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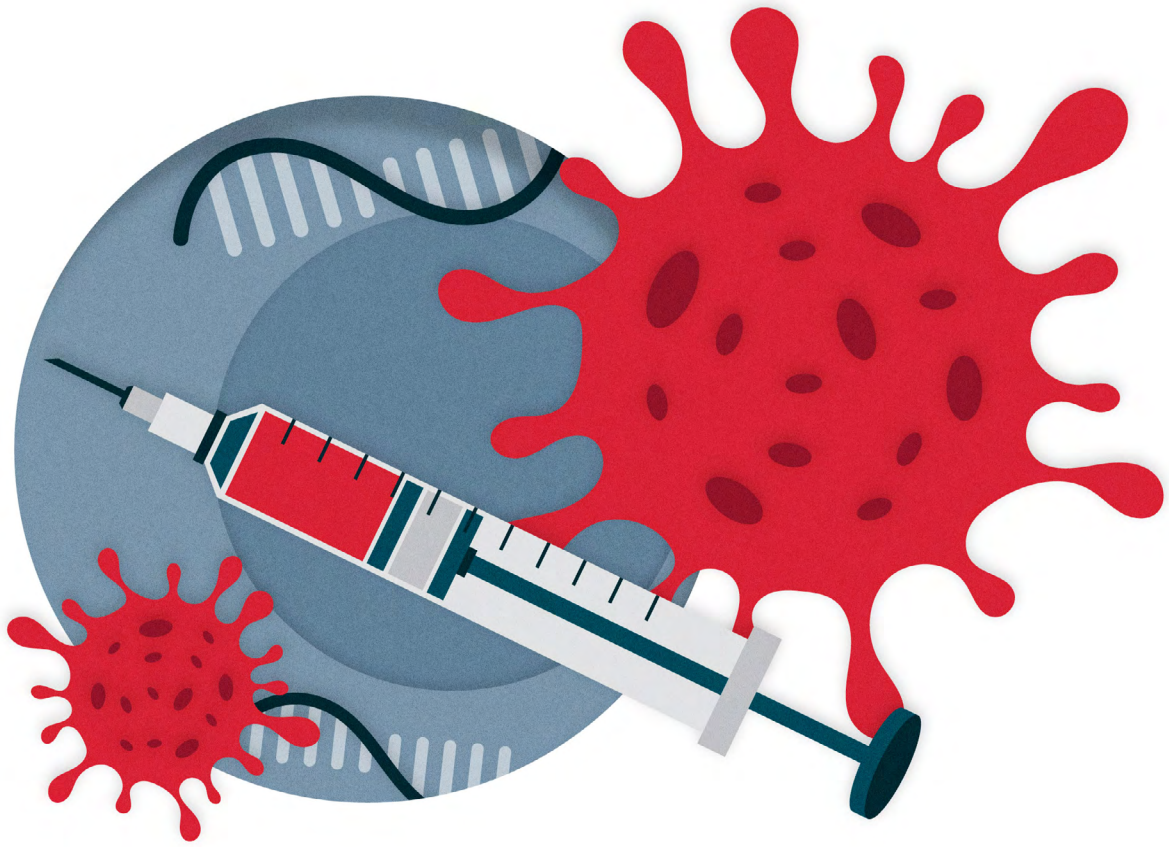
HIRING IN LIFE SCIENCES

FINDING SKILLS AND BUILDING A TEAM IN A RAPID-GROWTH INDUSTRY



INNOVATIVE TECHNOLOGIES DRIVE DEMAND FOR TALENT

For more than a decade, the life sciences industry has experienced tremendous growth, driven by significant technological advancements and investments in research and development (R&D). These advancements, coupled with an increased need to solve medical and biological challenges, has thrust life sciences industry into the spotlight in recent years.

That growth skyrocketed in 2020 as the COVID-19 pandemic swept the globe. North American life sciences companies saw a new record of $70 billion in funding in 2020 – a 93% increase from the previous record year in 2018, according to a 2021 report from Cushman & Wakefield.

While life sciences faced challenges at the beginning of the pandemic like most other industries, the medical and public health challenges that crippled other sectors proved to be opportunities for life sciences companies to develop solutions. The industry quickly found its footing as organizations began pursuing innovative research to test treatments and develop immunizations for the coronavirus disease. Revelations like mRNA technology have opened the doors for continued medical advancements and reemphasized the importance and longevity and sustained innovation in the life sciences industry.

