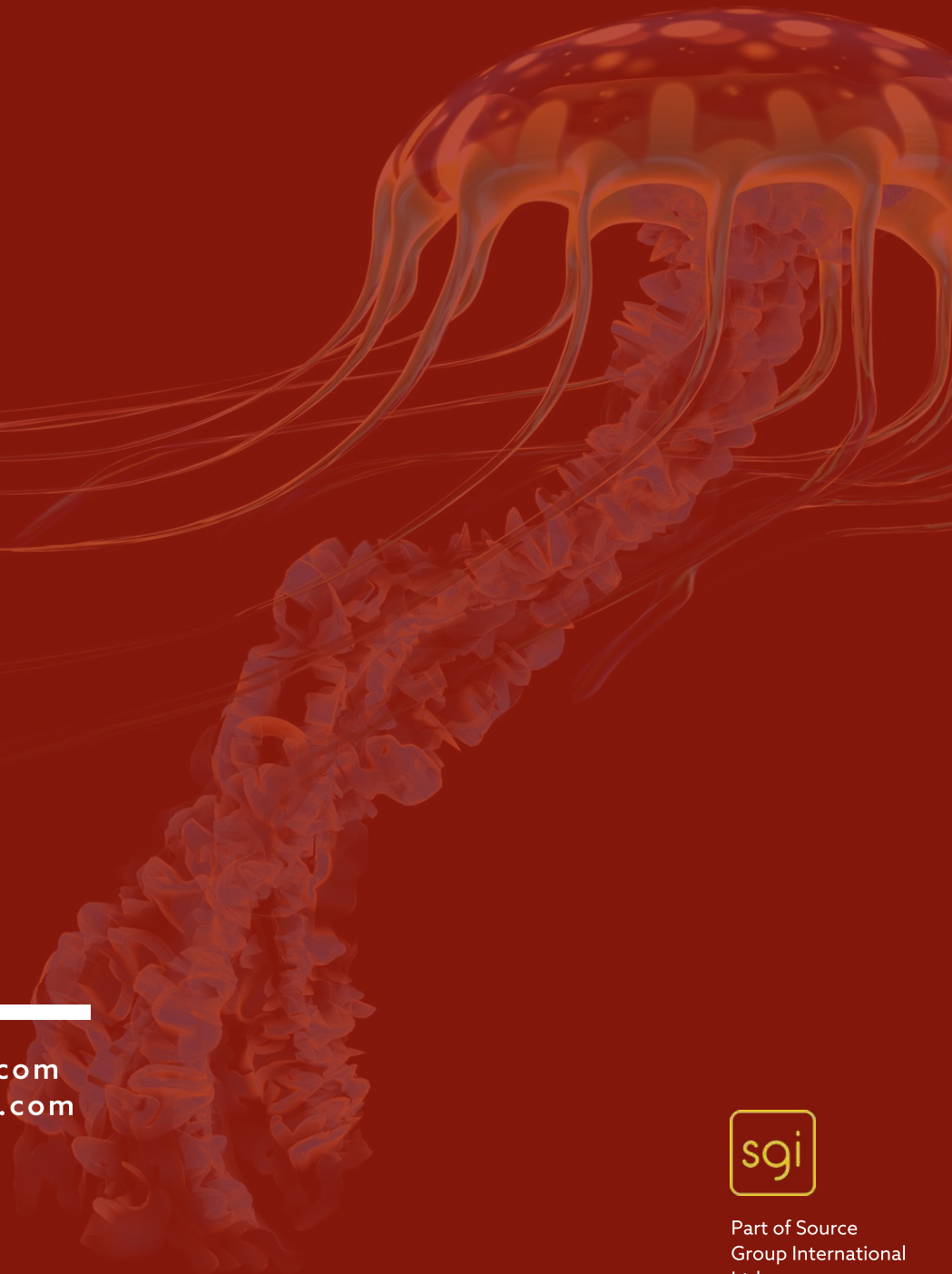




**XPLORE**

DEDICATED TO  
LIFE SCIENCE TALENT

# QUARTERLY TALENT UPDATE



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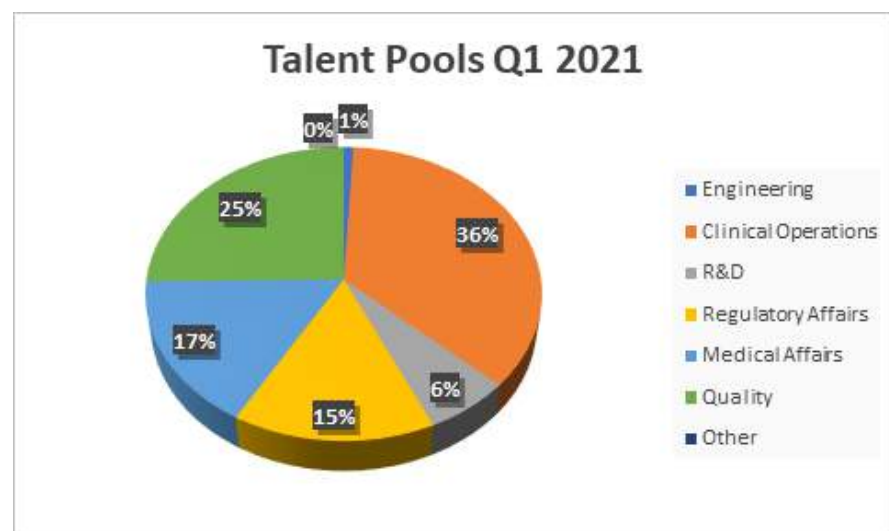
# Overview

