

GlyTherix Internship Programme

Frequently Asked Questions

1. Purpose of this document

This document answers questions often raised by students interested in enrolling in the GlyTherix Internship Program.

2. Overview of the GlyTherix Internship Programme

The GlyTherix Internship Programme was established several years ago and since then has helped educate over 35 students. It is an unpaid, non-resident programme typically lasting an academic semester of 3-4 months during which the intern studies typically 10-15 hours a week from home or university premises, with a weekly face-to-face progress review at the GlyTherix office. The programme is in two parts, an initial training period of 2 weeks followed by a project period where knowledge and skills learnt during the training period are applied to topics relevant to a biotechnology company such as GlyTherix. The programme provides interns with insights in the biotechnology industry, provides education in immuno-oncology and teaches topics typically not addressed in academia such as intellectual property protection and patent searches, regulatory affairs, clinical trials organisation and competitive business analysis. Past interns have widely praised the GlyTherix Internship Programme for better preparing them for their chosen profession in medical science or biotechnology. The GlyTherix Internship Programme has received formal appreciation from the Macquarie University Faculty of Business and Economics and attracted the attention of a staff member from the Krieger School of Arts and Sciences, Johns Hopkins University, USA.

3. Frequently asked questions

3.1. Who administers and contributes to the programme?

The GlyTherix Internship programme is administered by Dr Hubert Mazure, Business Development Manager. Hubert organises and supervises most internships, but interns can also be assigned to other colleagues.

3.2. How can students apply for a GlyTherix Internship?

Simply contact GlyTherix via the website contact page or via social media such as LinkedIn, explain your interest in the GlyTherix Internship programme and attach or send separately your CV.

3.3. Does the programme cover both GlyTherix and the sister company, Minomic International Ltd?

Yes, it does. Interns are trained initially on both diagnostic and therapeutic aspects of the immuno-oncology market. Some interns may carry out projects only for GlyTherix, only for Minomic or for both companies.

3.4. From which universities do the interns originate from?

Due to its location, most GlyTherix Interns originate from Macquarie University. However, GlyTherix over the years has enrolled interns from Sydney University, University of New South Wales, University of Western Sydney, University of Hong Kong, University of Maryland, University of Virginia and Ohio State University.

3.5. At what academic level and in which specialty are the interns?

Due to its focus on discovery in immuno-oncology, the GlyTherix Internship Programme addresses itself almost exclusively to post-graduate students, typically enrolled in a Master's degree in biological sciences / biotechnology or completing a double Master's degree in biotechnology and commerce as offered by Macquarie University.

3.6. Do you accept international students?

We have in the past welcomed students from Hong Kong and the United States of America. Furthermore, many of our Macquarie University interns completing a double Master's degree in biotechnology and commerce originate from overseas countries such as Mexico, India, Bangladesh, Korea or The Philippines.

3.7. Do you accept undergraduate students?

In view of our specialty in immuno-oncology and as past experience has proven, a minimum level of postgraduate training is generally required to carry out GlyTherix Internship projects. We do not typically recruit undergraduate students although exceptions can be made on rare occasions.

3.8. Do you accept postgraduate or post-doctoral students?

Certainly; we have in the past enrolled students who had completed their degrees, for example as a medical doctor.

3.9. Do you accept interns not undertaking an academic degree?

In some cases, we have enrolled students not undertaking an academic degree at the time of enrollment. These students would typically have completed their degree, and in almost all cases, would have completed a prior GlyTherix Internship and would apply to continue working with us even after completion of their degree, typically until they find a job in the industry.

3.10. How are potential interns selected?

Internship applications are initially reviewed by Dr Hubert Mazure. Hubert regularly consults with his colleagues to identify areas of needs for desktop research ranging from scientific literature reviews to patent searches to company profiling or competitive landscape appraisals. These requests for future projects typically guide the recruitment of new GlyTherix Interns. Short-listed interns are invited for a face to face interview with Dr Mazure where the GlyTherix Internship programme is clearly explained and their abilities and motivations are reviewed. The fact that GlyTherix Internships are not "residential" (no desk provided, typically) is also pointed out, with internship project work being carried out offsite and reviewed weekly with the internship supervisor, usually Dr Mazure but sometimes other GlyTherix colleagues.

