top Mgmt	3	2
Management	4	3
R&D	4	9
Quality Control	5	2
Quality Assurance / Regulatory Affairs	8	1
Production	8	1
Commercial	3	2
Finance / ICT	2	-
Engineering	2	-
<b>Total</b>	<b>39</b>	<b>20</b>



Number of Employees



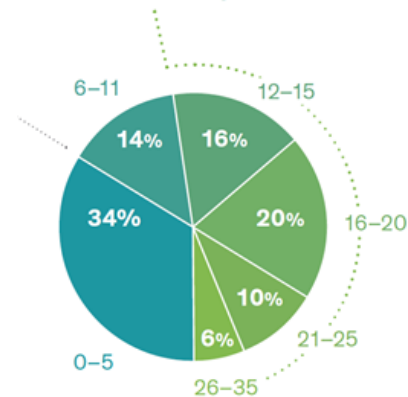
Over the years, the employment rate by age group has remained fairly stable, confirming the local demographic trend.

## Turnover

- Major contribution from new hiring

**52%**

of Employees  
working with us for  
more than 12 years



# CERBIOS-PHARMA : HIRING







What are we looking at, when hiring a new employee with University Degree?

## HARD SKILLS

- Technical Knowledge Related to the Open Position
- Experience
- IT Knowledge (Office, ERP, task specific Software,...)
- Languages

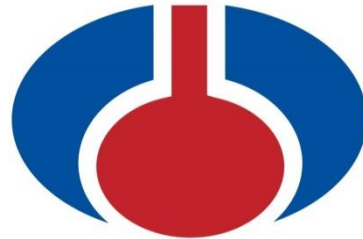
## SOFT SKILLS

- Complex Problem Solving
- Critical Thinking
- Creativity, Curiosity
- People Management
- Teamwork
- Emotional Intelligence
- Judgment and Decision Making
- Service Orientation
- Negotiation
- Flexibility
- Passion

Sources:

1. Cerbios evaluation scorecard;
2. The Future of Jobs Report – WEF.

# Ticino as Working place and Pharmaceutical Cluster



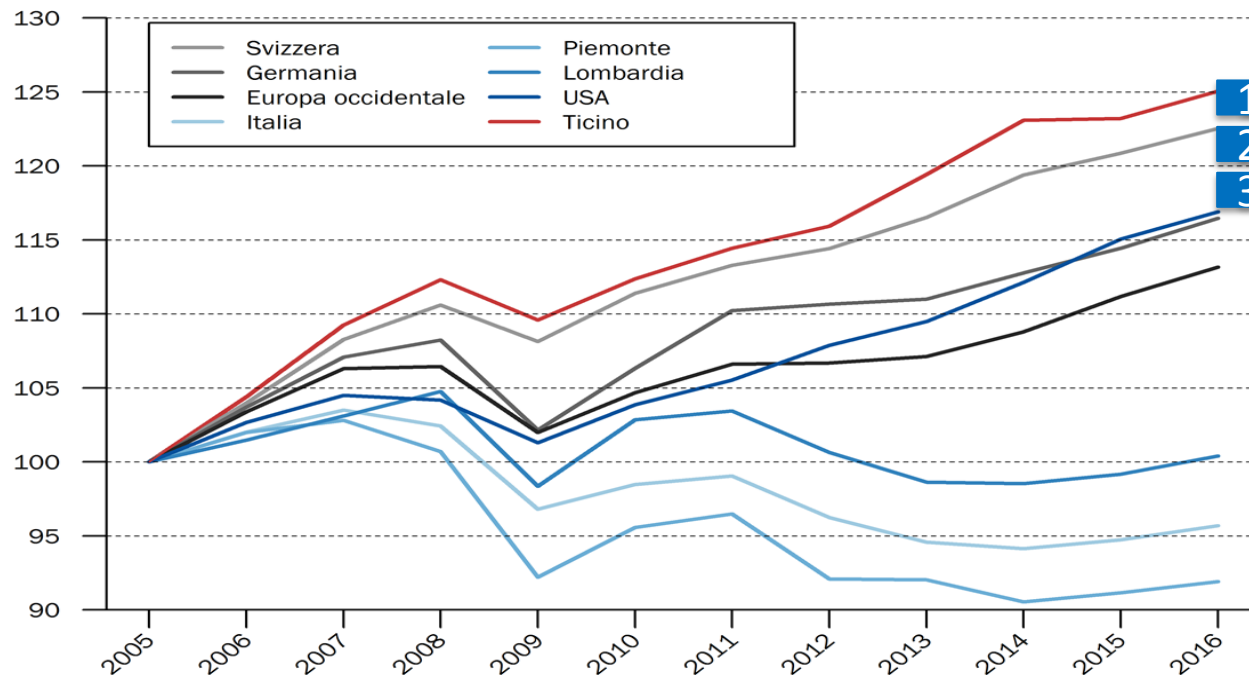
**Farma Industria Ticino**

# BAK Economics : *Economical Development of Cantone Ticino (March 2018)*

Who has been the international leader in the economical growth in the last decade?

