



Navigating the Future: Your Partner in Life Science Recruitment

Prepared by:

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Foreword:



Currently valued at \$2 trillion globally, the Life Sciences industry is set to grow significantly, driven by an aging population and advancements in AI, machine learning, and genomics.

Since the boom during COVID-19, the biotech industry has faced challenges with downsizing, mergers, and a nearly 60% drop in a major stock index since 2021. Layoffs reached unprecedented levels in early 2023, and job postings have halved since early 2022. Despite these hurdles, healthcare and life sciences are busier than ever for recruiters, with a high demand for visionary leaders to navigate the industry's complexities.

The pandemic accelerated the adoption of technologies like telehealth and remote patient monitoring. The industry continues to innovate, improving products and services for better patient care at lower costs. Companies are increasingly seeking leaders who can drive operational efficiencies and articulate strong visions.

While career mobility has stagnated and funding for development is scarce, companies are focusing on rapid advances and investing in current employees to build loyalty. Larger pharma companies may increase acquisitions of smaller biotechs. Flexible workforce strategies and partnering with external resourcing specialists are essential for navigating these times.

Darwin offers the tools, personnel, and experience to support individuals, projects, and businesses with their strategies. Our global presence ensures advantages like in-country sourcing, local relocation knowledge, and compliance with local regulations for secure engagements. As healthcare grows more consumer-centric, innovation drives the opportunity for convergence.

At Darwin, we build partnerships to focus on what matters most. Our specialist SME consultants mitigate hiring and growth risks, providing bespoke solutions and delivering exceptional experiences for all involved.

GREG KING, BUSINESS MANAGER, LIFE SCIENCE RECRUITMENT

\$2 TRILLION

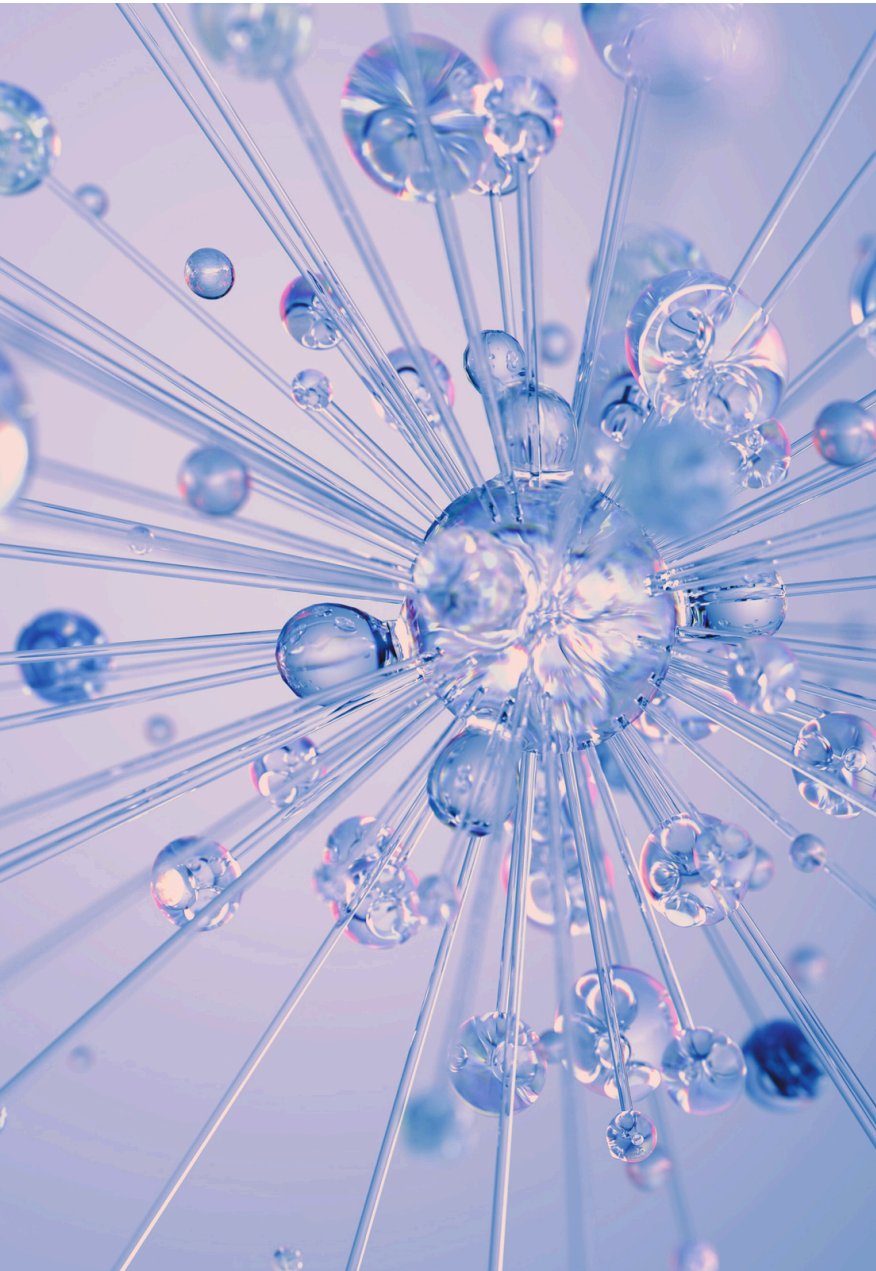
Current global valuation of the Life Sciences industry.



