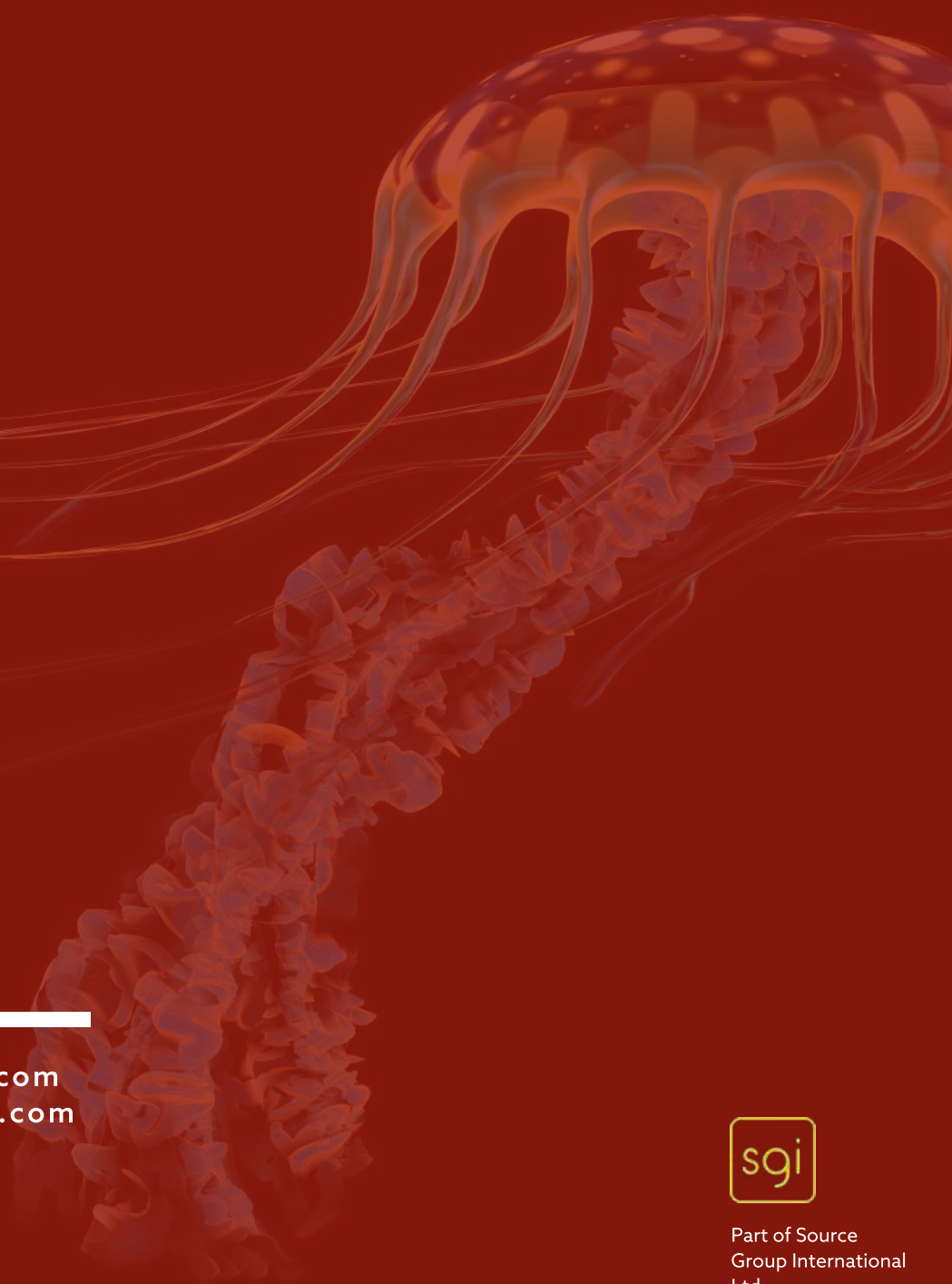




XPLORE

DEDICATED TO
LIFE SCIENCE TALENT

QUARTERLY TALENT UPDATE



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Overview

It has been an "interesting" year for Life Science. We all owe a great deal to our Partners, and on behalf of Xplore Life Science, we would like to thank all Companies and their extremely talented teams who have contributed to the Development, Production, and Distribution of the Vaccines and the drugs that have been administered to patients all over the world.

