



The Sci.bio Resource Guide For Hiring in Biotech

Talent. In biotech, it's everything. From startups to powerhouses, biotech companies depend on talent to make their mark. Their fortunes rise and fall on the backs of the talent they attract and hire. Here is a collection of resources to help you get it right. Click each title to read the full article.

Attracting Talent

Concrete Steps to Recruiting the Right PhDs

Top tier PhD talent have their pick of jobs. You can't sit passively by and hope that they come across your job posting. You need to attract them. Here are six ways you can effectively recruit quality PhD-level talent for positions at your company. biopharma recruiting veterans with expert sourcers and resources, such as a turnkey Applicant Tracking System (ATS) and a career portal.

Selecting Your Recruiter: The Do's and Don'ts

Hiring is an extensive and rewarding process, but it's not immune to stagnancy. From long stretches without any fresh candidates to getting turned down when using outreach marketing to advertise your role, many obstacles present themselves in the task of hiring new employees. Sometimes there's only so much you can do and you need someone else to lend a hand. In these types of situations, it's often wise to bring in the expertise and support of a third party staffing resource to get the role filled.

Make Your Company Culture Standout in the Life Sciences Industry Part 1: Understanding Culture

In the super competitive world of life science employment, culture ranks top of the list of reasons people decide to join a company. While a nice paycheck and great benefits are important, the type of work and the people at a company are the top priority for most employees. According to Biospace's 2019 Ideal Employer Report "interesting and meaningful work" is the #1 quality in an ideal employer. In a survey of 2,700 life science professionals, 74% of respondents said team dynamics was important.

Make Your Company Culture Standout in the Life Sciences Industry Part 2: Instituting Culture

In the first part, we talked about what culture is and how MIT has managed to quantify it through an interactive tool called the Culture 500. Now that we understand it, we need to know how a company institutes a vibrant culture. It all starts with, ironically, hiring. The first 20 to 50 employees serve as the poster image for future team-members; therefore, they should have strong leadership skills and the ability to adapt as the company scales. The initial team should also be a diverse group with complementary skill sets. Culture is bound to suffer if every on staff thinks the same way. The hiring team should assess what strengths are already present and target people with skills that will offer a good balance.

Make Your Company Culture Standout in the Life Sciences Industry Part 3: Employer Branding

In the first part of this series, we said that if a company builds a good culture up front, they won't be forced to give a hard sell to potential candidates later. This doesn't mean a remarkable corporate culture is a substitute for marketing and branding. A comprehensive employer branding strategy complements an engaging culture.

Make Your Company Culture Standout in the Life Sciences Industry Part 4: The Employee Experience

In the first three parts of this series we talked about the importance of culture, how to institute it, and how to brand it. The next step in this journey is to believe it and live it. In other words, the employee experience. This is a critical part of the journey because if the culture fades as a company grows, retention will suffer when the need is the greatest, i.e. preparing to go public, beginning clinical trials, going commercial.

Make Your Company Culture Standout in the Life Sciences Industry Part 5: The Candidate Experience

We've talked a lot about why culture is important, how to institute it, and how to get the word out, but what good is all that if candidates don't believe it when they come in the door? It takes candidates milliseconds to obtain a dominant impression of the company culture during an interview. Even companies on the top of the culture charts have been the center of candidate horror stories—interviews that sent someone running from the company, despite the incredible reviews.

Advice for Finding More (and Better) Candidates

A successful pharmaceuticals recruiting strategy is essential when it comes to finding more, and better, candidates. If it were easy, everyone would be doing it. But finding a candidate with the skills that fit current vacancies and who also aligns with corporate culture can be a challenge. Nothing feels better than getting it right. And nothing seems more frustrating when it doesn't. Unsuccessful placements impact morale and are costly to the company.

Writing Job Descriptions to Attract Biotech Talent

The Biotechnology, Pharmaceuticals, and Life Sciences fields require very specific skills. This means job descriptions targeted to biotech and pharma talent need to work hard to outline the exact abilities, background, and experience. Writing job descriptions to attract biotech talent is so important. However, it's easy to miss important aspects of crafting a job description to attract top Biotech talent.

The Key to Recruiting Success: Social Media

Social recruiting is no longer a novelty—it's the cornerstone of a successful recruiting strategy and is an essential tool for businesses looking to market themselves online. Utilizing your social pages and profiles to advertise open positions will help you reduce recruiting costs compared to more traditional methods and is more likely to result in a good cultural match for your company.

Are You Letting Qualified Candidates Fall Through the Cracks?

As a pharmaceutical recruiter, it can be a challenge balancing what a client wants in a candidate and what a candidate wants in a job.

5 Reasons Employee Referrals are a Great Resource

As a hiring manager or recruiter working with a life sciences company, an employee referral program is an excellent source for locating talented candidates.