14%

Expected growth rate of the Life Sciences industry up until 2030.





Our Focus:



BIOINFORMATICS
/ BIOSTATISTICS



CLINICAL
RESEARCH



COMMERCIAL



CQV



MANUFACTURING
PACKAGING &
PRODUCTION



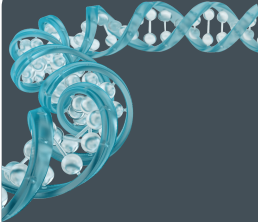
MEDICAL &
REGULATORY
AFFAIRS



PHARMACOVIGILANCE



RESEARCH &
DEVELOPMENT



QUALITY
ASSURANCE



STERILISATION



The Future of Recruiting in the Life Science Space:

The life science industry is undergoing significant transformation driven by technological advancements, regulatory changes, and evolving market demands. The convergence of healthcare, technology, and consumer industries is leading to the emergence of a LIFEcare system, fundamentally reshaping the biopharma landscape. Understanding these changes is crucial for organizations to attract and retain top talent in the coming years.

FLEXIBLE SOLUTIONS FOR TECHNOLOGICAL INTEGRATIONS

The adoption of digital technologies, data analytics, and cloud services is accelerating in the life sciences sector. This shift is driven by the need for flexible and comprehensive research solutions, which are essential for the rapid development and delivery of new therapies.

Analytical Solutions: Increased use of life science analytics for drug development and clinical research is fostering market growth. This includes preclinical studies that assess the safety, toxicity, and efficacy of new drugs.

Digital Transformation: Continuous adoption of digital technologies has been crucial in the industry's response to COVID-19, highlighting the importance of tech-driven solutions in future healthcare delivery .

RECRUITMENT IMPLICATIONS:

As the life science industry evolves, the demand for skilled professionals in research & development, digital, data, and analytics roles is surging. Biopharma companies need to focus on building capabilities in these areas to remain competitive.

- 1. Skill Development:** Businesses must prioritize building talent strategy for candidates with expertise in data science, digital health solutions, and ecosystem partnering.
- 2. R&D Transformation:** There will be a high demand for talent in research and development, particularly those experienced in leveraging analytical solutions and innovative technologies.
- 3. Business Model Reinvention:** Professionals who can drive business model transformation and value chain optimization will be essential as companies adapt to the LIFEcare system.