INNOVATIVE TECHNOLOGIES DRIVES DEMAND FOR TALENT

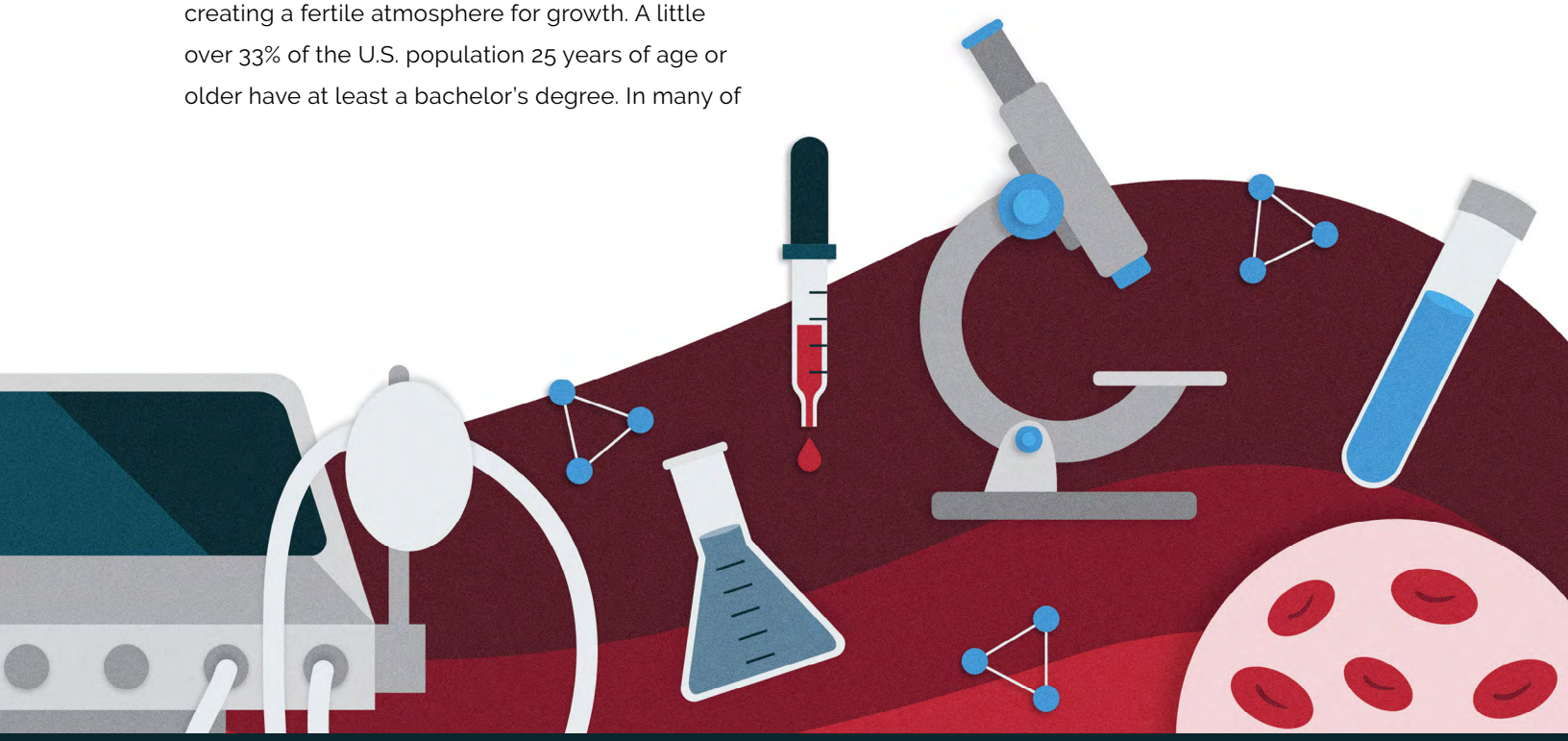
The rapid response of the life sciences industry was a major scientific success amid the COVID-19 pandemic. Without the workforce's willingness to collaborate and push the boundaries of medical research, the swift development and rollout of vaccinations would not have been possible. Innovations spurred by the pandemic are now paving the way for new medical and bioscience research and development. As the number of career opportunities in life sciences is increasing, so is the pool of qualified candidates.

> ***According to the Bureau of Labor Statistics, employment in life, physical, and social science occupations is projected to grow 5 percent through 2029, faster than the average for all occupations, and will result in about 68,200 new jobs.***

The percentage of college graduates is steadily rising in research-incubator cities across the U.S., creating a fertile atmosphere for growth. A little over 33% of the U.S. population 25 years of age or older have at least a bachelor's degree. In many of the life sciences fields, that number has increased by 20 percent over the last two decades, finds the Cushman & Wakefield report.

In turn, the manufacturing of pharmaceuticals, biotechnology and medical devices is also on the rise in regions where life sciences investment runs deep including Northern and Southern California and the Northeastern Seaboard. That production is likely to continue to increase in the short-term due to the COVID-19 pandemic.

The rapid growth of the life sciences industry over the past year is driving a need for talent, but the crowded candidate and job pool presents challenges for organizations looking to hire qualified staff. In a market that is ripe with talent and opportunity, it's critically important that hiring managers and human resources take the right steps to attract talent that is the best fit for their needs to ensure long-term success.



