



Your
recruitment
partner

hobsonprior.com

Exceptional People

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See our reviews on

 **Trustpilot**


Excellent
April '19






REC
Jobs transform lives

We are a member of the Recruitment and Employment Confederation (REC), the largest trade body within the recruitment industry. The REC is committed to raising standards and highlighting excellence throughout the recruitment industry and all members must abide by a Code of Professional Practice.




APSCo

We are a member of the Association of Professional Staffing Companies (APSCo), the professional body representing the interests of recruitment organisations engaged in the acquisition of professionals, on behalf of their clients, either on a permanent or flexible basis.



INVESTORS IN PEOPLE

Launched in 1991, Investors In People is the UK's leading people management standard. IIP specialises in transforming business performance through people



ISO 27001
Certified

ISO (International Organisation for Standardisation) is the world's largest developer of voluntary International Standards. Using these standards help manage the security of assets; such as financial information, intellectual property, employee details and information entrusted by third parties.

Who we are

Hobson Prior is a leading specialist life sciences recruiter, focused on finding and placing exceptional candidates across the global life sciences industry.

Our highly selective clients trust us to source and secure the best contract and permanent candidates to contribute to their success. We've placed over **5,600** life sciences professionals across **25** countries and invest time to understand the exact requirements of our clients with the aim to build long-term recruitment partnerships.

Specialists in life sciences recruitment

Hobson Prior focus solely on recruitment within life sciences so we pride ourselves on being experts in this industry.

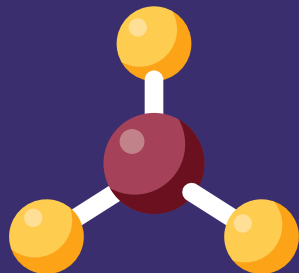
Our team of consultants, many of who used to work within the industry themselves, have been recruiting exceptional life science professionals since 2002.

Our consultants have a specific focus within life sciences to provide expert solution in the following verticals:

 Biometrics	 Clinical Data Management	 Clinical Development	 Clinical Operations	 Commercial	 Discovery / R&D	 Engineering	 Medical Affairs
 Medical Information	 Production	 PVG & Drug Safety	 Quality Assurance	 Quality Control	 Regulatory Affairs	 Technical Operations	 Validation



International presence
with candidates placed
globally



60,000+
exceptional
candidates



300+ companies
trust us for their
recruitment

Our mission

The life sciences industry has made ground-breaking developments in combating disease, improving quality of life and supporting patient care. Finding specialist life sciences professionals isn't difficult once you connect with the right recruitment partner. Working with Hobson Prior will save you time, effort and budget.

We champion recruitment partnerships with all our job seekers and hiring companies. This allows us to deliver bespoke, effective and creative recruitment solutions so you can focus on innovating in ways that preserve, protect and evolve our population.



Hobson Prior is motivated in our mission to support these pioneering life sciences companies by connecting them with the skilled specialists they need to succeed in their life-changing work.



Your recruitment partners

Our focus on understanding your business and building a flexible recruitment partnership with you sets us apart from our competitors.

We don't tell you what you need. We listen to you and build a customised recruitment solution that works for your bespoke needs, timescales and budget. It is this level of recruitment partnership that encourages our clients to return to us time and time again for their talent acquisition.

We work closely with our clients to ensure we understand your job requirements, growth plans, company culture, timescales and more to provide you with the skilled individuals you need. So, whether you need a one-off hire or are building a project team, we're able to help.

Who we work with

We work with companies on an international scale, from innovating start-up biotechnology businesses to blue-chip, global pharmaceutical companies. We cover multiple areas in life sciences, including:

 Pharmaceutical	 Biotechnology	 Medical Devices	 Contract Manufacturing Organisations
 Contract Research Organisations	 Medical Technology	 Cell & Gene Therapy	 Consultancies

Our services

What makes us different

We understand that to become a true partner for your internal recruitment, we need to offer more than your standard agency. That's why we go above and beyond to provide you a quality, bespoke and adaptable service that suits each of your individual needs.

Our reputation is based on our delivery and we work hard to ensure you receive an exceptional service that allows you to focus on your other tasks. It is because of this that our clients choose to return to Hobson Prior as their preferred recruitment solution for life sciences professionals.

Our services

As part of our commitment to your recruitment success, Hobson Prior offer a range of recruitment services, customised to suit your hiring needs.



One-time hire: Utilise our network of experiences sciences professional to fill a single position, fast.



