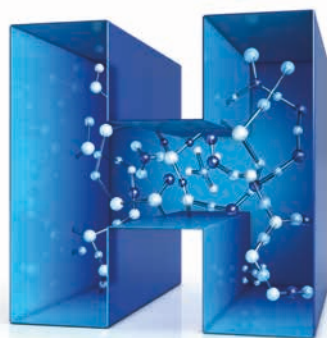


A woman in a light blue lab coat is looking through a white and black compound microscope. The background is a blurred laboratory setting with various pieces of equipment.

HAYS Recruiting experts
in Life Sciences

COMPETENCE THAT WORKS IMMEDIATELY

We recruit experts in pharma, medical engineering and
biotechnology for you



TAKE ADVANTAGE OF OUR RECRUITING COMPETENCE

No industry operates in as dynamic an environment as Life Sciences. Here, crucial new medicines and life-saving solutions have to be developed, tested and properly established on the market. To ensure this, a variety of experts must work closely together to achieve these goals. This requires in-depth technical expertise, comprehensive experience and a high degree of flexibility at all times; simply put, experts who can make sure your business is a success.

You need a strong partner

We are your perfect partner. We know your market, have an extensive network of the most appropriate experts for your business, and use quality assured processes that cover the entire recruitment spectrum. At Hays, we can help you successfully tackle your tasks and projects by supplying you with just the right experts.

A full range of offerings

As your partner, we can offer you the most appropriate solution based on your individual needs. We recruit the most suitable experts, freelancers, permanent employees or specialists for every task. And if you need to optimise your existing recruitment processes, we are your perfect partner for opening up new avenues for the future.



WE ARE THE LINK BETWEEN COMPANIES AND SPECIALISTS

Stay flexible – with contract models to suit your needs

Flexibility is the key to success when it comes to the experts you use. That's why we offer you a variety of highly flexible contract models that provide the right answer to every challenge.

Permanent solutions

Our diverse range of permanent recruitment solutions enables us to meet your needs using a combination of the following:

Direct search – a targeted and proactive effort to identify professionals with the right skills and industry experience who are not active in the job market. Hays is at the forefront of search and selection methodology, using both traditional and online networking.

Database search – our database of experienced life science professionals is the starting point for active candidate approach, referral and networking.

Advertised selection – in addition to Hays' global network of recruitment sites, we have close partnerships with a range of leading life science job boards and selected recruitment sites. These include: newscientistjobs.com, pharminiweb.com, emedcareers.com and wileypharmaceuticaljobs.com.

Temporary solutions

Through our wide-ranging network of freelance and in-house consultants, we solve the staffing challenges facing the pharmaceutical, biotech and medical technology industries.

Temporary consulting – we provide qualified professionals who can alleviate the pressure on your business, delivering the cover you need when you need it. This includes cover for staff shortages, maternity leave or fluctuating workload requirements.

Interim consulting – we source and supply highly qualified and able individuals to assist with specific projects, help conduct audits or supply strategic direction. This flexible resource can be called on with minimal lead-time.

Innovative and Strategic solutions

Hays' global HR solutions have helped top international organisations to cut costs, reduce time to hire, safeguard against risk and improve compliance. Whether you need full recruitment process outsourcing (RPO), a managed service (MSP) or just a part of the process, Hays has the solution.

RPO Solutions

We can provide an internal recruitment function for some or all of your hiring. We will manage the entire process from job profiling through to the on-boarding of the new hire. A properly managed RPO will improve a company's time to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce costs and improve governmental compliance.

MSP Solutions

Hays designed and delivered many of the complex models in the managed services provision (MSP) market. We are also one of the largest MSPs as defined by the client spend we control. Our service provides a single point of contact and reduces management time on temporary placements, timesheets, invoicing and employment agency management.

Technology Solutions

We will usually bring in a technology platform and have partnerships with top providers, such as Taleo, Brassring, Beeline, I-Grasp, Skillstream, Fieldglass, Oracle & I-recruit. However, we can also work with your system if it makes sense to do so.