Smart Recruiting

Is Outsourcing Talent Acquisition Right for your Company?

Chances are if you're reading this, you've been hired or done the hiring at some point over the last decade. So, you've probably noticed that the field of Human Resources is constantly changing and developing. For example, what was once simply staffing or recruiting is now called Talent Acquisition—a suite of services and processes intended to attract, source and hire new talent into an organization. There's also been a major shift in employee benefits—ones that were nice to have are now expected. Factors that were once an afterthought—confidentiality agreements, diversity and inclusion programs, professional development—are now front and center of most HR teams. Because of all these changes, another shift has been the outsourcing of many HR functions that were once exclusively done in-house.

The Importance of the Recruiter Experience

In pharmaceutical recruitment and biotech executive placement, there is a lot of emphasis on the overall candidate experience. It's highly suggested that offering candidates the best possible experience, regardless of the outcome, is key to securing the best talent. But what about the recruiter experience? A successful recruitment process, from sourcing to hiring, depends a lot on a positive experience for recruiters as it is for candidates. There are known challenges for recruiters... and balancing the need to improve the candidate experience and meeting hiring targets just to name a few.

How to fill the Biotech Talent Void

Recruiting the right talent was ranked as the top concern of CEOs according to a recent Harvard Business Review piece. The 20th annual PWC CEO survey cited human capital as the number 2 biggest challenge surpassed only by innovation. For many life science, biotech and pharmaceutical companies, finding suitable talent is a prospect of binary opposition: getting funded or not, commercializing a product or not, developing a technology or losing out to a competitor. In any case it simply provides a means to scale technology and processes.

2017 Recruiting Technology Trends

Technology continues to enhance the biotech and pharmaceutical recruiting process and here are some trends to consider as a hiring manager or head hunter. Tablets/smartphones are replacing computers as preferred methods of electronic communication – especially among millennials. It's already beginning to replace many web-based approaches and options.

Screening and Interviewing

A Basic Interview Preparation Guide For Your Hiring Team

As important as hiring the right candidate can be, many employers or hiring managers don't consider the ramifications of being ill-prepared for the interview process.

You're (Probably) Doing It All Wrong: Identifying and Avoiding Hiring Mistakes in the Life Sciences

Hiring science talent is not for the faint of heart. All too often, that rare bird you rescued from the candidate slush pile turns out to be a common pigeon—or flies the coop well before your investment pays off. If you're having trouble bringing in and holding onto the best people, these common hiring mistakes could be standing in your way.

The Selection and Beyond

5 Mistakes to Avoid When Hiring New Graduates

Recent medical grads ... They're a picky group. But they are full of creative and innovative ideas although they may be challenged with how the corporate world functions.

They are turning down jobs that don't meet their needs nowadays. In order to help hire the right graduate for your workforce we put together the 5 mistakes to avoid in the process.

Corporate Espionage Part 1: When the Interview Process Becomes an Opportunity For Intellectual Property Theft

Marc was the perfect candidate for a principal scientist job that we were having a difficult time filling. On paper, he was a well-qualified molecular biologist with degrees from top universities and impressive biochemistry skills. When our lead recruiter reached out to him, he played hard to get, but after a couple of attempts, he agreed to come in for an onsite interview.

Corporate Espionage Part 2: Beyond the Interview Process

In the first part of this series, we told the story of a candidate that used the interview process to steal proprietary information from a potential employee. The interview process can provide a perfect opportunity for IP theft, but it can take place under other clever circumstances. For example, previous employees of your organization may still be able to access sensitive corporate data on your company's servers. Or current employees can be bribed and or offer sensitive detail in interviews or social settings.

Corporate Espionage Part 3: Protect Your Company

In the first two parts of this series we talked about real cases of IP theft, including our own. These cases are extreme, but still the threat should not be taken lightly. There are many precautions you can take to protect your company. Forbes outlines a list of ways companies typically shield themselves from corporate espionage. The best practices list takes into consideration both internal security issues, arising from current and past employees being able to access and leak data, as well as outsiders who are trying to get access to company information.

Managers: Preparing for the Year Ahead

For managers, the new year is typically a mix of emotions. On the one hand, it's an exciting time as people feel more energized after the holiday break and are enthusiastic about the year ahead. It can even bring a sense of relief—the prior year is rearview and there's an opportunity for a fresh start.

9 Steps to Protecting Your Workplace Against the Coronavirus (COVID-19)

As you well know by now, the World Health Organization has declared a public health emergency in response to the rapidly evolving outbreak of Coronavirus (COVID-19). The CDC has requested that companies implement temporary preventive measures. In light of this request, companies have reached out to find out how others are implementing these measures. After talking with several companies and our onsite recruiters, we have pulled together 9 steps that companies are taking to protect themselves from the threat.

**Ready to find the best talent?
Contact us today and let's get started!**