Our 'In Country' Compliant Solutions

At Darwin, we pride ourselves on offering 'In Country' compliant solutions managed and delivered exclusively by our dedicated teams. Unlike many competitors who rely on third-party payrolling companies, adding extra costs and complexity, our direct approach ensures seamless, efficient, and cost-effective service. This exclusive management provides our clients with a more streamlined and transparent process, enhancing compliance and operational efficiency.

CONTINGENCY RECRUITMENT

We nurture highly skilled talent pools for the life sciences sector. With our contingency service, you pay only when a candidate accepts your job offer. We manage the entire recruitment process, ensuring you get the best talent without upfront costs.

FREELANCE/CONTRACT RECRUITMENT

Our Contract Recruitment Service offers flexible, cost-effective staffing for short-term projects in life sciences. Quickly access skilled professionals, optimize your recruitment budget, and adapt to changing business needs. Perfect for clinical research, R&D, and tech integration projects.

EMPLOYED LEASING

We're able to provide skilled employees at lower costs than freelancers or permanent staff. By attracting top freelancers through our innovative models and high-profile projects, we offer swift staffing solutions and significant cost savings, reducing your administrative burden. *See page 5 for more info.*

EMPLOYER OF RECORD

Our Global EOR Solution simplifies global expansion by managing compliance, payroll, and HR tasks. We handle employment risks and navigate global regulations on your behalf. Our team understands local labor laws, ensuring compliance and mitigating potential risks. *See page 6 for more info.*

MANAGED SERVICES

This solution streamlines hiring, reduces administration, and secures top life sciences talent. For a monthly fee plus a reduced placement fee per hire, our solution enhances commitment and collaboration, with coaching for hiring managers to build strong teams. *See page 7 for more info.*

STATEMENT OF WORK

Our SoW solutions ensure projects are completed on time and within budget while maintaining high standards. Clients pay on milestone achievements, reducing financial risk. Ideal for managing complex life science projects like drug trials and large-scale data analysis. *See page 8 for more info.*

Our Employed Leasing Solution

WITH GERMAN ANÜ AND DUTCH DETACHERING COMPLIANCE

Employed leasing offers a seamless solution for businesses needing temporary skills without the risks associated with deemed employment, including compliance with German ANU regulations. This innovative approach allows you to quickly and efficiently fill gaps in your workforce with highly skilled professionals, all while mitigating the compliance and regulatory challenges that typically accompany temporary employment. Employed leasing is particularly beneficial in industries where project demands can fluctuate significantly.



Suitable candidates become full-time employees of Darwin, enjoying full employment benefits.

Professionals are leased to your organization on a per-hour or per-day basis, as per your needs.

Competitive leasing rates provide a financially viable alternative to traditional consultancy or direct employment.

By choosing Employed Leasing, you gain access to a flexible staffing solution that can be tailored to meet the specific needs of your projects. This model helps you maintain operational continuity, reduce administrative overhead, and focus on your core business activities, knowing that your temporary staffing needs are being expertly managed and compliant with regulatory standards.

Global Expansion with Darwin EOR

Our Global Employer of Record Solutions simplify global expansion by managing compliance, payroll, and HR tasks. You can focus on your core business while we handle international employment complexities, ensuring seamless scaling and compliance in diverse markets



The life sciences sector is set for significant growth, with the global life science analytics market expected to reach USD 37.20 billion by 2030, growing at a CAGR of 13.6%. Additionally, the convergence of healthcare, technology, and consumer industries will create a value pool of USD 2.8 to 3.5 trillion by 2030.

Now is the perfect time to consider global expansion; capitalize on these favorable trends in the life sciences sector and secure your growth.



GLOBAL PAYROLL MANAGEMENT

Ensuring accurate, on-time payments to employees, is a crucial aspect of our Employer of Record (EOR) solution. No matter where your employees are located, we leverage our expertise and global infrastructure to ensure that salaries, benefits, and any other compensation are disbursed on time.



