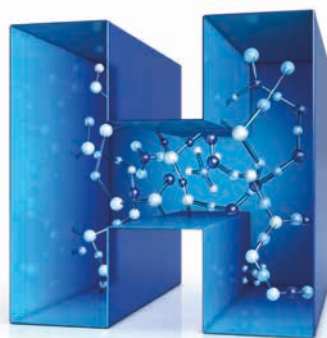




HAYS Recruiting experts
in Life Sciences

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, pharmweb.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.

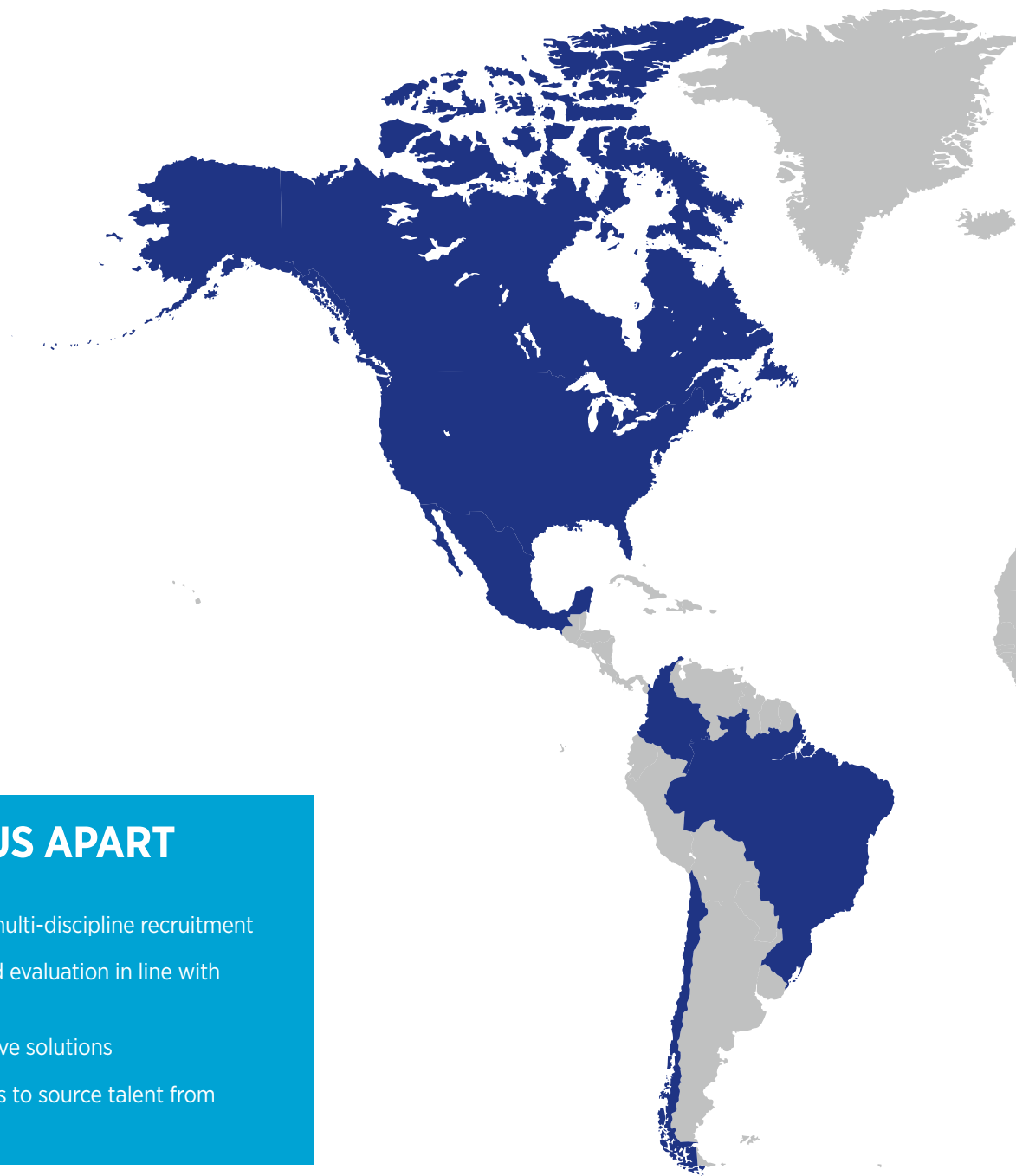
At a glance

- 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



Australia

T: +61 (0)2 8226 9600
F: +61 (0)2 9233 1110
Level 11, Chifley Tower
2 Chifley Square
Sydney NSW 2000
info@hays.com.au
hays.com.au

Austria

T: +43 1 535 34 43 0
F: +43 1 535 34 43 299
Europaplatz 3/5
1150 Vienna
info@hays.at
hays.at

Belgium

T: +32 (0)56 653600
F: +32 (0)56 228761
Harelbeeksestraat 81
B-8520 Kuurne
info@hays.be
hays.be

Brazil

T: +55 11 3046 9800
F: +55 11 3046 9820
Rua Pequetita
215 - 13º andar
Sao Paulo, SP
04552-060
comunicacao@hays.com.br
hays.com.br

Canada

T: +1 416 367 4297
F: +1 416 203 1923
6 Adelaide Street East
Suite 600, Toronto, Ontario
M5C 1H6
recruit@hays.ca
hays.ca