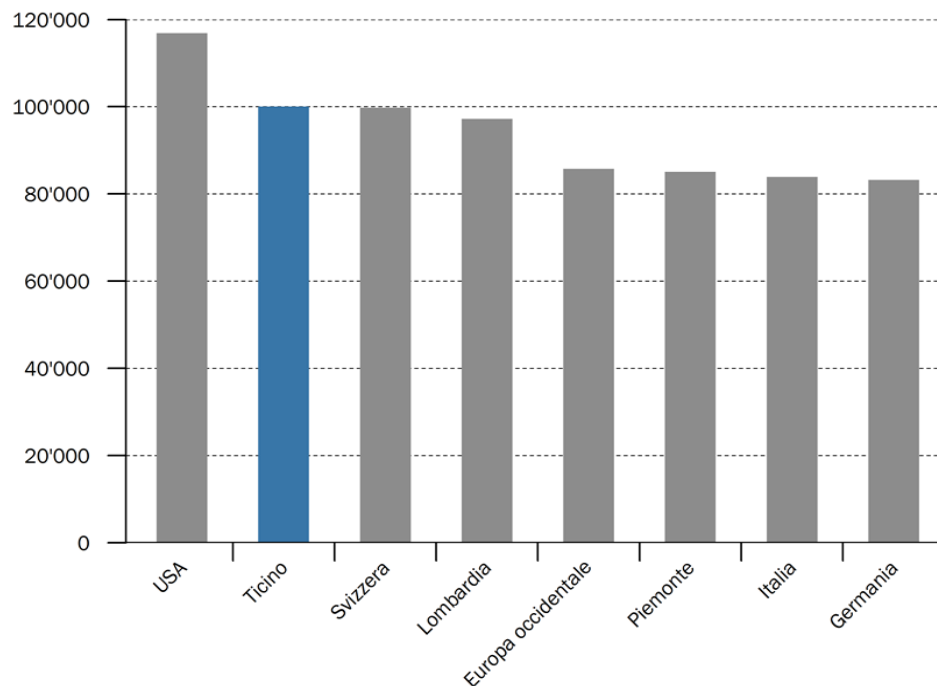


# BAK Economics : *Economical Development of Cantone Ticino (March 2018)*



Real GDP (Gross Domestic Product) 2005-2016, BAK Economics

## Nominal Labor Productivity in 2016

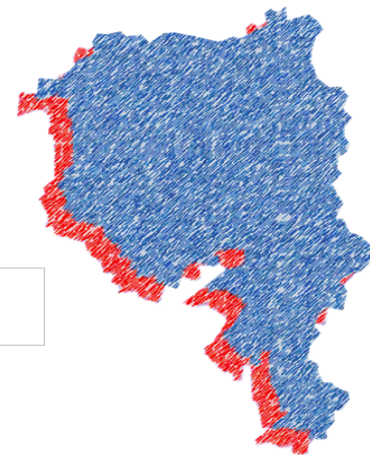
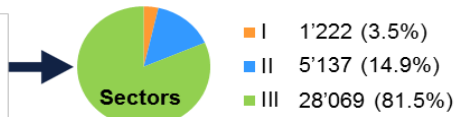


# Overview of the local economy: facts & figures



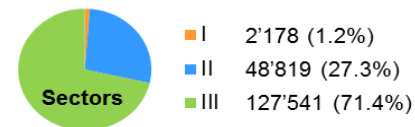
## Companies

34'428 in total  
Less than 10% with more than 10 FTE  
USTAT, data 2013



## Population

Population 351'946 (2015)  
Workforce FTE 185'500 (2016)  
USTAT



## Unemployment

3.5%  
SECO, Average 2016

CH: 3.3%

## International commerce

**Import**  
6.25 billion CHF

UE: 78.8% / Italy: 58.2%

USTAT, data 2015

**Export**  
5.8 billion CHF

UE: 55.4% / Italy: 19.1%

USTAT, data 2015

## GDP

28.7 billion CHF (total)  
82'438 CHF (pro capita)