The Life Science talent market has taken off very strongly for the first quarter of 2021 which reflected in an outstanding performance from our Xplore Life Science Recruitment teams. We have been able to complete an unprecedented number of Hires for our Customers driven by a very strong pick-up of the US market which accounted for over 40% of hires.

The performance was driven by balanced demand coming from both Big/Medium Pharma as well as Early-Stage Bio-Techs. Despite the slow-down as from February in the European markets further to the strict lockdown-measures in Germany, Benelux and France, we also saw significant growth in Europe.

## Talent Pools

The Talent Pools we have been developing are in line with our Strategy focusing on the expert level, value added profiles who are extremely hard to find. We saw a sharp increase in our Quality Assurance portfolio, driven by projects related to the European Vaccine Roll-out. We are very proud to be able to support bringing the Vaccines into our households and we remain very committed to continue to provide excellent opportunities to our fast-growing talent pools.





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. The USA and the UK had a very strong start to 2021 further to the very successful vaccine-roll out strategy which gave companies hope and positivity to continue their hiring momentum.

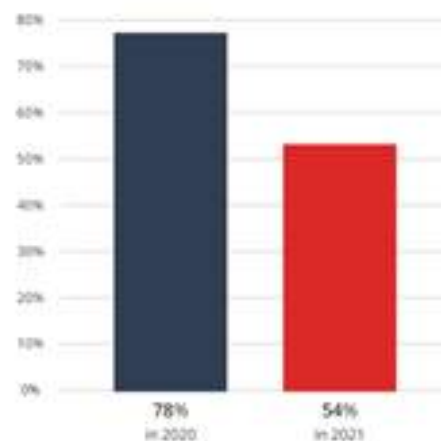


NB: The numbers above are taken out of the Area in which the Candidates wish to work, not where they actually live.

## Candidate Trends

Less Candidates, More opportunities, More uncertainty

Life science professionals likely to look for work

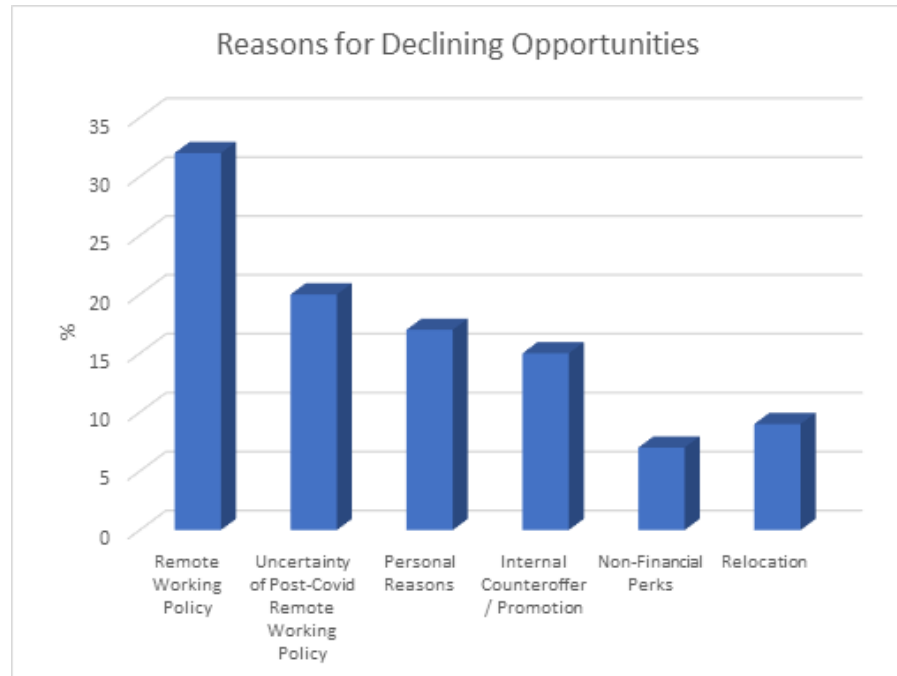


A Recent Study from BioSpace indicated that less candidates are willing to consider Job Opportunities in 2021 compared to 2020.

This trend has been confirmed by our findings where it has become increasingly challenging to be able to convince potential candidates to 1) go on an interview and 2) accept an offer.