LEGAL COMPLIANCE

Our EOR solution navigates the complex intricacies of international employment laws to ensure compliance at all times. Across diverse jurisdictions, our team keeps up with the ever-evolving regulatory landscape, providing peace of mind as you expand your global footprint.



EMPLOYEE BENEFITS

With our Employer of Record (EOR) solution, you can offer a comprehensive suite of benefits that attract and retain top talent. From health insurance and retirement plans to wellness programs and professional development opportunities, we have everything you need.



RISK MANAGEMENT

We proactively manage employment risks and navigate the dynamic global regulatory landscape on your behalf. Our dedicated team understands local labor laws and regulations and identifies potential risks before they escalate, implementing robust mitigation strategies.

Our Managed Service Solution

A COMPREHENSIVE APPROACH TO RECRUITMENT

Our Managed Service solution is designed to streamline your hiring process, reduce administrative burdens, and ensure you secure the most skilled candidates. For a monthly fee, combined with a slightly reduced placement fee per hire, our solution fosters greater commitment and collaboration, ensuring better recruitment outcomes tailored to your needs.



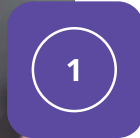
Implementation of an Advanced Applicant Tracking System (ATS)

Our state-of-the-art ATS ensures all applications are centralized, organized, and easily accessible, enhancing the overall efficiency of your recruitment process.



Pre-Screening of CVs

We rigorously pre-screen all CVs, ensuring your management team receives only the top 5-10% of suitable profiles, saving valuable time and effort.



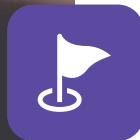
Tier 1 Supplier Status

As your primary recruitment partner, we streamline the process by leveraging tier 2 suppliers only when necessary, ensuring a seamless hiring experience.



Training and Coaching for Hiring Managers

We provide comprehensive training and coaching to your hiring managers on writing effective adverts, conducting interviews, and running efficient recruitment processes.



Monthly Onsite Presence for Face-to-Face Meetings

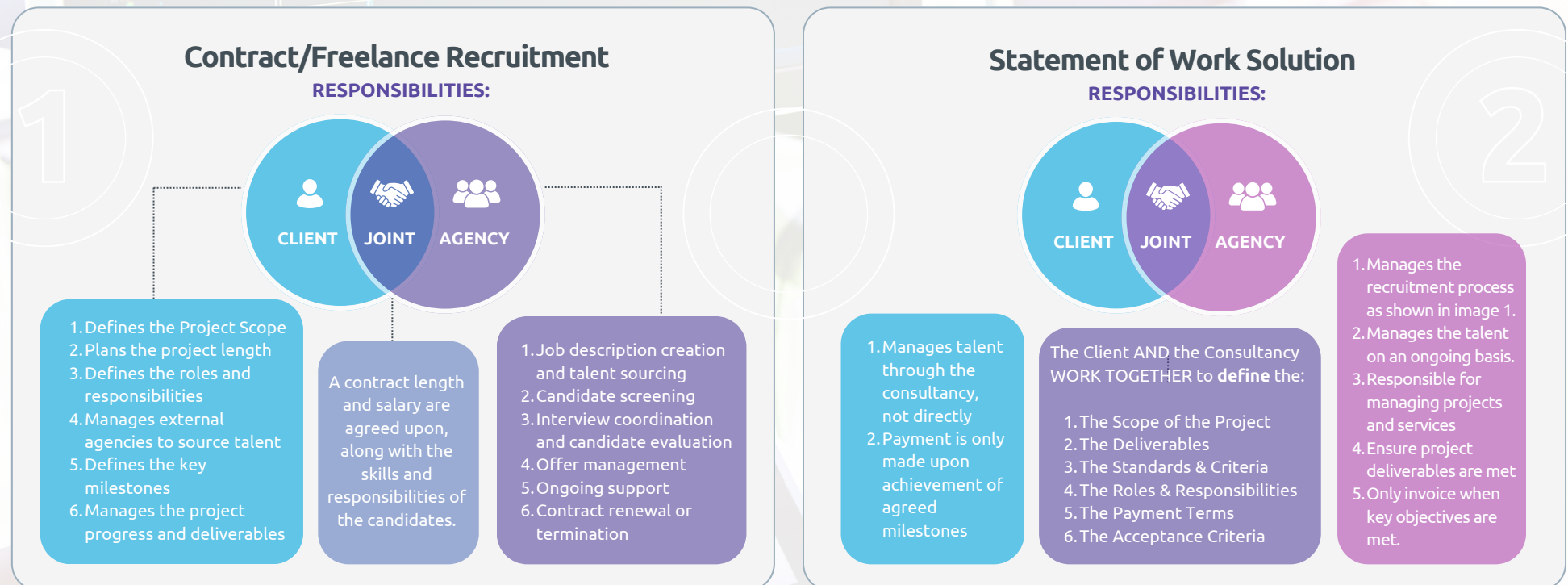
Our team will be onsite each month for face-to-face meetings, ensuring continuous alignment and addressing any recruitment challenges promptly.

