

how we've done it before

a past success story

First, we listened...



Our client needed to **build a sales team with a unique skill set and profile, for product launch**. They sought out a partner who understood the challenge of a unique talent profile while having aligned shared values as a foundational part of the partnership.

and took notes.



We **discovered their talent must-haves**: to align with their values and be able to demonstrate them in the field, and expertise to confidently set the stage for the future of the treatment, as this was a first-in-class drug fulfilling an unmet market need. We took this information and began developing our playbook.

Then we created a plan,



We built a strong relationship with the client to ensure a trusted and collaborative partnership. This ultimately allowed us to **lead the entire hiring process, including sourcing, screening and assisting in the coordination of hiring events**.

and got to work.



To ensure we brought in the best talent, our in-house team of industrial / organizational psychologists **developed customized assessments** for each of the three roles that were being filled, which generated custom interview guides for each candidate. This provided a comprehensive understanding of how the candidates would fit with the company values and culture.

Finally, we exceeded expectations.



With rapidly evolving timelines, we provided a scalable team and delivered a high quality experience to both the candidates and our client. Our ability to bring the **power of personal** to the talent marketplace helped to bring the right culture fit to our client. We screened more than 16,000 candidates and hired a total of 175 new employees to bring our client's first-in-class product to the market.



We continue to partner with this client through an RPO solution to support recruitment operations, scheduling and data analysis.

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Our client was looking to launch the first-ever targeted therapy for Lupus. **They were looking for a recruiting partner to help them hire their commercial leadership team.** They needed to utilize our executive search business to hire high-level candidates who were willing to take on leadership roles to guide a future commercial team.

and took notes.



These commercial leaders would need to help build and execute on their launch strategy. Finding candidates who had trust in the organization's future required some help from recruiting experts—and TSP was their chosen partner.

Then we created a plan,



The process began with an in-depth kick-off call, which included the client's HR team and hiring manager, to learn about the company. We had several representatives from the Search team and TSP leadership in attendance **to ensure we acquired a deep understanding of our client and their needs.**

and got to work.



Once our organization was aligned with the values and goals of the client, **we used our talent network and sourcing strategy to recruit two VP-level roles.** Upon identifying candidates, our recruiters took them through in-depth phone interviews, and virtual, face-to-face interviews. There was consistent communication between the client and our Search team.

Finally, we exceeded expectations.



We successfully filled all positions given to us. **Prioritizing communication and transparency promoted an excellent candidate experience,** subsequently nurturing the client relationship, which supported the end-result. They were impressed with our network and the talent we were able to showcase and were satisfied with our expertise in life sciences recruitment.



The client had several finalist candidates for each position and had a hard time making a decision due to the competitive slate.

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Our client specializes in the development of therapies for HIV infection. They were given the green light to do what no other HIV-focused pharma company has done – provide a once per month injectable solution to those suffering from HIV. This client was looking for a partner to **support the build** of Territory Area Managers **from a purely logistical standpoint.**

and took notes.



This client was preparing for a paradigm shift and customer experience-driven launch. They were considering necessary culture shifts for the team to be successful. They needed to build a **team that would thrive in a culture focused on high performance and accountability** and be effective with a high level of ambiguity in uncharted territory.

Then we created a plan,



Our Consulting and Assessment Team developed an in-depth assessment strategy for our client to support the hiring of their TAMs, which became a key component in their hiring process. We began the process with a **thorough profile discovery workshop** with key leaders, allowing us to **create a comprehensive competency profile** and two-part assessment strategy, including our tspFOCUS assessment and a role play.

and got to work.



We participated in a workshop with hiring managers to **prepare them to utilize the assessment tools** during their interview. We discussed the development and importance of the identified competencies, plus best practices for using the customized tspFOCUS interview guide. We also partnered with their external recruiting vendor to create a process to **deliver a positive candidate experience.**

Finally, we exceeded expectations.



With our proactive capabilities and discovery workshop laying the groundwork, we conducted more than **150 role plays within a four-week window**, supporting their aggressive hiring goals. Our client appreciated our flexibility and support in developing competency profiles, a custom assessment process, and integrating their value-based interview questions.



SYNEDO HEALTH company

They appreciated our unique approach toward large-scale recruitment that was critical to the delivery of our client's commitments to their patients and shareholders.

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First, we listened...