USTAT, data 2014

# Overview of the local economy: strategic economic sectors

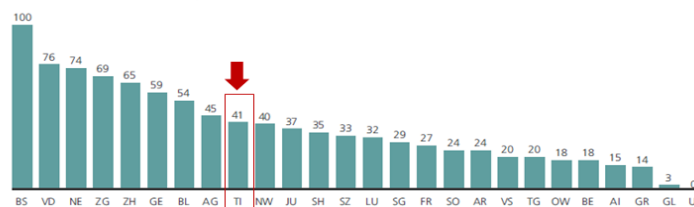
Economical Development

## SMEs: innovation and key sectors

### Potential of innovation

Source: UBS (2016), *Kantonaler Wettbewerbsindikator 2016*, p. 6

Wettbewerbsäule Innovation, normiert von 0 bis 100\*



### 4 key sectors

Identified thanks to the BAK Basel (2014) study, «*Analysis of the sectors in Ticino: international benchmarking and smart specialisation*». Data updated in 2015; minimum size of enterprise >10 employees.



**Lifesciences**



50 4'000

#### Strengths

Strong export oriented and high degree of innovation.

#### R&D

>300 mio. Invested in R&S, FIT's enterprises, academical excellences in the biomedical area (IRB), oncology (IOSI), regenerative medicine (SIRM).



**Fashion**



40 3'400

#### Strengths

Presence of several big international brands/corporations.

#### R&D

Two fashion schools, innovation of materials, optimization of the processes, business intelligence, e-commerce.



**Mechanics and electronics  
ed elettronica**



70 5'400

#### Strengths

Niche and varied production, innovative and export.

#### R&D

Department of innovative technologies (DTI) of SUPSI, competences in the EDM sector (electroerosione).



**ICT**



90 3'100

#### Strengths

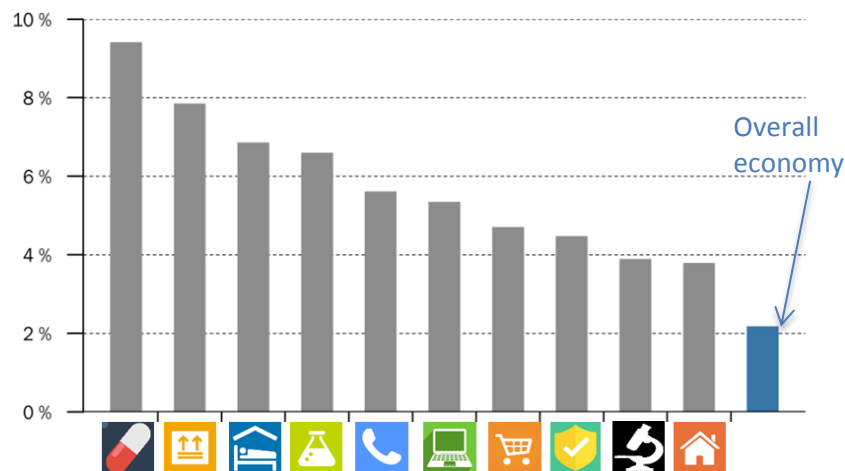
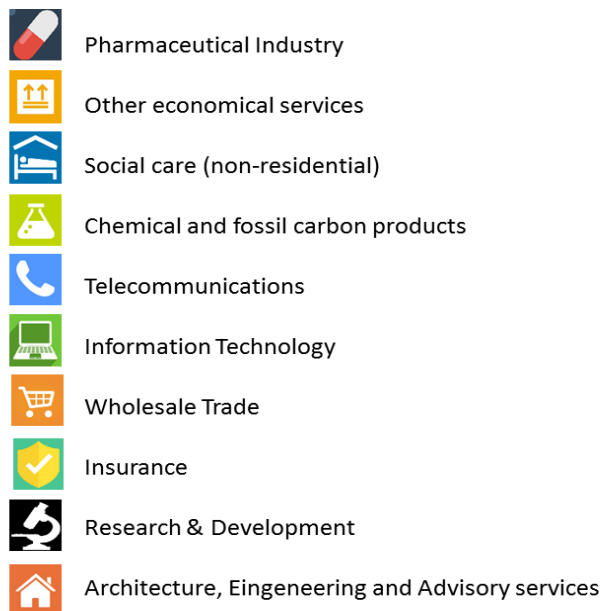
High potential of innovation.

