



EPRISE
 Marseille Photonics Roadshow, Nov 20

OUR MISSION

To become the NUMBER ONE life science recruiting

company in the **W**  **R****L****D** *by placing TOP TALENT at*

companies DEVOTED to the DEVELOPMENT of medicine and products that

I**M****P****R****O****V****E****S** *and* **S****A****V****E****S** *lives.*

Who We Are

- Global Recruiting Agency founded in 2003
- Exclusive Focus in Life Science
- HQ Greater Boston Area & Offices in Basel, Switzerland
- Levels: Individual Contributor Roles to C-Level
- Functions: Discovery, R&D, Clinical, Tech Ops, Commercial, Corporate and G&A
- Inc. 5000 Fastest Growing Private Company in America for five consecutive years (2014, 2015, 2016, 2017, 2018); Boston Business Journal Fast 50 (2017, 2018)
- Inc. Magazine Best Place to Work (2017)

Core Services



**Anti-Fee
Model**



**RPO
Services**



**Small
Business
Platform**



**Talent Mapping
& Pipeline
Development**



Small Business Platform

Flexibility & Scale-Up Capability

Services Include:


- Manage Job Postings
- Manage Resumes in Client's inbox
- Actively Dial into your competitors
- Generate a pipeline of qualified candidates
- Manage candidates through the process to close
- Present offers
- Provide Reference Checks
- Provide Talent Maps



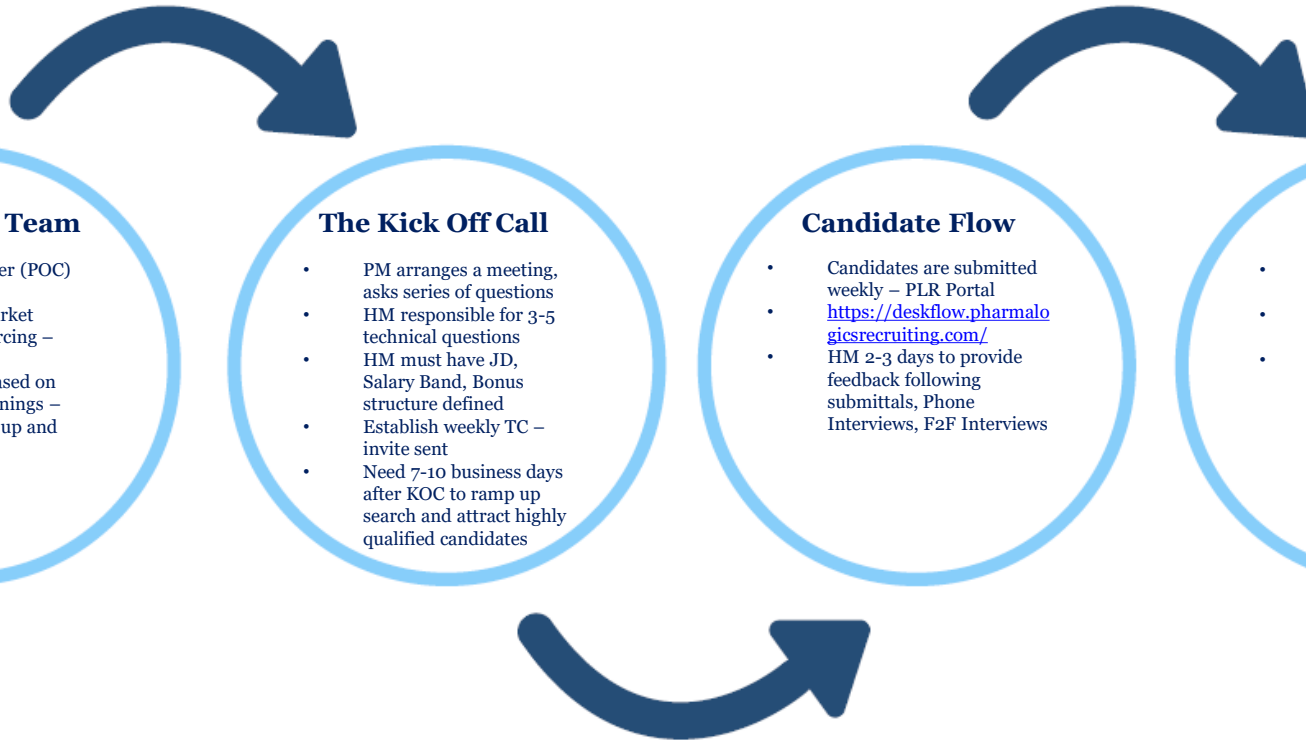
Anti-Fee Model

- Launched in 2010 – Average Placement Fee is 13%
- We only charge the actual hours we work on a search versus an arbitrary 25% - hourly fee
- Pipeline Ownership – make additional placements at no additional fees

What We Deliver

- Top Talent to Organization
 - Reducing your time to fill by 24% - 64 day average compared to 91 day industry average
 - Average Placement Fee 13% - Cost effective
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Process Overview



Recruitment Team

- Project Manager (POC) assigned
- Recruiters, Market Research, Sourcing – PLR
- Size of team based on number of openings – ability to scale up and scale down

The Kick Off Call

- PM arranges a meeting, asks series of questions
- HM responsible for 3-5 technical questions
- HM must have JD, Salary Band, Bonus structure defined
- Establish weekly TC – invite sent
- Need 7-10 business days after KOC to ramp up search and attract highly qualified candidates


Candidate Flow

- Candidates are submitted weekly – PLR Portal
- <https://deskflow.pharmalogicsrecruiting.com/>
- HM 2-3 days to provide feedback following submittals, Phone Interviews, F2F Interviews

Offer Stage

- PM will manage candidate through process
- Conduct reference checks per request
- Present offer per request

Attracting talents in US market

- Choice of location and talent pool
 - Direct sourcing vs headhunters: network, cluster, EDC
 - Compensation & Benefits: leverage bicultural EU/US
 - Recruitment process: adapt to the pace
 - Managing your growth / structure HR policy
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Pharmaceutical Marketing