In 2011 we identified 3 Story Software (3SS) as an exciting innovator in recruitment management and vendor management solutions (VMS). We acquired them in order to drive process efficiencies, reduce cost and mitigate risk both for our clients and ourselves.

3SS leapfrogs traditional technologies with radically different architecture, modern design and a range of features that extend into complex project management. Its entire functionality is designed to drive business performance for our clients. 3SS is extremely flexible and we will fully customise and configure it in line with your process requirements.

Blended Solutions

The "war for talent" is no longer limited to permanent staff. Contingent workers can also have scarce high-end skills and organisations must compete for them as rigorously as for permanent employees.

The solution is a total talent acquisition approach, where both contingent and permanent hiring are combined in a single blended workforce hiring program.



THE RIGHT EXPERTS FOR IMPORTANT TASKS

Our pharmaceuticals, medical engineering and biotechnology specialists cover a broad spectrum of disciplines.

RESEARCH

Research and Development

Research Technician/Scientist, Project Manager

Toxicologist, Pharmacologist

Consultant for Pharmaceutical Development, Galenics

Consultant for Analytical Development

Scientist

Clinical Research

CRA, Senior CRA, Lead CRA

Clinical Project Manager

Clinical Study Manager

Clinical Trial Manager

Medical Writer

Line Manager

Biostatistics, SAS Programming, Data Management

Biostatistician

Bioinformatician

Clinical Programmer (SAS/Oracle)

