

## 3 THINGS

## YOU MAY NOT KNOW ABOUT ME...

1. I am a destination spa enthusiast and at the same time, a germaphobe! I am *not* ok right now and may not be for quite some time!
2. Add "Momager" to my list of credentials. My son (a 2020 high school graduate) has been a budding young actor for several years and has appeared in several TV shows and commercials
3. I was a Resident Assistant (RA) in college and continue to use many of those skills in my career as a lawyer and in compliance - Trusted Advisor, Confidant, Culture Creator, Event Planner and Light Sleeper



**Tina Beamon**  
Chief Compliance Officer  
Karyopharm Therapeutics

## Q&amp;A

## THE SECRET SAUCE OF COMPLIANCE

## TIPS FOR JOB HUNTING IN COMPLIANCE

Many talented compliance professionals have found themselves job hunting and have questions on how they should approach their search successfully - here are some proven tips to help you make quick and effective progress:

- Include networking and referrals as much as you do applying for job postings in your efforts to find the next opportunity. Getting a trusted recommendation to a hiring manager is a great advantage and you might find you can bypass some of the process if you talk directly to the decision maker. If it goes well, the job might never even be posted!
- Make sure your resume and LinkedIn profile (which are equally important) are up to date, polished and in sync - both will be looked at in detail. We also advise that you should state that your most recent job has ended if that is the case. For more on LinkedIn please see our February Roundup.
- Give thought to where you look for job postings and use technology and automation to your advantage. LinkedIn job postings cost money, so are likely to be active searches with companies who want to see more applications. We also recommend setting up daily Indeed.com job alerts - they constantly aggregate postings from all over the web, so will do a lot of the hard work for you and also help you to find more recent searches.
- Keep in mind who is reviewing your application and be realistic with yourself. The first eyes to see your resume might not be the most experienced in what you do, so think about reflecting the relevant experience you have in a way that mirrors the opportunity. And in most cases, if you don't have the experience being asked for, consider finding other jobs that are more aligned.

## PEOPLE ARE TALKING

"The whole experience was fantastic! I plan to continue using Conselium to help me expand the team"

**Chief Compliance Officer - Healthcare**

"Conselium quickly found us a great candidate and we couldn't be more pleased with her performance during trying times!"

**Chief Compliance Officer - Medical Device**

"Steve at Conselium found us a great CCO candidate and we plan to work with him again on future searches"

**Head of Recruiting - Global FinTec**

**What is your secret sauce for compliance?**

My secret sauce is "demystifying compliance" by clearly explaining the principles behind the policy, process or control. It is not enough to say, "you can't do x, or, the rule states y". My approach is to explain the underlying issues that may create ethical concerns or other risks for the organization and providing meaningful examples. With the right context, the conversation can quickly shift to finding solutions that meet the business objective instead of losing precious time on explaining rules that can seem abstract and arbitrary. Be direct about explaining the "why", flexible in helping the business figure out the "how".

**What is one thing you changed in the past year that made a big difference to the Karyopharm compliance culture?**

When I joined Karyopharm Therapeutics last year, we were only a few months away from launching our first drug so we were growing quickly, bringing in new colleagues with their own ideas about compliance formed by their past experiences. The one thing that I changed early on was to roll out a compliance campaign that debunked some of those prior beliefs about compliance (Are you just here to say "No" to everything? What is an effective compliance program? Why do we need one?) and clearly defined what the compliance program would look like. This campaign spoke about compliance in a way that embedded the principles within the existing company values and, importantly, established a baseline understanding around key risk areas as we made the shift from solely an R&D organization to a commercial organization.

**How are you maintaining a compliant and ethical business during a global crisis?**

As one of several pharmaceutical companies conducting clinical trials in COVID-19, Karyopharm is acting with urgency in the hopes of potentially being a part of the solution in this pandemic. So with a need for speed, novel challenges and tremendous unmet need comes a litany of compliance questions and ethical concerns to evaluate.

Stated simply, the rules governing heavily regulated industries during this time continue to evolve...but at times not as quickly as we need to make decisions. We often find ourselves looking to existing rules and assessing how to apply them in a new environment. As we focus on the underlying principles behind the particular rule or requirement, it becomes easier to make decisions that mitigate risk, even in a new environment.

**What would you say to someone considering a career in compliance?**

Go for it! Compliance is such a great field to pursue. From my own perspective, it takes the best parts of being a lawyer (applying the laws and regulations to business strategy) and allows you to be super creative in helping the business understand and meet those requirements. There is a branding/marketing component, a counseling component, and a tiny bit of motivational speaking thrown in. It is a great way to flex a unique variety of skill sets.

**How do you keep your hair from bursting into flames each day?**

A salon quality heat protectant (kidding of course!) Leveraging my experience keeps my hair from bursting into flames. Even when confronted with a challenge or an issue that seems brand new, when I break it down into its component parts, there is some aspect of the problem that I have seen before. I start there.

**JD or not JD, that is the question**

I think it depends on the role, but there is room for both depending on the composition of the team. There are some roles, like compliance subject matter expert roles where a JD is helpful. There are other roles, like transparency or analytics related roles, where an MBA and solid project management skills are more important than having a JD. As compliance continues to be an integral part of many industries, the opportunities abound!

**What in compliance keeps you awake at night?**

The things I don't know about. Even with the best compliance program in place, there are going to be aspects of the business that you prioritize over others as you roll out your compliance program. All compliance officers hope that they deploy their resources in the right way, consistent with organizational risk. But there is always the possibility that an issue is squirming under a rock you just haven't picked up yet.

**Why did the compliance officer cross the road?**

Because a seat at the table was on the other side!

**Interviewed by Steve Harrison - Partner at Conselium Compliance Search**  
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## HAVE A COMPLIANCE JOB TO FILL OR LOOKING FOR ONE YOURSELF?

Click the links below - we look forward to hearing from you!

**CONTACT US**

**SEE CURRENT JOB OPENINGS**