Team hire: Benefit from the combined knowledge of our function-specific recruiters to build a team for a project, with on simplified hiring process.

Our core services



Interim hire solutions



Permanent hire recruitment



Executive search recruitment



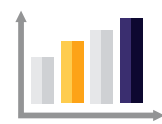
Managed service provider (MSP) solutions



Recruitment process outsourcing (RPO) solutions

Interim solutions:

We support clients with their interim staffing requirements, which can include resourcing for:



Peaks in workload during development and rollout of new products



Maternity or long-term illness cover



Preparation of audits and submission



Niche permanent hire, whilst timely searches are undertaken

We'll engage proven & fully compliant contractors who are able to be deployed immediately.

Drawing on our in-depth industry knowledge and wealth of experience, we'll support you through each stage of the appointment, including managing compliance, onboarding, timesheets and invoicing.

Interim recruitment is reliant on fast delivery and our specialist solutions allow you to quickly secure your new hire, allowing you to focus less on administration and more on continuing to meet your objectives.



Case Study: Our networking abilities proved invaluable for a global biotech:

Hobson Prior was contacted by the director of clinical operations at a global biopharmaceutical company based in Zurich. In urgent need of an experienced quality assurance consultant to assist with an imminent FDA inspection, he had exhausted his local network and local agencies had been unable to help.

With the inspection only two months away, the pressure was on; a negative FDA inspection can result in the suspension of an organisation's manufacturing license. Immediately, our consultants began to contact their network of Switzerland-based candidates as well as Swiss candidates working elsewhere in Europe and candidates willing to consider a move to Zurich.

Whilst networking, we were given details of an individual with highly sought-after skills who was coming to the end of his contract. We spoke to him immediately, presented the opportunity and managed to secure his services at a rate that fell within budget. He was offered the position after a first interview and joined the client soon after.

Over the following two months our candidate was instrumental in ensuring the FDA inspection had a positive outcome. Following the inspection, he remained in post to implement the actions proposed by the FDA. So invaluable were his contributions he was offered a permanent position, which he accepted.

Permanent solutions:

Our consultants undertake headhunting activities on a daily basis to identify skilled, hard-to-find candidates, and this proactive search methodology ensures we continuously develop and engage our network of life sciences professionals.

Our clients trust our permanent recruitment solutions based on our ability to deliver talented and niche specialists that help drive their business success. Our services include:



We develop long-term relationships with candidates. We know their drivers and career aspirations, enabling us to engage them with exciting opportunities even when they are not actively looking for a new job. This allows us to build bespoke candidate pools from which we can quickly produce shortlists of qualified, highly relevant, pre-screened candidates.

Many candidates are unique to Hobson Prior; they choose to work exclusively with us, giving you exclusive access to the best, niche talent in the marketplace.

Case Study: Servicing a niche research organisation's high- volume requirements

The client approached Hobson Prior with a high number of roles to fill, all requiring complex skill-sets with a limited budget. They had previously used a more established agency, which had failed to find suitable candidates within budget.

By this time, the lack of headcount was affecting project delivery and the vacancies urgently needed filling. The line manager had worked successfully with Hobson Prior whilst in a previous role so approached us with her expectations, timelines and needs.

With immediate effect, a team of consultants were seconded to the project and, after devising a clear and defined plan, they began to proactively headhunt passive candidates whose skills met the client's specific requirements. Within eight weeks, Hobson Prior had successfully filled six out of a possible seven vacancies.

Additional service options:

Hobson Prior has a vast network of connections within recruitment and life sciences industries, allowing us to provide you with bespoke and advanced solutions for wide-scale recruitment, including:

- Executive search
- Managed service provider (**MSP**) solutions
- Recruitment process outsourcing (**RPO**) solutions

For more information on these additional offerings, please contact our client services team.

Email:
clientservices@hobsonprior.com

Telephone:
+44 (0) 1892 612612

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98% agree or strongly agree that their dedicated consultant understood their requirements.

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Pricing:

All our recruitment solutions are bespoke, customisable and optimised to suit the individual requirements of your business and situation. This is reflected within our customisable pricing options to provide you a breadth of solutions for your recruitment needs.

To build your custom recruitment package based on your hiring needs, timescales and budgets, please contact our client services team.

Your client services team

As part of our mission to support your company's growth and innovation, you'll be assigned a client services team who can advise and facilitate candidate searches across your teams and projects.