We have Experienced a similar trend in our process with Multiple offers for Multiple Candidates, as well as Candidates not willing to take the immediate decision further to a couple of reasons. Whereas offers and salaries are generally very strong and up compared to previous quarters, there are multiple reasons why people still declined offers being made to them :



### **Create engagement from the very beginning**

In this Remote working world, it is very easy to have interviews with Recruiters or Companies without having to consider the impact of the decision of Leaving a Job / Taking a new one. We experienced candidates, who went through a 5-6 step interview process without informing their partners until they got to decision-stage and suddenly realized the objectives in the household were not aligned to a job shift. We recommend suggesting a "buddy" in the interview process which allows the candidates to open up to and find answers to the "difficult" questions.

### **Be Clear, from the beginning**

We are slowly going towards a more normalized working culture, where we will be able to meet up with colleagues again in an Office-Based environment. Some People are very enthusiastic about this, others are not: What if there is less flexibility in a new Job? What if my new Manager doesn't trust me as much as my current one? What happens if suddenly, a family member needs to self-quarantine and I need to look after him/her? If you are very clear on the proceedings as an employer, you will be able to filter out any unexpected outcomes from an interview process. Some people just feel a bit more comfortable putting their searches on hold for the moment, to see how this "return to the office" will work for them and will re-assess their options later.



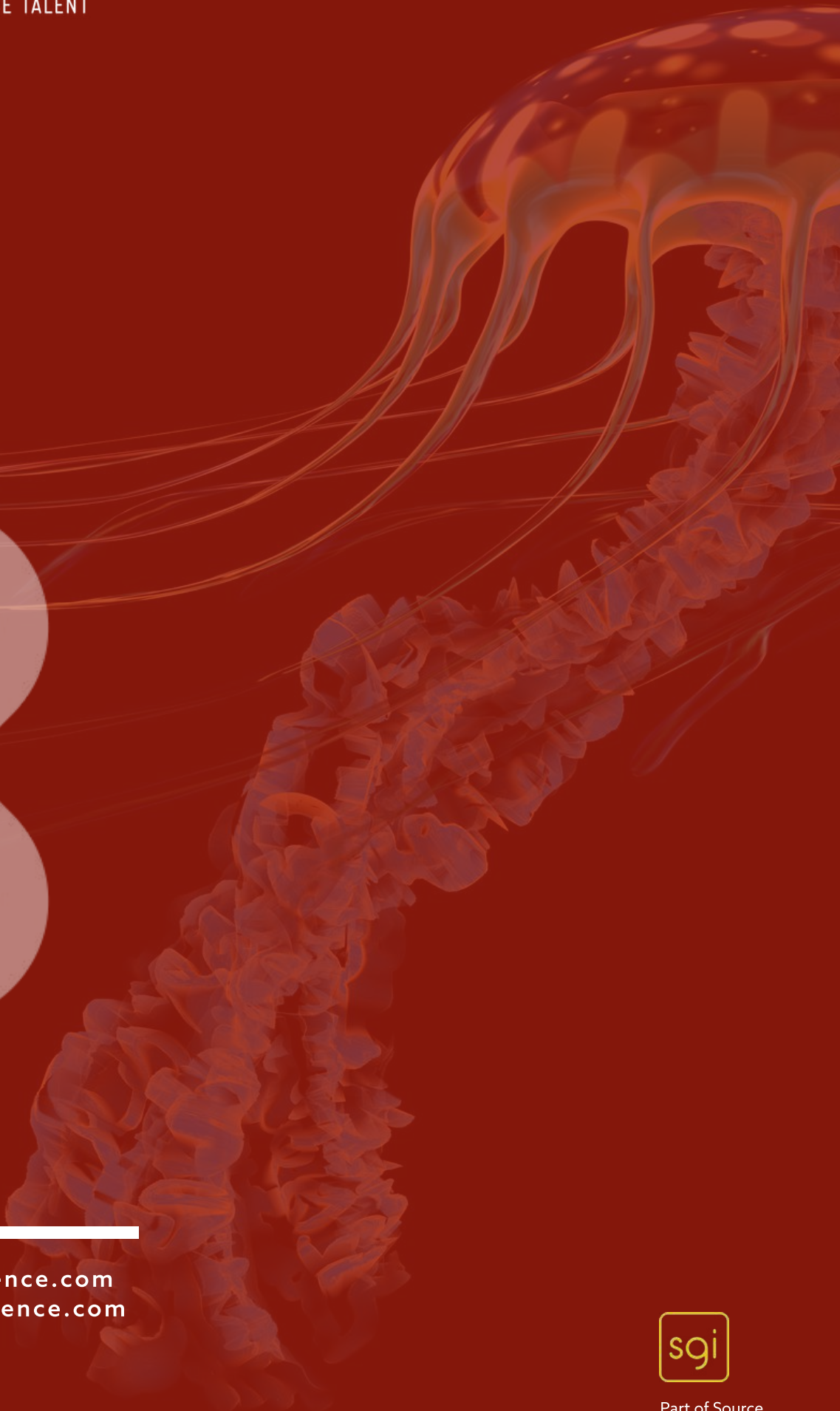
# Xplore Life Science

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.



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