3.11. How does the programme work?

The induction part of a GlyTherix Internship typically lasts 2 weeks. At an initial meeting in the GlyTherix office, the new intern is asked to execute a confidentiality agreement and any other legal documentation required by their university. Following this first step, the training of the new intern starts with a 1 to 2-hour session, face to face with Dr Mazure, at the GlyTherix office where the first 2 of 3 modules of the training programme are reviewed. The OH&S module (fire safety, etc..) is briefly covered and most time is allocated to the second training module covering mainly immunology fundamentals, prostate cancer and the diagnosis and treatment of prostate cancer. At the end of this first training session the intern is provided with a USB stick containing the complete suite of GlyTherix Internship training modules and asked to review the topics presented that day for the following week training session. The second face to face training session starts with a review of the essential concepts discussed the previous week and follows on with more business-oriented concepts such as intellectual property protection or market research. At the end of this second session the intern is sent away to review the newly acquired concepts and a meeting for the following week is set up. This is when the project phase of the GlyTherix Internship starts and where the first internship project is discussed and agreed upon.

3.12. How many interns can you accommodate at one time?

We can typically accommodate 2 to 3 interns per semester.

3.13. Do you remunerate interns?

No, we do not.

3.14. Do interns have access to the GlyTherix laboratory?

Although this scenario has occurred in the past, we realised most GlyTherix Internships are not geared for laboratory work. Most internships last 3 to 6 months maximum and the training and induction (in particularly OHS) programme for laboratory work can be very onerous and time consuming (several weeks), not only for the intern but also for GlyTherix staff in charge of supervising them in the laboratory, leaving little time for the intern to accomplish any meaningful project work. For these reasons we do not usually give interns projects involving lab work.

3.15. Are interns provided with a desk or workstation?

No, although we have made some exceptions to this rule in the past. Our programme is “non-residential”. The internship projects are designed to be carried out by the interns online and offsite, at home or in university premises.

3.16. What is the typical duration and time requirements of an internship?

The typical duration of a GlyTherix Internship is a university semester lasting 3 to 4 months. The typical workload during the training period (~ 2 weeks) and the project period (~ 10-12 weeks) is 10 to 15 hours a week, occasionally up to 20 hours a week.

3.17. What types of projects are prepared by the interns?

GlyTherix Internship projects are designed to:

- Be conducted through online research, offsite by the intern, typically over a period of 1 or 2 weeks.
- Require on average 10 to 15 hours work per week.
- Reflect the business priorities at the time of GlyTherix International Ltd or GlyTherix Ltd.

Typical internship projects include:

- Review of scientific literature to summarise the landscape of a particular subject
- Online scientific publication searches (PubMed or Google Scholar) to explore a particular topic
- Online patent searches
- Exploration of the regulatory status or legislation relating to a particular topic
- Exploration of the status of a particular industry sector
- Competitor company evaluations
- Assessment of the market capitalisation and valuation of companies in a particular sector
- Comparative product evaluations based on published literature and data

3.18. How is an internship project submitted, reviewed and completed?

A GlyTherix Internship project starts with a face-to-face meeting with the GlyTherix supervisor, usually Dr Mazure, where the project is explained, background information is provided, a formal project request is presented together with a project report template and if required, a specific training session is organised for the intern, if the field of investigation was not covered extensively enough during the initial GlyTherix Internship training period. At the end of this first project meeting a date is made a week later for a progress review or final reporting on the project. When the project report has been completed, the intern typically emails it to the supervisor prior to the final face-to-face meeting for this project. All reference materials (usually in PDF) are brought to the meeting by the intern on the USB stick provided at the start of the internship training. After that, a new project can start.

3.19. What happens at the end of an internship?

At the end of a GlyTherix Internship, Dr Mazure and the intern fill in whatever documentation might be required by the intern's university confirming the successful completion of the internship. Dr Mazure also provides each past intern with a testimonial relating to the internship. Finally, each ex-intern is invited to join the GlyTherix Linked In followers page and upload testimonials.

3.20. What success have past interns in finding jobs in the industry?

Several ex-GlyTherix interns have successfully found work in the industry, notably in the biotechnology sector. Dr Mazure typically offers to act as a job referee and when asked, provides advice regarding job seeking in the biotechnology, medical devices or pharmaceutical industry.

3.21. Do you offer employment to past-interns?

We have on occasions offered consultancy contracts to past GlyTherix interns, but this is a rare occurrence. As regards employment opportunities, GlyTherix interns are treated as all applicants and would be made aware of any new job offer if they have registered as a follower on the GlyTherix Linked In page.

3.22. Any acknowledgement from past interns about the programme?

Yes, we have received numerous comments of appreciation from past interns, and we have uploaded some of them on our social media pages.