Our client needed to expand their workforce in all core business functions throughout the entire drug development progression, from preclinical research through commercialization. They needed a partner to **create and implement a talent acquisition process** and associated systems, as they shifted away from a decentralized model.

and took notes.



They needed to **build a team quickly and seamlessly**. And given the competitive landscape for STEM talent in the Bay Area, a robust talent attraction strategy, and exceptional candidate experience were paramount. To ensure the most successful and resourceful program, we selected a team lead to sit at our client's work-site, coupled with a remote team of specialized life science recruiters.

Then we created a plan,



Each recruiter was aligned to a specific department head(s) and HRBP for each business function. Recruiters carried out a **targeted sourcing strategy and talent mapping exercises** to find highly specialized STEM talent from the associate to VP-level, using our **custom-built social media campaign and outreach** to talent communities.

and got to work.



To qualify the best talent, our in-house industrial / organizational psychologists **built selection tools and interview guides** unique to each candidate's tendencies for positions requiring additional insight. Our recruiters were in constant communication with hiring managers. We provided **salary equity law training** and compensation benchmarking. Offers were competitive to attract and retain the best talent.

Finally, we exceeded expectations.



We filled more than 50 roles within six months, most of which were at the leadership level – including manager, director, and VP. Using our sourcing and recruiting strategy, our client realized a **reduction in search fees, significantly reducing their cost per hire**. We received tremendous reviews on our performance, which was integral to our team being awarded a partnership extension to help our client through their next chapter.



Through our white-glove, high-touch service, we provided an exceptional experience to all candidates to strengthen our client's employment brand.

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After ten years of clinical development, our client was ready to launch their product – the first of its kind in the dermatology biopharmaceutical space. The client needed to build a commercial team comprised of sales leadership and **more than 100 sales professionals** to take their product to physicians and, eventually, the patients who need it.

and took notes.



They needed a partner to **create and implement talent acquisition processes and systems** to build the full commercial team quickly and seamlessly. An exceptional candidate experience was a must. And they needed to shift away from a decentralized hiring process, all while experiencing turnover at the executive level.

Then we created a plan,



We provided **full-cycle recruiting** for all positions through a team of **specialized pharmaceutical commercial recruiters**, who paired directly with hiring managers. To provide a white-glove service, our Project Manager was in constant communication with the client's leadership team.

and got to work.



To qualify the best talent, our in-house industrial / organizational psychologists built a tool to assess talent and create **interview guides unique to each candidate**. We developed and implemented interviewing training for the entire commercial leadership team and HR. We also provided full scheduling and coordination for phone interviews and hiring events for a seamless recruiting experience.

Finally, we exceeded expectations.



We met every single hiring goal, **hiring 112 reps**. Because of our constant communication with the client, **we filled 100% of the positions** within the client's established 3-month timeline. Through our **white-glove, high-touch service**, we provided an exceptional experience to all candidates and strengthened our client's employment brand.

They exceeded their goal of 50% coverage across the United States three months ahead of their deadline.



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Our client is a clinical stage, oncology, biopharmaceutical organization. In preparation for their first launch, they needed to **hire highly specialized STEM talent in a candidate-driven market** for core business functions within Research & Development, Manufacturing, Quality, Regulatory, Clinical, Commercial Readiness and G&A.

and took notes.



They were searching for a **high-touch recruiting model** that provided a white glove service to candidates and hiring managers through the **entire recruitment life cycle**, while also significantly decreasing agency spend and **reducing cost-per-hire**.

Then we created a plan,



Being **fully branded as our client**, we became "them" and immersed ourselves in their culture. By owning the full-cycle talent acquisition process, we built their second level of leadership across the organization, ranging from Research Associates to Senior Directors. We helped to **define their employment brand** as having the opportunity to work with a team of innovative and passionate scientists.

and got to work.



To attract a higher caliber and quantity of candidates, we built a **customized sourcing program**, leveraging both passive and active channels, unique to their needs. By showcasing opportunities on national, specialized boards and associations that promoted diversity, we were able to find the best talent. In addition, we used **talent mapping and benchmarking** to help hiring managers make better hiring decisions sooner.

Finally, we exceeded expectations.



We sourced and hired 54 candidates with more than 70 percent of these candidates being at the senior scientist level and above. Our client **valued the new level of quality and quantity of talent they received** with our partnership, while also significantly **reducing their cost-per-hire**.



We hired top-notch talent from research and development through precommercial, preparing our client for upcoming expansions.