Chile

T: +56 (2) 2449 1340
F: +56 (2) 2449 1340
Cerro El Plomo 5630
Of. 1701
P.O. 7560742, Las Condes
Santiago
chile@hays.cl
hays.cl

China

T: +86 (0)21 2322 9600
F: +86 (0)21 5382 4947
Unit 3001
Wheelock Square
No. 1717

West Nan Jing Road
Shanghai 200040
shanghai@hays.cn
hays.cn

Colombia

T: +57 (1) 742 25 02
F: +57 (1) 742 00 28
Paralelo 108
Autopista Norte # 108-27
Torre 2 - Oficina 1105
Bogotá D.C.
colombia@hays.com.co
hays.com.co

Czech Republic

T: +420 225 001 711
F: +420 225 001 723
Olivova 4/2096
110 00 Praha 1
prague@hays.cz
hays.cz

Denmark

T: +45 3315 5600
F: +45 3315 5601
Kongens Nytorv 8
DK-1050 København K
Copenhagen@hays.dk

France

T: +33 (0)1 42 99 16 99
F: +33 (0)1 42 99 16 93
Building Gaveau
11, avenue Delcassé
75008 Paris
paris@hays.fr
hays.fr

Germany

T: +49 (0)621 1788 0
F: +49 (0)621 1788 1299
Willy-Brandt-Platz 1-3
68161 Mannheim
info@hays.de
hays.de

Hong Kong

T: +852 2521 8884
F: +852 2521 8499
Unit 5803-07, 58th Floor
The Center
99 Queen's Road Central
hongkong@hays.com.hk
hays.com.hk

Hungary

T: +36 1 501 2400
F: +36 1 501 2402
Bank Center

1054 Budapest
Szabadság tér 7.
Gránit torony 10. emelet
hungary@hays.hu
hays.hu

India

T: +91 124 475 2500
11th Floor, Building 9b
DLF Cyber City
Gurgaon 122002
hays.com

Ireland

T: +353 (0)91 513 870
F: +353 (0)91 539 429
3A Commerce House
Flood Street
Galway
info@hays.ie
hays.ie

Italy

T: +39 (0)2 888 931
F: +39 (0)2 888 93 41
Corso Italia, 13
20122 Milano
milano@hays.it
hays.it

Japan

Tel: +81-3-3560-1188
Fax: +81-3-3560-1189
Izumizumi
Garden Tower 28F
1-6-1 Roppongi, Minato-ku,
Tokyo
106-6028 Japan
japan@hays.co.jp
hays.co.jp

Luxembourg

T: +352 268 654
F: +352 268 654 10
65, Avenue de la Gare
L-1611 Luxembourg
luxembourg@hays.com
hays.lu

Malaysia

T: +603 2786 8600
F: +603 2786 8601
Level 23
Menara 3 Petronas
KLCC 50088
Kuala Lumpur
kualalumpur@hays.com.my
hays.com.my

Mexico

T: +52 (55) 52 49 25 00

F: +52 (55) 52 02 76 01
Paseo de las Palmas 405
Torre Optima 1
Piso 10
Lomas de Chapultepec
11 000 Mexico DF
mexico@hays.com.mx
hays.com.mx

The Netherlands

T: +31 (0)20 3630 310
F: +31 (0)20 3630 316
H.J.E. Wenckebachweg 210
1096 AS Amsterdam
marcom@hays.com
hays.nl

New Zealand

T: +64 (0)9 377 4774
F: +64 (0)9 377 5855
Level 12, PWC Tower
188 Quay Street
Auckland 1010
info@hays.net.nz
hays.net.nz

Poland

T: +48 (0)22 584 56 50
F: +48 (0)22 584 56 51
Ul. Złota 59
00-120 Warszawa
info@hays.pl
hays.pl

Portugal

T: +351 21 782 6560
F: +351 21 782 6566
Avenida da República
90 - 1º
Fracção 4, 1600-206
Lisboa
lisboa@hays.pt
hays.pt

Russia

T: +7 495 228 2208
F: +7 495 228 2500
Citydel Business Center
9, Zemlyanoy Val
105 064 Moscow
moscow@hays.ru
hays.ru

Singapore

T: +65 (0) 6223 4535
F: +65 (0) 6223 6235
80 Raffles Place
#27-20 UOB Plaza 2
Singapore 048624
singapore@hays.com.sg

hays.com.sg

Spain

T: +34 91 443 0750
F: +34 91 443 0770
Plaza de Colón 2
Torre 2, Planta 3
28046 Madrid
madrid@hays.es
hays.es

Sweden

T: +46 (0)8 588 043 00
F: +46 (0)8 588 043 99
Stureplan 4C
11435 Stockholm
stockholm@hays.com
hays.se

Switzerland

T: +41 (0)44 2255 000
F: +41 (0)44 2255 299
Nüscherstr. 32
8001 Zürich
info@hays.ch
hays.ch

United Arab Emirates

T: +971 (0)4 361 2882
F: +971 (0)4 368 6794
Block 19, 1st Floor
Office F-02
Knowledge Village
P.O. Box 500340, Dubai
clientmiddleeast@hays.com
hays.ae

United Kingdom

T: +44 (0)20 3465 0021
4th Floor
107 Cheapside
London
EC2V 6DB
customerservice@hays.com
hays.co.uk

USA

T: +1 (212) 548 4500
F: +1 (212) 967 0785
555 Eighth Avenue,
New York, Suite 2301
New York, NY, 10018-4378
recruit-us@hays.com
hays-us.com