

## BioVectra Inc. – Hiring practices

January 29, 2016

BioVectra is a custom manufacturer of pharmaceutical ingredients for pharma companies.

The company started when Dr. Regis Duffy, Dean of Science at UPEI, wanted to create summer employment for his students. Now, 45 years later, BioVectra is a wholly-owned subsidiary of a publicly-traded multinational pharmaceutical company with employees working primarily on PEI, as well as Nova Scotia and elsewhere.



*Heather Delage, Vice President  
Business Development*

### About the staff

“We have 260 talented people with diverse backgrounds in organic chemistry, polymer chemistry, biochemistry, molecular biology, and many fields of engineering, as well as specialists in manufacturing and quality assurance,” says Heather Delage, who has worked for BioVectra for 25 years.

“We do business with most of the world’s pharmaceutical and biotech companies. We have several hundred customers. Seventy percent of our revenue is from the US, about 20 percent is from the EU, and five to 10 percent is from Japan.

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### Where will your business be in three to five years?

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“The global outsourcing market for active pharmaceutical ingredients is currently valued at \$50 billion, and is growing at six to eight percent per year. There is an increasing use of outsourcing for early-stage development work.

“The bioscience industry has been well supported by the provincial and federal governments. Our particular requirement now, having experienced a significant growth phase in terms of our employee base, includes ongoing support for skills development and training of our people. We continue to promote and develop specialized knowledge development through continuous education, compliance training, and new areas such as enhancing business management skill sets in our technical employees.”

Recently, BioVectra appointed Oliver Technow as new President to lead its growing business. He brings over 25 years of experience in market and product commercialization in the pharmaceutical industry to BioVectra, and has a passion to grow and develop strong teams.

The entire BioVectra organization is excited to continue forward on its growth path with such an experienced professional at the helm, bringing new perspective as it continues to look to expand its markets, customer relationships, and capabilities.

For more information, visit [www.biovectra.com](http://www.biovectra.com).