I think that one of the mistakes some of the biotechs make is that they're like, "Well, if you don't have all of these backgrounds, we're not gonna hire you." Then nobody gets hired because nobody has all the backgrounds, right? And so what I find when talking to scientists who are not trained almost to do anything except science, is that it really helps them if they have some other program they've taken or they've done internships that are outside of the science field. The problem is scientists are told, "Oh, you're gonna go to law school, you must be a patent attorney." No, there's a million other jobs that are not patent attorneys. And I love my patent attorney friends, but really there's a lot to do in law as a scientist, that is not a patent attorney. Regulatory and business development and HR, so that you can understand what a biotech actually needs in a higher and a recruitment option. And so, I think when I mentor people and they say, "As scientists, well I'm really interested"
01:17 in going into industry."
01:19 It's do you wanna be in the lab as a scientist?
01:21 Or do you wanna do something else?
01:22 And if you really wanna be on the business,
01:23 I know that learning some more of those other
01:27 aspects is really important
01:28 because scientists are just not trained that way.
01:31 Now, if I'm mentoring people
01:32 coming out of business programs, and I see a lot of those,
01:38 I say to them,
01:39 "Well, do you have any basic science background at all?"
01:42 And if they don't, I recommend they learn a little bit
01:46 because they're gonna need,
01:48 even if they're in the legal offices only,
01:51 they do have to understand enough of basic science
01:53 that they can translate.
01:55 They can talk to the scientists
01:56 and see what it is they're doing and why it's important
01:59 so that they can understand the contracts
02:02 or the licensing or whatever it is
02:04 they're they're trying to get done.
02:05 So, a little bit of both is important.
02:08 You don't have to be an expert in everything,
02:10 but a little bit of both.