Your client services team will support you with:



Arranging site visits and scoping workshops so we can really get to know your business



Defining new roles and establishing specifications



Arranging interviews & managing recruitment processes



Facilitating offers & onboarding



Managing feedback of onsite contractors



Discussing terms of business and arranging any bespoke requests



Ensuring delivery against any agreed SLAs



Understanding your employee value proposition and ensuring you're well represented in the market place



Ensuring all applicants receive timely feedback on their applications



Assisting with salary benchmarking for new or existing roles



Ensuring delivery to your specifications, budgets and timeframes

Sourcing life sciences professionals

As an established life sciences recruiter, we have built a strong, extended network of 60,000+ life sciences professionals across various niches.

As with all our services, we customise our sourcing solutions to suit your requirements. Whether a full team, an entire office or a one-off hire, we adapt our talent sourcing to deliver you highly-skilled professionals when you need them.



We take great pride in the quality of candidates we put forward, ensuring they have:

-  A CV accompanied with our recruiters' analysis
-  Soft references
-  Availability and willingness to relocate (if required)
-  An interest in the role
-  Eligibility and compliance

Contractor role pipeline:

Timing is often key with interim vacancies, which is why we proactively build local pools of skilled and experienced professionals across Europe, Asia-Pac and USA.

We have a proven track record of connecting companies with talented professionals from our ready-to-deploy international networks. These local connections, as well as our international relocation support and global network, means we are able to secure fast delivery and fill your position with minimal delay.

- Local candidate pools
- Ready-to-deploy candidates
- Same day search
- Compliance checked

“98% of employers are satisfied with quality of candidate put forward by Hobson Prior. **”**

Permanent hire pipeline:

We don't just rely on our existing database to find your candidates.

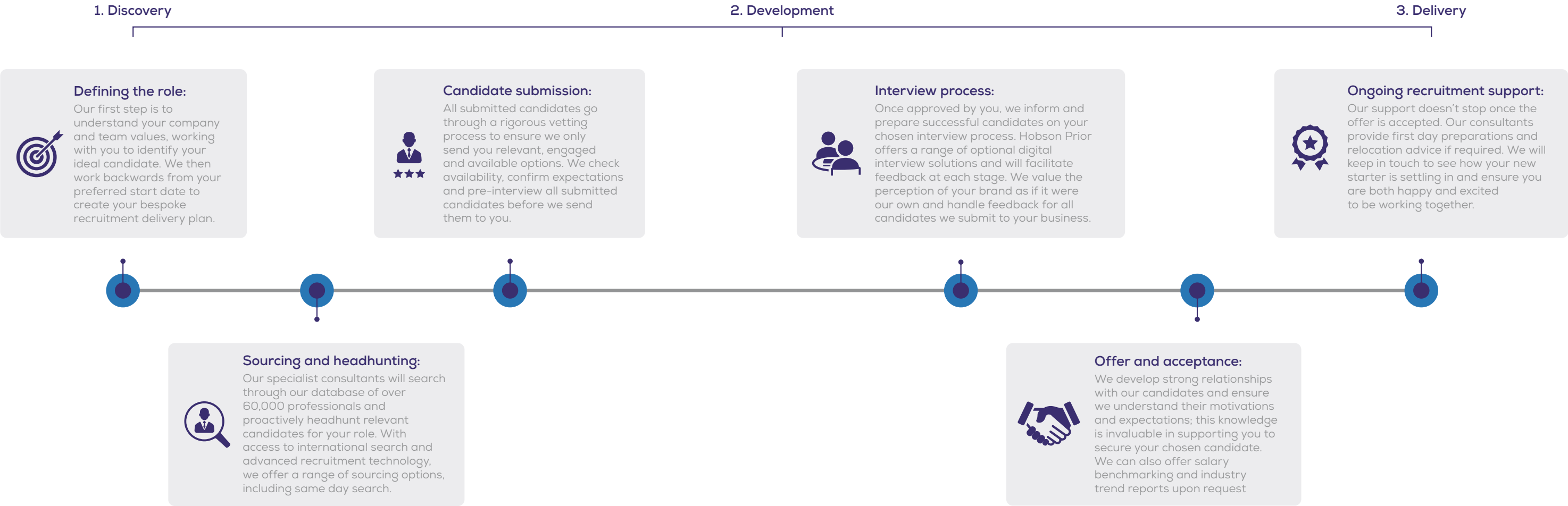
You tell us what you're looking for and our trained recruiters proactively headhunt for that role. This way we can provide you with an experienced and specialist candidate, even if they are not actively looking for a new role.