Statistician

Clinical Data Manager

SAFETY, MEDICAL & REGULATORY AFFAIRS

Drug Safety, Pharmacovigilance

Drug Safety Officer, Manager

Pharmacovigilance Officer, Manager

Risk Management Specialist

Safety Writer, QPPV

Medical Affairs

Medical Affairs Manager

Medical Liaison Manager

Medical Writer

Medical Scientific Manager

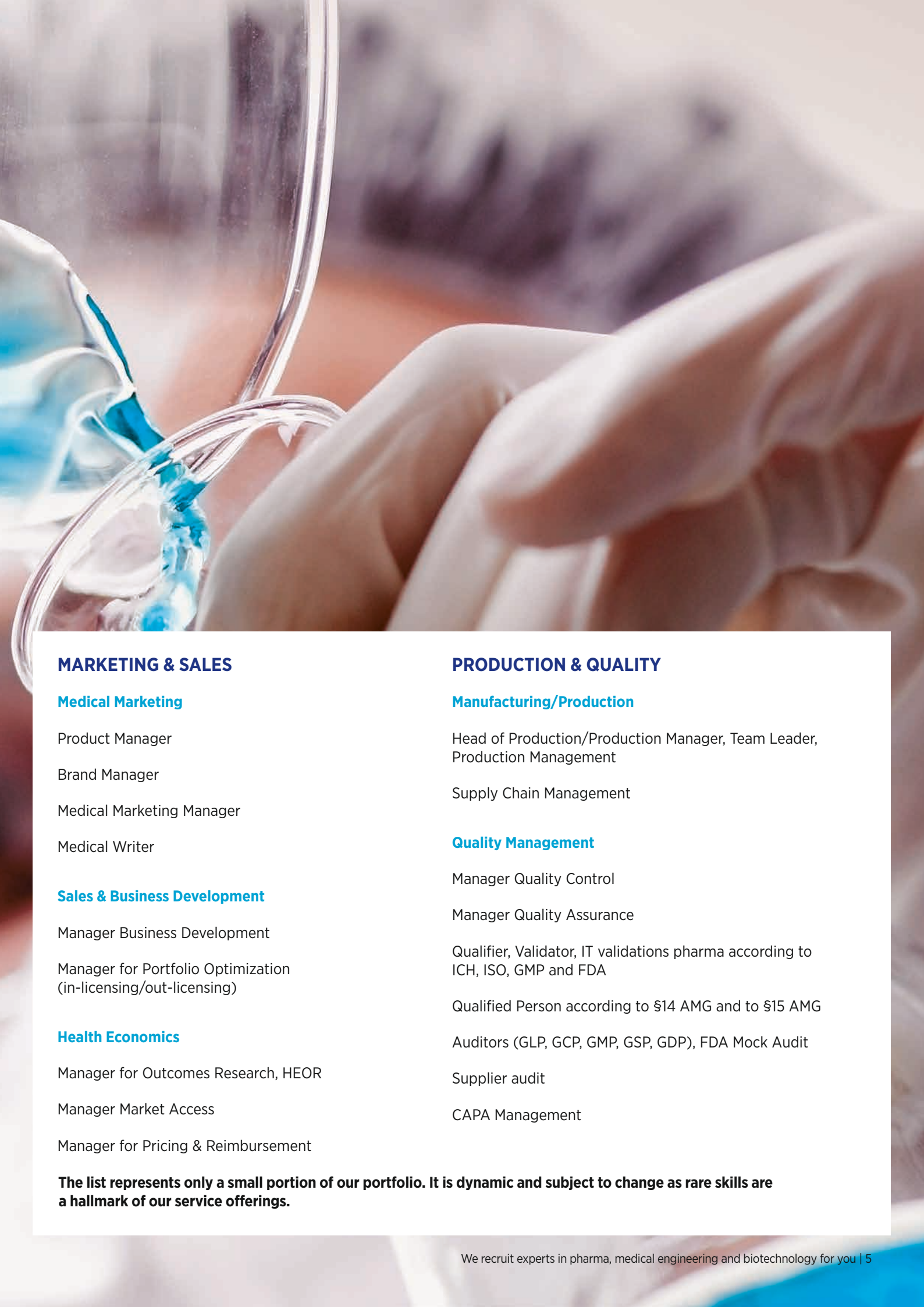
KOL Management

Regulatory Affairs

Regulatory Manager

Regulatory Dossier Writer (Modules 1-5)

Regulatory/Technical Writer



MARKETING & SALES

Medical Marketing

Product Manager

Brand Manager

Medical Marketing Manager

Medical Writer

Sales & Business Development

Manager Business Development

Manager for Portfolio Optimization
(in-licensing/out-licensing)

Health Economics

Manager for Outcomes Research, HEOR

Manager Market Access

Manager for Pricing & Reimbursement

The list represents only a small portion of our portfolio. It is dynamic and subject to change as rare skills are a hallmark of our service offerings.

PRODUCTION & QUALITY

Manufacturing/Production

Head of Production/Production Manager, Team Leader,
Production Management

Supply Chain Management

Quality Management

Manager Quality Control

Manager Quality Assurance

Qualifier, Validator, IT validations pharma according to
ICH, ISO, GMP and FDA

Qualified Person according to §14 AMG and to §15 AMG

Auditors (GLP, GCP, GMP, GSP, GDP), FDA Mock Audit

Supplier audit

CAPA Management

WE ARE YOUR PARTNER FOR ALL YOUR RECRUITMENT NEEDS

The pharma, medical engineering and biotechnology fields are subject to a wide variety of different and challenging demands – on the specialists as well as on us as a recruitment services provider. For this reason, specialists recruited by us are not the only ones who speak your language – our Key Account Managers do too. In addition to qualified industry knowledge, they also possess experience from more than 30,000 successful placements. As the following examples demonstrate.



Example: Laboratory staff/chemical technical assistant

Around the globe, businesses are researching new medicines with the majority of projects being focused on the cure or alleviation of serious diseases. Instrumental in this research are laboratory staff, especially in the areas of pharmaceutical analysis, licensing, pharmacovigilance and reference substances.