#### R&D

Swiss center of scientific calculation (ETHZ), IT's faculty (USI), Dalle Molle Institute for Artificial Intelligence (SUPSI).

# BAK Economics : *Economical Development of Cantone Ticino (March 2018)*

## Sectors with the highest growth between 2005-2016

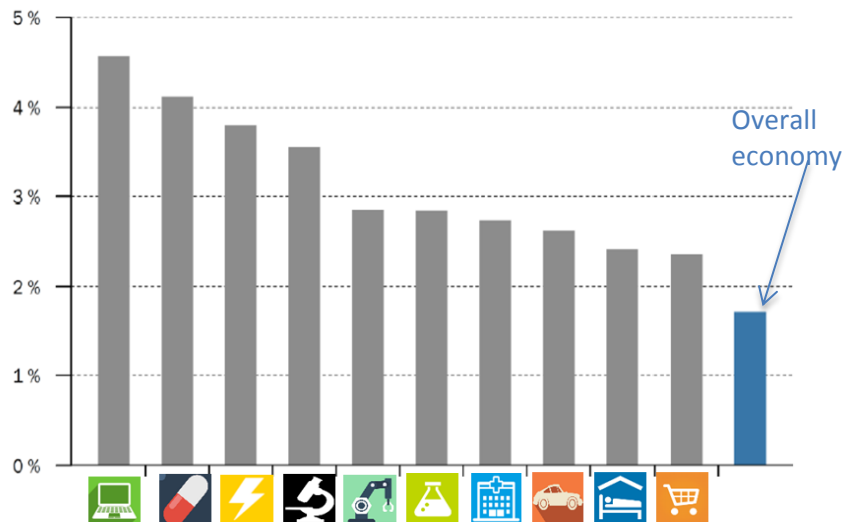


Sectors with the highest growth between 2005-2016, BAK Economics



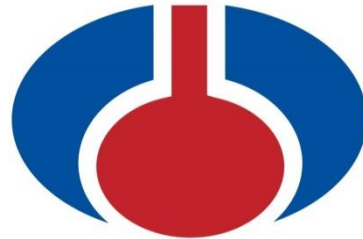
# BAK Economics : *Economical Development of Cantone Ticino (March 2018)*

## Industries with the highest growth between 2017-2025



Industries with the highest growth between 2017-2025, BAK Economics

# FARMA INDUSTRIA TICINO



**Farma Industria Ticino**

# Leading Sector

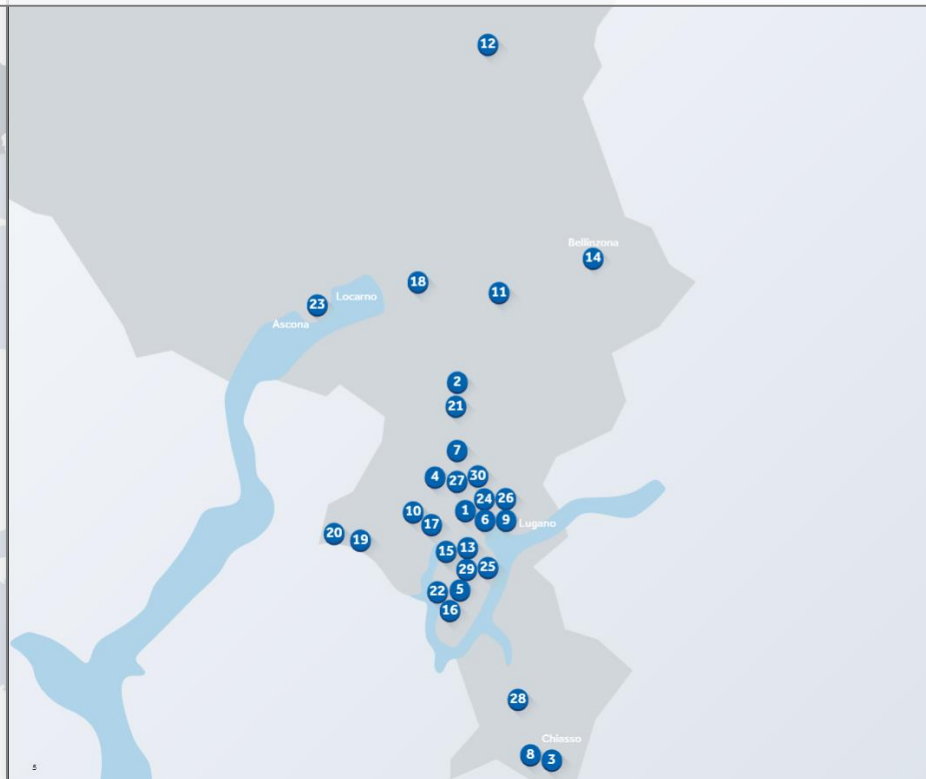


**The pharmaceutical industry in Ticino is one of the leading sectors of the cantonal economy**

# Farma Industria Ticino : 30 members



A mix of Pharma companies (originators and generic) and service providers



# Conjunctural Survey

(May 2017)