Our Statement of Work Solution

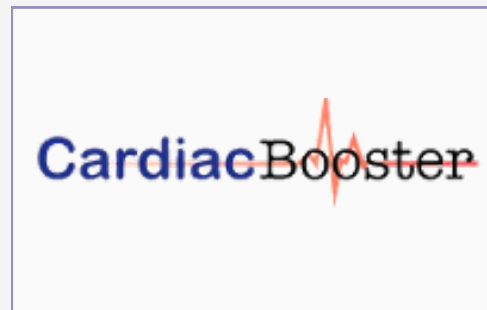
We provide Statement of Work (SoW) solutions to clients, enabling them to benefit from payment on milestone achievement. This approach theoretically de-risks the client, as payment is only made once an objective has been met. By utilizing SoW solutions, clients can ensure that projects are completed on time and within budget, while maintaining high standards of quality and performance.

Our comprehensive SoW services include detailed planning, clear deliverables, and defined timelines, making it easier for clients to manage and execute their projects effectively.

HOW DOES AN SOW SOLUTION COMPARE TO CONTRACT RECRUITMENT?



We're Trusted By:



I had the pleasure of being contacted by James and matched to a role. His expertise and guidance were the most pleasant and professional I have met in the recruitment industry. Thank you James for creating seamless and efficient recruitment experience. I would highly recommend your services to anyone seeking a professional and skilled recruiter.

Mai Brigsted Gregersen, QA Director



Our Vision

To be the Global Life Science talent partner of choice.



Our Mission

Pushing boundaries of sustainability, business and people – providing tomorrow's energy solutions – today.



Our Values

Responsibility, Accountability, Passion, Integrity, Drive & EVOLUTION.



Click on the icons next to each photo to reach out via email or to connect on LinkedIn

Providing global solutions is what we do:

No location is off limits when it comes to our desire to serve our clients' needs around the globe.

Our physical locations in Amsterdam, Baltimore, London, Munich, and Zurich make us strategically positioned to mirror the Newspace industry's main growth and investment areas.

**Top 2024
Company**



KUNUNU

We are a KUNUNU 2024 Top Company:

We have been awarded the Top Company Award 2024 by Kununu, awarded to less than 5% of all companies in Germany.

According to a recent YouGov study, the Top Company seal is relevant for 45 percent of job seekers during applications.



GREG KING

Business Manager, Darwin Life Science



JAMES ALLEN

Principal Quality, Regulatory and Clinical Recruitment Specialist



WESLEY CANN

Enterprise Account Manager



JAMES GREGORY

Medical Devices Recruitment Specialist



RYAN GRIFFIN

Quality, Regulatory and Clinical Recruitment Specialist