An international business providing services in research, licensing and pharmacovigilance for the pharmaceutical industry was urgently seeking two laboratory workers. These workers were needed to help develop and validate analytical methods. Furthermore, stability testing and the testing of release-relevant and pharmaceutically relevant parameters were essential requirements of these posts. Also, GMP-compliant implementation and documentation of experiments as well as responsibility for the allocated analytical instruments and devices rounded off the list of duties. Thanks to our extensive pool of experts, we were able to introduce several suitable candidates to the customer and were ultimately able to fill the vacant positions within a single week.

At a glance

- Industry: biotechnology
- Number of specialists sought: two
- Contract model: temp
- Recruiting measures: a detailed search in our pool of experts
- Result: the placement of two positions within one week

Example: Quality assurance manager in medical engineering

Experienced quality assurance managers in research and development for medical engineering are hard to come by. In order that new medical devices can be successfully approved, specialists are in high demand. We know these experts and recruit the appropriate candidates tailored to your needs.

A medium-sized manufacturer of medical devices was urgently looking for a quality assurance manager in research and development. This manager was to be responsible for supporting the company in the development of medical devices with a view to securing FDA approval. It was therefore important that the successful candidate have knowledge of US class II, IIb and III devices. Thanks to our extensive pool of experts, we were able to introduce several suitable candidates to the customer within a very short period of time and were ultimately able to fill the position within a single week.

At a glance

- Industry: medical engineering
- Number of specialists sought: one
- Contract model: contracting
- Recruiting measures: a detailed search in our pool of experts
- Result: the position was filled within one week

Example: Regulatory Affairs

After developing a new drug, pharmaceutical companies have to have it approved by the authorities before they are allowed to sell it on the market. Regulatory Affairs is the interface between companies and the regulatory authorities, and monitors compliance with all relevant regulations. For a successful approval it is crucial to assign experienced specialists with this task.

A research-based pharmaceutical company with headquarters in Germany was nearing approval of a drug when the employee responsible for strategy became unavailable for three months. To keep to the schedules and thus prevent huge costs due to late approval, the company was forced to look immediately for a replacement for the downtime. A Regulatory Affairs Manager was sought for dossier preparation and correspondence with the authorities. He needed to have extensive knowledge and plenty of experience with EU procedures. Thanks to our contacts, it was possible to present the matching profile of a candidate within one day. A week later already, the expert was supporting the project and contributed significantly to the successful approval.

At a glance

- Industry: pharma
- Number of specialists sought: one
- Contract model: contracting
- Recruiting measures: search in our pool of experts
- **Result: the position was filled within 24 hours**





Example: Business Development Manager Generics

The resource bottlenecks in the pharmaceutical market make the search for experts a real challenge – which we as one of the few service providers are happy to accept. Our advantage: we work internationally and know the professionals best suited to your needs.

On behalf of an international pharmaceutical company we had to find a manager for a new facility in Germany within a month. He was to develop the site, expand the company's network and promote the sales of products. What was needed was an expert with extensive experience in the generics market. He should have trained as a pharmacist. Because of the international environment of the client, written and spoken English was essential. We found candidates in our pool of experts and through outbound searches. We were able to present the client with three candidates who met the requirement profile. Our client interviewed all candidates by telephone. The preferred candidate impressed with the presentation of a work sample and a market analysis. With a week to go before the set deadline, the company hired the expert on a permanent basis.

