



Mr. Shawn DeLong

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Recognizing from early childhood his love for engineering, Mr. Shawn DeLong went from being a summer employee to the vice president and general manager of the Biologics department of

BioVectra in Windsor, Nova Scotia. As a young boy, Mr. DeLong found himself being very dexterous, where he would build, break, and repair things around the house. It was not until late junior high that he decided definitively that he wanted to become an engineer.

His journey took him from the University of Prince Edward Island where he received a diploma in engineering, and the opportunity to work during the summer with a sister company of BioVectra called Atlantis Bioactives. He then went on to pursue a Bachelor of Engineering degree at the University of New Brunswick and graduated in 2007.

It was his introduction to the manufacturing industry in the summer months during his time at UPEI that jumpstarted his career and lead him to accomplish all that he has. Mr. DeLong worked for a number of summers helping set up and commission equipment, and ultimately putting everything he was learning in school to practice in the field. After graduating, he decided to join BioVectra full time where he went on to work on larger projects as the company expanded. Mr. DeLong took on his very first managerial position as a unit manager in September of 2013, where he managed a staff of about 20 people, and quickly came to realize his innate ability to lead. He learned valuable skills along the way, such as people management and leadership skills, and as time progressed, his managerial responsibility grew. He went on to





become the director of commercial manufacturing in 2015; the director of contract manufacturing, biotech and commercial operations in 2016; the site lead at the new branch in Windsor, Nova Scotia in January of 2019; and finally, the vice president and general manager of the biologics department.

He credits his successful trajectory in the company to going the extra mile and getting involved in the company beyond assigned tasks. His biggest challenge faced on the job was and still is the COVID-19 pandemic. He highlighted in the interview, the struggle of trying to balance the construction of the facility, which started right before the pandemic, with maintaining production activities, and most importantly ensuring staff safety by adhering to changes in safety protocols and policies. Mr. DeLong sees the company expanding even more in the next five years, in terms of production and global reach. In his leisure time, he enjoys boating and immersing himself in activities that involve nature. Personal note: It was a pleasure interviewing Mr. DeLong. My take-away from this interview is that getting involved in your desired field as early as possible is extremely beneficial; in addition to increased work experience and exposure, your network is also expanded. Additionally, assisting in tasks beyond what is asked of you makes you not only a more valuable employee but may also increase your chances of promotion. Lastly, keeping an open mind and immersing yourself in work or activities outside your initial interest may lead you to discovering other potential passions.