- > 2900 people employed
- > 255 million CHF of global salaries (total cost)
- > 2.45 bilion CHF of Global Turnover

Code of Business Conduct Standards and Ethics

Corporate Social Responsibility

Training

Many professional opportunities

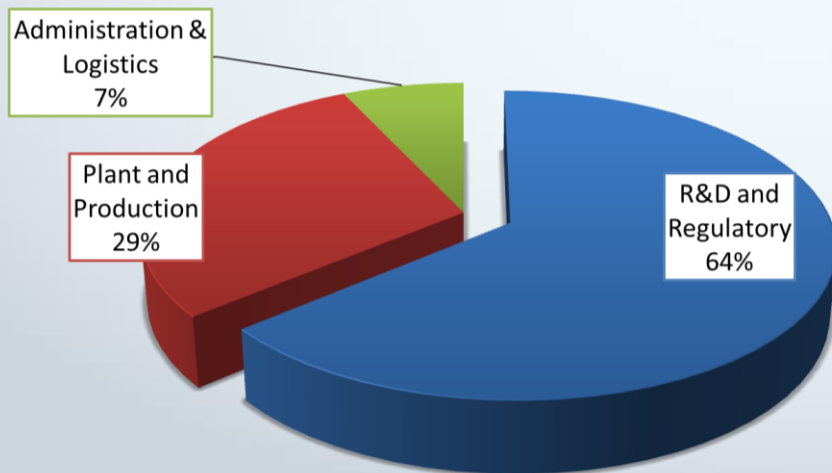
Interesting working conditions



» Total investments from 2016 to 2018

➔ 650 mio CHF in the WORLD, whereof

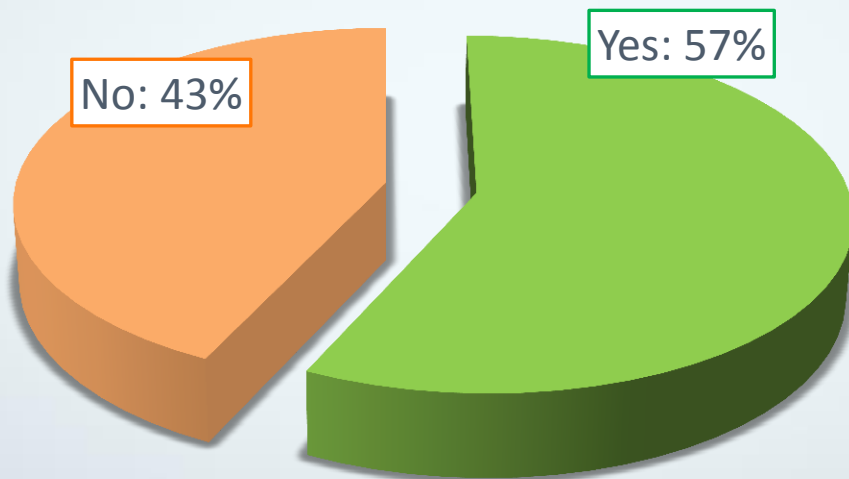
~ 500 mio CHF CANTON TICINO, allocated as follows:



# Conjunctural Survey



In the last two years, did the enterprise significantly increase its level of personnel?



*Survey on the Personnel Requirement (May 2017)*



## % Anticipated increase of employees compared to the situation on 01 January 2017 (Number of Employees: 2,500)



The functional areas with the highest needs are:

- Lab Technicians
- Quality Assurance
- Chemical Engineering
- Research & Development
- Regulatory Affairs
- Marketing



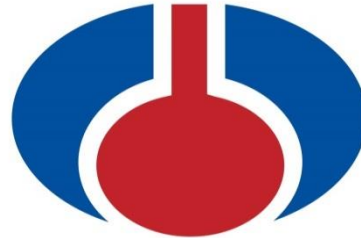
# Commitment to Sustainability

- ✓ creating an «enterprise culture»
- ✓ keeping focused on innovation and business risk
- ✓ acting globally, always nourishing a close relationship with the territory and the community