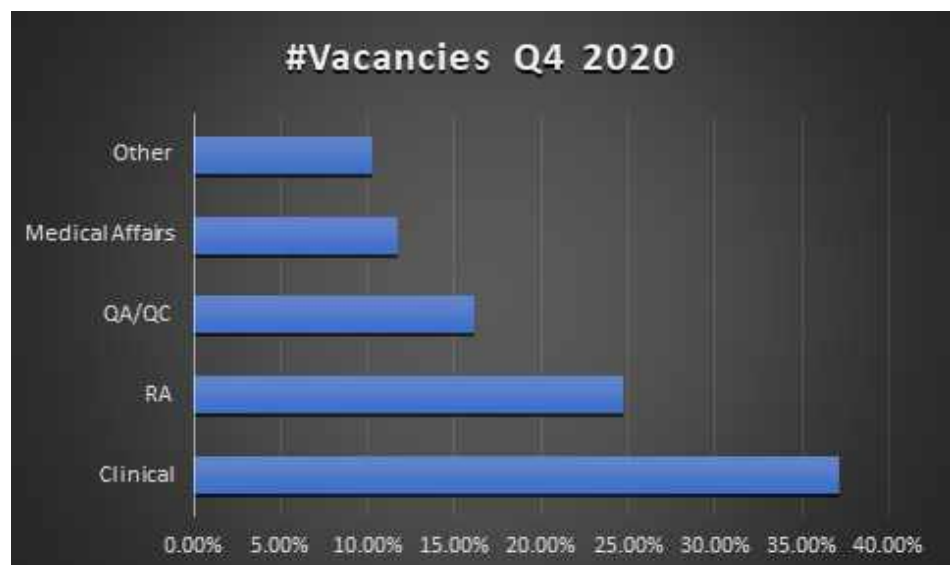
For employment in the Life Science sector, we would expect a robust year with an increase in healthcare spending to be anticipated, as well as more investment going towards ways of reducing fixed healthcare costs, telehealth, diagnostics, and patient monitoring.

In the context of budget shortfalls, this may have a negative follow-through for drug pricing. With discretionary healthcare spending effectively limited to drug spending, government payers can be expected to exert pressure on pharmaceutical pricing and potentially restrict reimbursement on non-innovative drugs. The Life Science sector is one of the sectors that suffered the least of the Covid-Crisis, this however does not exclude the possibility of Internal Restructuring and Reorganisation in organisations that have not been as innovative as their peers.

Despite a Traditional calmer Christmas period, Q4 has seen a confirmation of the Increased number of Open Vacancies in Life Sciences with an Increased Tendency towards more traditional Quality Assurance / Quality Control Departments as well as a big increase in Clinical Research.

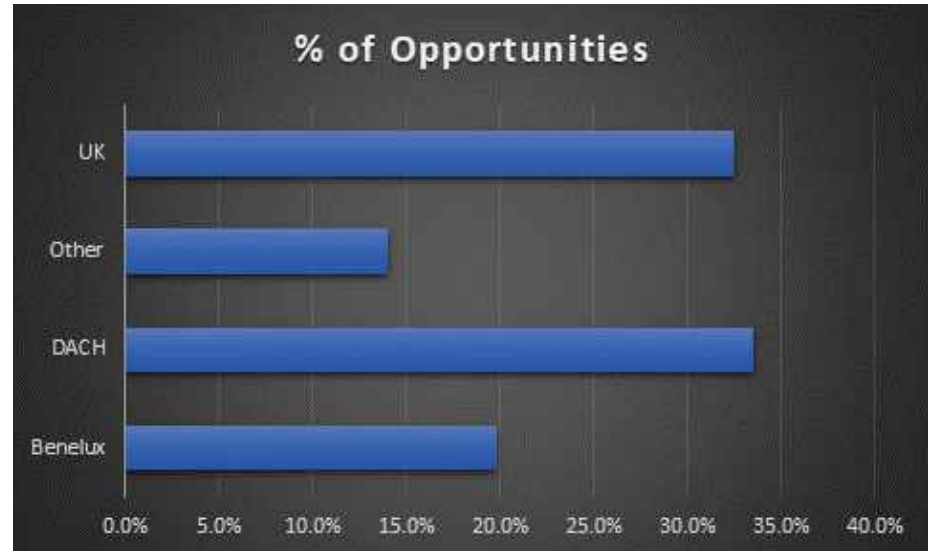
Ø Q3 VS Q4 Live Xplore Vacancies: +41%

Ø Q3 vs Q4 Live Life Science Advertised Opportunities (Excl. Xplore): +48%





The EU demand for Life Science professionals remains strong, driven by huge investment opportunities within Biotech, Medical Device, and Health-tech which will be crucial in the shaping of the Future of healthcare. The UK has had a robust performance over Q4 despite obvious challenges and uncertainty related to a Pending Brexit Agreement. Very early trends in 2021, even show an acceleration in demand coming from our UK Customers.



From a Regional standpoint, the trends are in line with our strategic focus to concentrate on 4 Key Geographical Areas : Benelux, DACH (Germany, Switzerland, Austria), USA and the UK.



Talent Barometer

On the Candidate side, confidence levels in the Candidate Communities are slightly up. In Q4 we usually see a slight slow-down of Candidate Availability due to Bonus payments in Q1, in latter stages of 2020 we didn't see any drop in numbers which shows that Candidates feel confident to leave their Jobs for another better opportunity.