UNDERSTANDING LIFE SCIENCES IN PRACTICE

Life sciences is an incredibly diverse field of study whose professionals are bringing innovative ideas to life daily – working toward advancements in technology and science that will positively impact human life. Because this process of innovation is careful and precise, it's fueled by attracting the best professionals in the field. Successful initiatives are driven not by innovative individuals but by innovative teams who can combine skills to collaborate on visionary projects and work quickly to stay ahead of competitors and market demands. Given this reality, candidates must not only meet basic job requirements, they have to bring unique skills that will support and enhance the team.

Individuals leading the candidate search for life sciences organizations must be well acquainted with the various positions and roles in the field.

LIFE SCIENCES ROLES TO KNOW

The life sciences industry is robust with many specialties and even more specialty functions. Here's a breakdown of common positions held in life sciences.

Scientific / Laboratory Setting

- Discovery and research
  - Analytical chemists
  - Medical chemists
  - Cell biologists
  - Medical device engineers
- Pre-clinical development
  - Animal science
  - Toxicology
  - ADME scientists
  - Pharmacology
  - Product development scientists
- Manufacturing
  - Biological manufacturing associates
  - Fermentation scientists
  - Cell culture technician
  - Process engineers

R&D

- Analytical chemists
- Applications scientists
- Biochemists
- Chromatographer
- Manufacturing engineer
- Pre-clinical scientists
- Protein scientists
- Toxicologist
- Animal scientist
- Pharmacologist
- Virologist

Clinical I – IV

- Clinical data coordinators
- Clinical monitors / CRAs
- Clinical project coordinators
- Clinical research associates
- Clinical data entry personnel
- Clinical program manager
- Clinical study associate

Pharmaceutical - Non-clinical

- Analytical chemist
- Biochemist
- Bioprocessing
- Geneticist
- Molecular biologist
- Biochemist
- Biologist
- Medical writer

Data Analytics and Integration-specific

- Data Analytics, Big Data, Data Management, Data Science, Data Engineer
- Artificial Intelligence, Machine Learning, AR/VR, Cloud Engineers/Architects
- Bioinformatics, Cheminformatics, Biostatistician, Clinical Informatics
- Clinical Data Management, Clinical Data Associate, Computer Systems Validation

CONSIDERATIONS WHEN HIRING A LIFE SCIENCES TEAM

Armed with a better understanding of the scope and strategy of the Life Sciences industry, there are a few best practices to keep in mind as you turn toward planning and executing your hiring strategy. Here are four keys to hiring a Life Sciences team..

1. CLEARLY DEFINE THE ROLE AND IMPACT

When recruiting new professionals for roles in life sciences, carefully describe every aspect of the role, the expectations and the benefits. Job descriptions that are thorough and detailed are better poised to catch the attention of candidates whose skillsets fit the role. What's more, they're more likely to deter seekers whose experience and skillsets really are not a match. If your job description fails to accurately describe the function or is misleading, it could unintentionally draw in more unqualified candidates or those with an expertise that might not be applicable in the open position.

> ***Gathering input on the job description from multiple people on the team in different job functions can help ensure that every aspect of the position's responsibilities and expectations are captured.***

Involving the team can also provide clarity on what characteristics you should be looking for as you review candidates to make sure that they'll fit in with the needs and culture of the group.

2. FIND TALENT FOR LONG-TERM SUCCESS AND INNOVATIONS

When considering new hires, it's important to look for candidates who can satisfy more than just your company's immediate needs. Long-term goals of the company should be considered when evaluating candidates' capabilities.

> ***Asking applicants to demonstrate a proven ability to innovate can be key in determining whether their skills will meet the needs of both the role and your company in the long run.***

Life sciences is an inherently innovative field and most candidates will have a passion for discovery, but their experiences and areas of interest could differ from those of your company. They might look like a good fit for the role itself, but it's also important to consider growth potential and what that means for the candidate and for your company. If your visions are not in sync, there won't be a strong foundation for a long-term working relationship.

3. TAP INTO PROVEN TALENT-SOURCING PARTNERS

Working with the right talent sourcing partner can save you valuable time and set a course for success. In an industry as precise as life sciences, it's imperative that the candidates you bring into the interview process are qualified and can demonstrate expertise in the field.

> ***Staffing partners with proven placement skills in life sciences can help you sift out candidates who are unqualified or unable to contribute in areas outside of the immediate description.***

It can be challenging to determine if a candidate will be able to grow with your company just based on their resume and cover letter. Working with a talent sourcing partner can help you find experts who have skillsets that are nimble enough to serve on multiple projects and to evolve and innovate with your company. That partner can also help enhance your hiring and onboarding protocols to set up interviewer and interviewee up for success.

YOUR PARTNER IN SUCCESSFUL WORKFORCE SOLUTIONS

At Yoh, we know that better science is driven by better talent. Our exclusive network of professionals and organizations allows us to tap into a talent pool that is not found on job boards or resume search engines. We understand the nuances of finding the right expert employees to support every aspect of life sciences. We blend our staffing expertise with our deep understanding of the life sciences industries to recruit and place leading professionals.