# JOB OPPORTUNITIES in Canton Ticino with Farma Industria members

Silvia Adele Colombo  
Human Resources Manager  
Helsinn Healthcare SA



**Farma Industria Ticino**

# What We Can Do



**High Technology:** the pharmaceutical industry requires high investments and continuous technology updates, highly skilled personnel, knowledge and innovation, networking



# FIT and training: Internships and apprenticeship



## 2017/2018

- » **120 apprenticeships**  
*(of which 93 laboratory technician and technologists)*
- » 68 days of intercompany courses  
*(with teachers from FIT companies)*

## Next years:

- » In the next years companies will offer about **35 apprenticeships every year**, confirming their commitment for this educational path
- » Moreover, every year FIT companies will offer **40 internships** in a variety of professional areas matching the needs of a number of many educational curricula

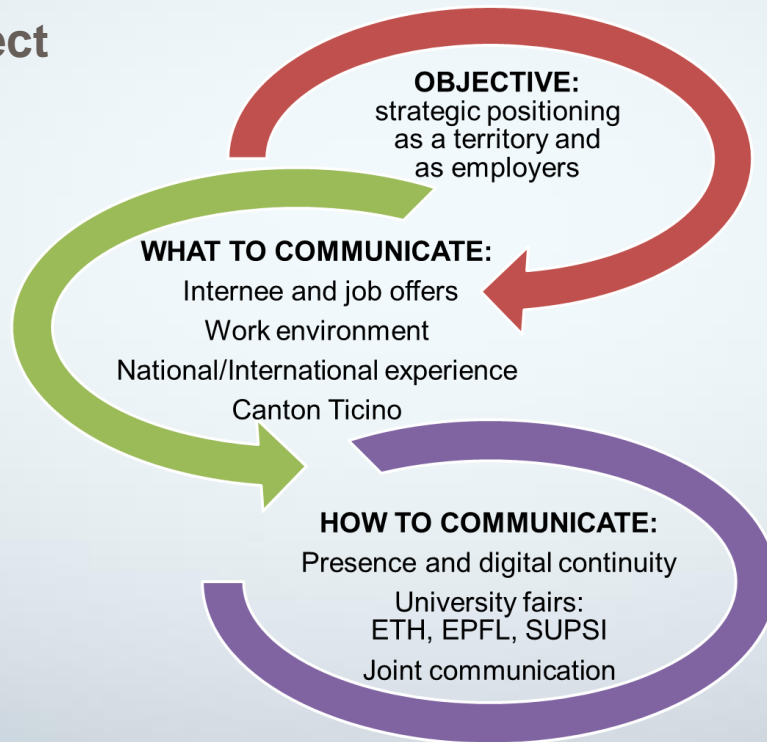


FIT companies in Ticino (2017/2018)

# FIT and training



- » FIT Human Resources Group: resource efficiency initiatives
- » FIT TALENT Project



# TALENT PROJECT



## PHARMA CAREER IN TICINO



Internships in Ticino offered by Farma Industria Ticino

Make a study and/or work  
experience in Ticino



In cooperation with



Dipartimento delle finanze e dell'economia  
Divisione dell'economia

Next events:

- 15 January 2019, Career Chat @ ETH Zurich
- 5 February 2019, Life Science Day @ ETH Zurich
- 15 May 2019, Life Science Day @ Lausanne University Hospital (CHUV)

List of open internships for 2019

[Helsinn SA - Internship in Medical Affairs](#)

[IBSA Institut Biochimique SA - Jr Communication Specialist](#)

Open up to new horizons!



Pharmaceutical cluster of  
international significance,  
Ticino also means quality of  
life



# Upcoming events



» ETH LIFE SCIENCE DAY

**February, 5th 2019**

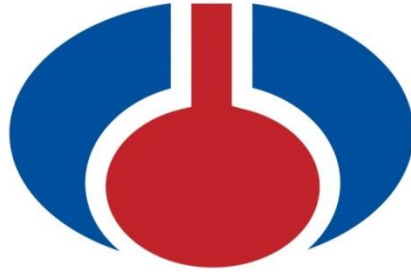
**ETH, Zürich**

» LIFE SCIENCE DAY

**May, 15th 2019**

**University Hospital (CHUV), Lausanne**





**Farma Industria Ticino**

**THANK YOU FOR YOUR ATTENTION  
AND FOR YOUR QUESTIONS**