

# Life Sciences Recruitment

Helping solve the number  
one challenge: Talent



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## About us

3D printing. Gene editing. Artificial intelligence. Big data. New technologies are radically transforming the way that we treat patients and cure diseases on earth and in space; fusing the physical, digital and biological worlds. There has never been a more exciting time to work in life sciences.

EPM Scientific are proud to be a leading specialist recruiter in life sciences. Founded in 2012, we help clients to solve the number one business challenge: talent. Today, we provide permanent, contract and multi-hire recruitment solutions to support the whole product life-cycle from research and development through to market launch and pharmacovigilance.





## Our recruitment services

No two companies are the same, and neither are your talent needs. We offer a range of bespoke recruitment solutions so that, together, we can choose what works best for you. Whether you are looking for one person or one hundred to oversee a time-sensitive project or lead long term growth, we will deliver exactly the people you need, when you need them.

### Permanent

A company's strength depends on the sustained performance of its workforce. EPM Scientific delivers professionals who believe in your values and are committed to championing your corporate mission and vision for the long term. We offer retained and contingent recruitment services, tailored to your hiring needs.

### Contract

In the fast-paced world of life sciences, you need a flexible, responsive workforce that can adapt to your needs. Our extensive network of contractors and interim managers have the right aptitude and attitude to integrate seamlessly into your business to drive your short-term goals.

### Multi-Hire

As a trusted recruitment partner, companies choose us to source talent for their time-critical projects and long-term business functions. We use a consultative approach to understand and make recommendations for our clients' hiring needs and manage the recruitment process from source through to hire.



## Preferred Partnership Program

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Accelerate your company performance with our bespoke partnership program.

As part of the Phaidon International group, we work alongside 70+ world-leading companies as a preferred recruitment partner to find the life sciences talent they need to maintain a competitive advantage.

Alongside our key account management service, we keep our client community up-to-date with any changes that will shape the future of work or affect the hiring process.

What to expect from our recruitment service.

We will keep you updated every step of the way.

- We **consult** with you to understand the core competencies needed for each role
- Next, we map the industry and **search** our global network to identify the right people
- We **benchmark** a long list of relevant profiles against our agreed competencies in the wider talent pool
- You will receive a **shortlist** of suitable candidates who meet your KPIs

- We support you and your candidates during the **interview** process, from arranging to decision making
- Time to **negotiate**: we help you manage the offer process, including contracts and notice periods
- We keep in **contact** with you and your new hire to make sure everything is running smoothly

## Our values

At EPM Scientific, how we work is vital to delivering a service that we can be proud of. We are guided by a set of five values that shape the DNA of our business and guide the behaviors of our people: equality, accessibility, reliability, choice, and specialism.



### Equal Opportunities

Merit should be the only deciding factor towards a job applicant's success. We open doors to align ambition with opportunity.



### Recruitment Beyond Borders

Always connect to a local specialist with a global perspective. We bring together talented professionals and industry-leading companies, wherever they are in the world.



### Global Consistent Service

World-wide, we invest in best-in-class recruitment technologies and training. No matter who you deal with, you will be supported by consistent, exceptional service.



### Real Choices

Recruitment should empower professionals and companies to make informed hiring decisions for their mutual benefit. We educate client and candidates about the opportunities available and challenge them to reimagine their potential, together.



### Specialist Recruitment Partner

Our consultants embed themselves into the very heart of their chosen field. As passionate experts, they are the first to know any challenges or opportunities that may impact recruitment and hiring in the tech industry.

## Our markets

The US life sciences industry is facing a period of immense disruption – bringing forth ample opportunity for reward, as well as risk. Biotech and pharmaceutical companies will need to secure the right people to stay ahead of new players entering the market and move forwards with confidence.

At EPM Scientific, we are experts at finding specialist talent for our clients, so they can focus on what they do best – leading from the front to create a better world.

Our specialist teams provide recruitment services for:



Research & Development



Medical Affairs



Clinical Development



Quality



Clinical Operations



Regulatory



Commercial



Safety/ Pharmacovigilance



Communications



Biometrics





A Phaidon International brand

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