We have all gone through a period of Absolute uncertainty: First of all we feared for our lives and the lives of our (elderly) loved ones, it is also still a period of stress with big parts of the world still in lockdown and Home-Schooling mode. These difficult times have allowed us to adapt though and to show strength and agility: We found our real friends back and we realized that together, we are stronger in this period of uncertainty and volatility. It is my personal belief that Life Science Professionals, both Permanent and Contract, will allow themselves to consider a change, in order to find genuine drive and passion in their day-2day activities. 6-9 Months to a year of Home-Working has taught us that fancy offices, ping-pong tables and your favourite funny colleague is very important for our well-being, but even more so is the purpose and the content of your daily job.

Xplore Life Science believes that the confidence of Life Science professionals is higher than ever, which will give opportunities to ambitious and purpose-driven organisations to attract high-performers in the next few months.

Olivier Kerckhove

Managing Director



Xplore Life Science

Xplore Life Sciences works with the life sciences industry placing specialist talent with pharmaceutical, biotechnology, medical device, and consultancy businesses in the UK, Switzerland (SECO License), Germany, the Benelux, and the USA.

We deliver talent on a contract, interim, permanent, and retained search basis through a client-centric, transparent, and lean recruitment process.

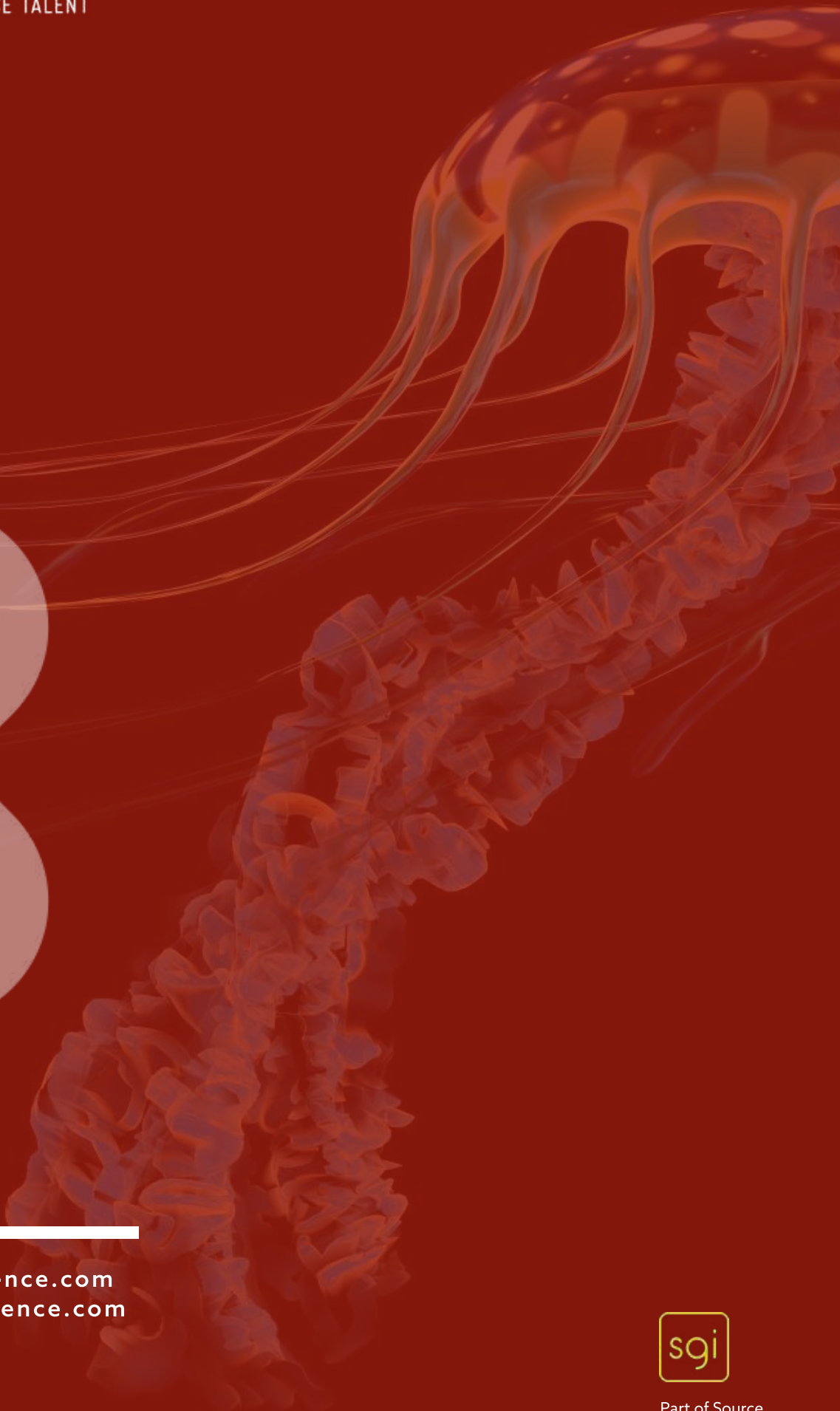
As a life science and pharmaceutical recruitment company, we value a traditional relationship-driven approach using state-of-the-art tools and technology with an objective to understand our customers better.

Dedicated to Life Science Talent, Passionate about Futureproofing Talent Strategies.



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