Our consultants spend time updating this talent pool every day: redefining each individual's positions and requirements, ensuring their file is up-to-date and, most importantly, building rapport and trust. This will ensure that candidates that are presented to you are fully screened, committed and eligible for your open position.

- Niche skills headhunting
- Proactive database building
- Passive candidate search
- Networking and referrals
- Confidential marketing

End-to-end recruitment management:

We offer a full recruitment service. Tailored to your project, we oversee the sourcing, interviewing and onboarding of new candidates, as well as long-term, future recruitment needs. We break our value-added service into key stages, providing dedicated support at each phase.



During these updates, your client services team will be available to answer any queries and make sure we have relevant candidates lined up for your future hiring needs.

Commitment to quality and compliance

We always conduct business in a professional and honest manner. Our consultants' industry expertise is underpinned by compliance to the strict ethical and legal regulations that govern our industry and those of our clients.

We have a dedicated compliance team to ensure that the legislative requirements of the country in which our client is based, or the assignment is undertaken, are fulfilled, whether we are providing interim or permanent services.



UK

In the UK, we meet all of the obligations of The Conduct of Employment Agencies and Employment Businesses Regulations 2003 (EAA), comply fully with the requirements of the Agency Workers Regulations, and adhere to the Data Protection Act 2018 and all current discrimination legislation. We are members of the Recruitment and Employment Confederation (REC) and the Association of Professional Staffing Companies (APSCo) and abide by their codes of professional practice.

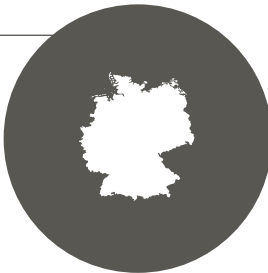
Australia

In Australia, we meet all relevant statutory obligations, including the Privacy Amendment (Private Sector) Act 2000 (Cth) and the Fair Work Act 2009 (Cth). Additionally, as members of the Recruitment and Consulting Services Association, we abide by the Code for Professional Conduct.

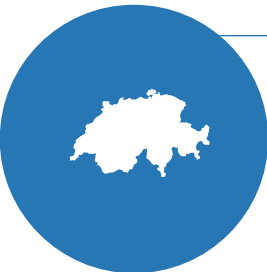


Germany

In Germany, we have a partnership agreement with a labour-leasing license holder (Arbeitnehmerüberlassungsgesetz, AÜG), and are able to audit self-employed solutions (Freiberufler). We also meet the obligations of the German Data Protection Act (Bundesdatenschutzgesetz) and operate under the exclusive jurisdiction of the Courts of Germany.



Switzerland



In Switzerland, we are one of a select number of recruitment services providers to hold Cantonal and Federal licenses through our dedicated operating subsidiary. In addition, we meet all of the obligations of the Swiss Federal Data Protection Act and operate under the exclusive jurisdiction of the Courts of the Canton of Zurich.

Rest of world

Throughout the rest of the world we have developed compliant operating solutions for each country, ensuring that whether we provide permanent placement, temporary contract or interim consultancy services, the legislative requirements of the country in which our client is based or the specific assignment is undertaken, are met at all times.



Testimonials

“ We were looking for a VP of global safety and risk management. The role required a well-qualified specialist, with the right cultural fit, in a difficult location. Hobson Prior quickly provided a relevant shortlist from which we appointed our new VP. The entire process took eight weeks. The overall service was excellent, with good communication and a professional approach. I wouldn't hesitate to recommend them. ”

UK HR Manager, Global Pharmaceutical Company

“ When expanding our QA Technical Services department to recruit mid to senior level professionals, timelines and budgets were tight and the summer period was not the best time to recruit. Nevertheless, Hobson Prior did an excellent job; fully understanding our requirements and providing the right EU candidates. ”

EU Director of QA/RA,
UK Pharma Co

“ I like to work with partners that make my life easy and follow our ways of working, which the team always do. It feels like an extension to my own team which is always reassuring. ”

Contact us



info@hobsonprior.com
hobsonprior.com

Tunbridge Wells, UK
+44 (0) 1892 612612
hobsonprior.com

London, UK
+44 (0) 333 577 7578
hobsonprior.com

Luzern, Switzerland
+41 (0) 41 455 25 60
hobsonprior.ch

Sydney, Australia
+61 (0) 2 9965 9490
hobsonprior.com.au

