



# LIFE SCIENCES

## INDUSTRY TRENDS

In recent years, the Life Sciences industry has been confronted with an increased demand for new, personalised medicines and advanced therapies (ATMPs). This has created a higher demand for skilled, qualified professionals.

With a high volume of job opportunities but a low volume of qualified candidates, a highly competitive talent market has emerged.

Acquiring and retaining talent is becoming more and more difficult.

## TALENT ACQUISITION TRANSFORMATION

Acquiring and retaining talent is now the biggest challenge of all for Life Sciences organisations. Therefore, these companies are prioritising their people.




# 77%

of Life Sciences industry leaders believe their talent strategies will have huge impacts on their business' performance

# 71%

of Life Sciences industry leaders are focused on the experience of candidates and employees in their companies

## THE OVERALL WORKFORCE CHALLENGES OF THE LIFE SCIENCES INDUSTRY

-  Increased demand in new medicines and advanced therapies (ATMPs) resulting in a higher demand for skilled candidates.
-  Excessively competitive talent market due to a lack of qualified candidates for the many job opportunities available.
-  Growing need for highly skilled technical workers in a heavily regulated industry which is rapidly evolving with AI and automation. Candidates are now required to have more diverse backgrounds, with more expertise such as IT.

## OUR EXPERTISE

The Hays Life Sciences team has hands-on experience placing passionate people within leading biotech and pharmaceutical organizations of all sizes. We recruit for entry-level positions up to senior management across the disciplines:

-  Research & Development (R&D)
-  Quality Assurance (QA)
-  Quality Control (QC)
-  Regulatory Affairs (RA)
-  Manufacturing
-  Sales & Marketing
-  Pharmaceutical Engineering
-  Process Engineering



## SERVICES WITH ADDED VALUE



International team experienced in hiring and placing both national and international candidates from diverse backgrounds.



Dedicated consultants act as single points of contact for our clients. Working with wider teams of recruiters to deliver candidates for your openings.



Talent solutions for both permanent and temporary hires (secondment & interim staffing) in all our focus areas.



Advisory services for clients, including consultation on all aspects of hiring talent beyond borders as e.g:

- work permits,
- 30% ruling,
- partner visa,
- student visa.



Vacancies in other sectors or departments? Hays offers you a full team of specialists in different recruitment areas as such: HR, Technology, Finance, Supply Chain, etc.

## RECRUITMENT MARKETING AS A SERVICE

We have combined our recruitment expertise with our marketing know-how for the sector to ensure you have access to the talent you are looking for. We provide tailor-made recruitment marketing campaigns for our clients in order to attract the best talent in the market and promote employer brands.

Our DCS (Digital Creative Services) packages have a varied portfolio of activities that can be put in practice.

Learn more about our DCS packages [HERE!](#)

## HAYS - YOUR STRATEGIC PARTNER, EVERY STEP OF THE WAY

### BEFORE YOUR SEARCH

- ✔ Personal needs analysis, including definition and development of requirements profile and allocation of salary
- ✔ Market analysis and selection of effective sourcing method

### DURING YOUR SEARCH

- ✔ Research and pre-selection of suitable candidates from our internal data pool, LinkedIn recruiter accounts, various jobs boards and our personal networks
- ✔ Directly approaching candidates regarding your vacancy (with discretion)
- ✔ Multi-stage, structured interviews with potential candidates
- ✔ Comprehensive analysis and evaluation of the candidates strengths based on your requirements

### AFTER YOUR SEARCH

- ✔ Support during the interview phase
- ✔ Background and reference checks can also be carried out if desired
- ✔ As soon as the right candidate has been found, Hays Life Sciences supports you in one of the most important phases of the process: salary and contract negotiations
- ✔ After helping you find your new colleague, we highly value good aftercare. We make sure to stay in touch and we aim to build long-term partnerships with our clients

## WORKING FOR YOUR TOMORROW

With more than 55 years of business success and a team of more than 10,000 staff across 32 countries, we have a reputation as the world leader in specialist workforce solutions.

Hays Netherlands has more than 150 expert recruitment consultants across the country.

**>50%**

of placement successful rate

**>7M**

followers on LinkedIn

**91%**

of clients would recommend us

We offer a full package of services, covering recruitment, employer branding, marketing consultancy and many other solutions to help you secure the talent you need.

REGISTER YOUR JOB [HERE!](#)



Ricardo Vos



Merel Hasselo

Want to know more? Contact our Life Sciences Experts!