

Maximising Your Potential

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MY BACKGROUND

I joined Costello Medical in May 2020 as an Analyst in the Boston office. Prior to that I did my undergraduate studies at the University of Chicago and then I achieved a Master of Science in Law from Northwestern University. I found Costello Medical through my university's career opportunities webpage - I was really interested in working for a company that was relatively new and small and could give me more opportunities to progress. I have already seen first-hand how much responsibility we are given right off the bat; we're really able to make an impact.

I joined the company right when COVID hit, in fact, I believe I was the last interview the team did in person before the pandemic shut everything down. I knew there were a lot of other companies putting recruitment on hold so I was pleasantly surprised that they offered me a job and so grateful to be able to start working.

GETTING STARTED

Costello Medical has quite a fast-paced company induction process and I started working across projects quite quickly. Understandably, my induction was all virtual so it was sometimes difficult to connect to my

colleagues in the UK or Singapore offices when I was new. However, what really made me feel closer to the rest of the company was the project work that I got involved with early on. This cross-country collaboration really helped me get to know more of my peers.

CAREER PROGRESSION

I was working as an Analyst from May 2020 until October 2021 when I was promoted to Senior Analyst. The opportunities for career progression were clear when I joined and I asked to be fast-tracked for promotion in order to gain more opportunities and responsibility. My next career steps are equally transparent and tailored to my journey - I can see where I will be in two, five or seven years, and what I am expected to do to get there.

A key selling point for me joining the company was this opportunity for rapid personal development (having the benefits of a European company in the US was also a bonus - for example, holiday days!). I really respect the company's approach to recruiting from the ground up and promoting from within - employees are given the opportunity to maximise their potential.

WORKING FOR COSTELLO

Craig Brooks-Rooney, our Scientific Director responsible for opening our first US office in Boston in 2020, has done a great job of providing me with support through my early stages at Costello Medical.

I appreciate the fact that the company offers the opportunities to get involved with additional internal responsibilities on top of my day-to-day role. I help with the recruitment team and am involved with the search for new employees as well as the interview process. I also participate in conference research, attending congress meetings and writing up reports, which is in addition to my core responsibilities.

MY PROJECTS

The first client project I started work on, and which was the reason I was offered an earlier start date than intended, was quite an intense COVID-19 project. For the duration of my time at the company, I have worked on the same therapy and it has been really rewarding because I feel that there's nothing more worthwhile at the moment than working on a project for COVID. I know that my work will have a direct impact on a global scale; this has been incredibly motivating.

SUMMARY

Importantly, I feel listened to. If there was a particular project that I felt wasn't the right fit for me, I know I could voice this with my manager. That's one of the unique qualities of Costello Medical - even though the company is enjoying exceptional success and growth it has retained its family feel and employees' views are valued and heard.