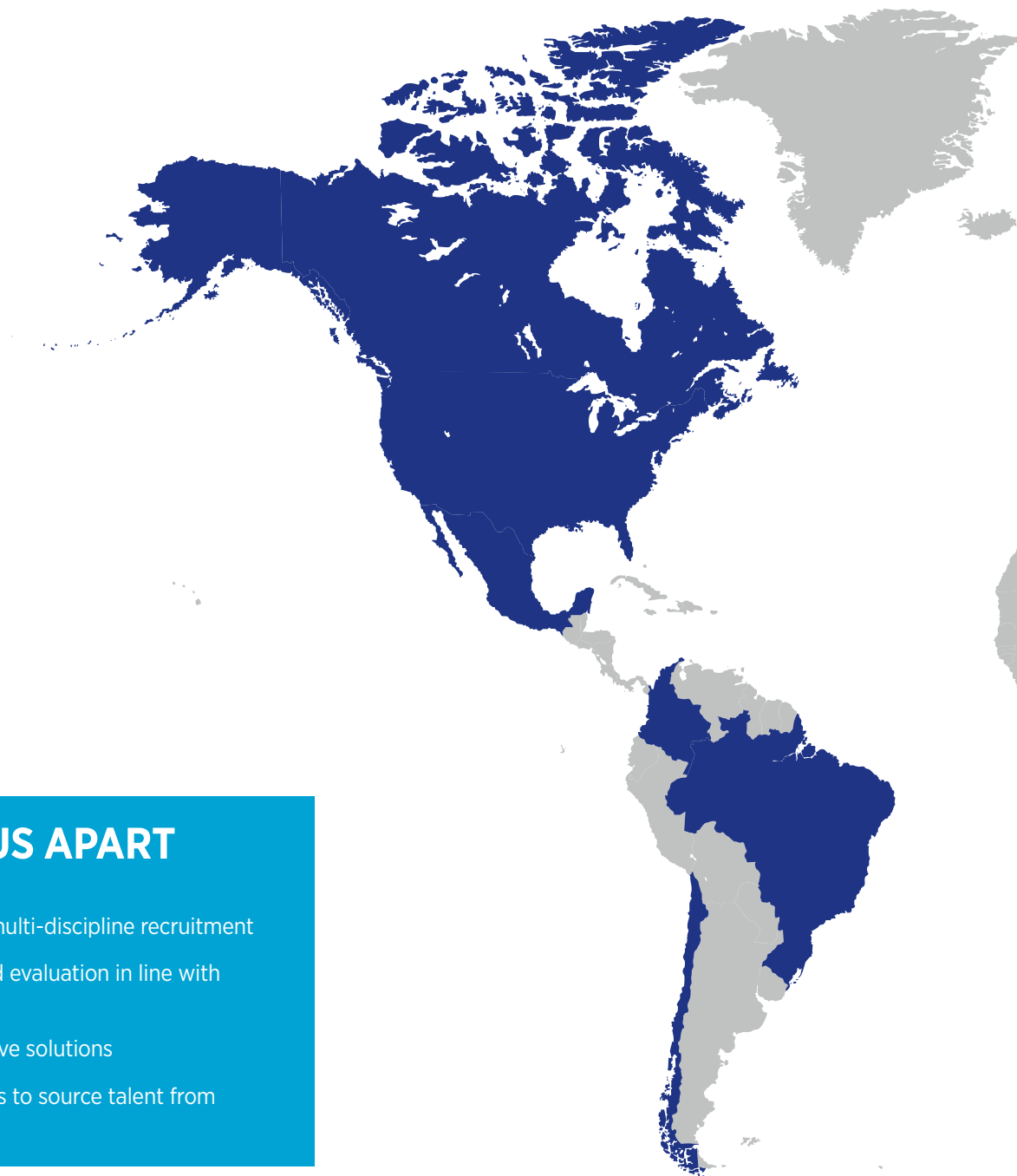
At a glance

- Industry: pharma
- Number of specialists sought: one
- Contract model: permanent
- Recruiting measures: search in our pool of experts
- **Result: the ideal candidate was hired within three weeks**

LOCAL EXPERTISE

Our global database and network of experts across the world can help you meet all your recruitment challenges – wherever and whatever they may be.

As well as using our expertise to provide a local service for your needs in your country, we can also leverage our global scale to find you the candidates you are looking for.



WHAT SETS US APART

- Single access point for multi-discipline recruitment
- Candidate screening and evaluation in line with client expectations
- Bespoke Digital & Creative solutions
- Global network of offices to source talent from anywhere in the world

■ Hays countries



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