

TSP TALENT SOLUTIONS

Comprehensive. Scalable. Unmatched.

TSP's talent solutions are driven by recruiting and talent consulting leaders who utilize life science industry knowledge and people expertise to grow and develop Clinical and Commercial organizations. We are team architects and growth advisors who build and grow organizations alongside our clients. From attraction and selection to onboarding and development, we are right there with you, considering your needs and perspective to get the right people in the right roles.

From C-level leaders to teams of individual contributors, we:

- help our partners identify, attract, assess, develop, and retain the talent that will drive both emerging and established companies forward.
- support your aspirations, structure, and desired vision, and we develop a customized solution that will attract and retain the right people for your unique culture.

We are the only recruitment organization 100% dedicated to the life science industry that offers the combination of expert recruitment, custom assessment, development coaching, and an in-house creative agency to support your employer brand.

TSP is proud to be a member of the Syneos Health® family. With our unmatched scalability, we can lean into nearly 30,000 minds and unique skill sets to ensure excellent delivery. On their own or seamlessly blended, our teams deliver talent solutions that fuel your growth.

Seated at your table you'll have:



<https://www.tsptalent.com>

RECRUITMENT PROCESS OUTSOURCING

Overview

TSP's Recruitment Process Outsourcing (RPO) team solves talent acquisition challenges for our clients by providing a high-touch, in-house recruitment solution where our recruiters transcend brands to become an extension of your team. Our accomplished RPO leaders seamlessly blend with and as your team and bring extensive Life Science industry knowledge and experience. We help with continual needs or short-term, project-based solutions. We meet you where you are to assess, advise, and execute on your critical talent initiatives that align to your organization's values and immediate and long-term aspirations.

Our more than 30 years of partnering exclusively with Life Science organizations to build successful teams, has afforded us the luxury to perfect our solutions for both rising and established biotechnology, pharmaceutical, medical device and diagnostics, and healthcare companies. No matter the solution you need, TSP will deliver proven expertise in:

- Full Cycle Recruiting
- Sourcing
- Talent Assessment
- Talent Acquisition Process Mapping & Optimization
- Employment Branding & Recruitment Marketing
- Diversity, Equity, and Inclusion

From associate through director-level roles, and with opportunities to partner alongside our Executive Search team on vice president and higher positions, our breadth and depth of recruiting expertise spans the entire evolution of a new drug, device, diagnostic or biologic: Discovery Sciences, Preclinical Research, Clinical Research, Commercialization, Manufacturing, and all corporate functions integral to your organization's infrastructure.



Our Solutions

tspPARTNER



Our tspPARTNER solution is designed for 12-month plus engagements where we integrate as part of your team and can include all aspects of the talent acquisition function. Whether sourcing and screening or being embedded into your entire talent acquisition process, tspPARTNER is a comprehensive talent solution that embodies the “teammate” persona.

How do you know which partner strategy is best for your organization? We bring a consultative lens to our partnership and work together to ensure you are capitalizing on the right solution. Although every partnership requires special consideration and a unique approach, below are examples of how we typically engage:

- Full Recruitment Process Outsource:
 - In this solution, we become your entire talent acquisition function companywide, or for predetermined levels, functions and/or locations. Project management, recruiting, sourcing, scheduling, coordination, reporting, tools, and technology are all part of this comprehensive solution.
- Supplemental Full Life -Cycle Recruiting:
 - We still bring all the capabilities highlighted above, but instead of full ownership of the program, we integrate with your existing process and talent acquisition team to enhance the current talent acquisition function.
- Sourcing and Screening Support:
 - We work as the engine behind the scenes to create a smooth ride for your team and candidates alike. While you manage hiring manager relationships and shepherd top talent through the process, we feed the funnel by externally sourcing the right talent and/or screening all sourced candidates, applicants, and referrals, to generate a qualified slate of candidates.
 - We provide a combination of sourcing and screening support or can tailor our focus to one area. Whatever your need, we will take it head on.

tspFLEX



Do you have a project that creates a large peak in hiring, but only for three to 12-month periods? Are you an organization that hires less than 30 employees annually or has a business need that a traditional RPO model might not solve? If so, a more customized solution could better fit your goals.

We understand that your needs may be so unique that they require a blend of our services. tspFLEX allows us to meet you where you are and merge the aspects of our services that make the most sense for you. Below are examples of what help can look like.

- You require the support that tspPARTNER provides, but your need is more short-term, or project based. Our FLEX solution allows you to get every bit of the outsourced help you need, but with a defined beginning and end, unlike a steady state, ongoing partnership. From 10 to 1000+ hires, we bring the recruiting process and perseverance to meet your project hiring goals.
- You need a partner for a smaller group of diverse roles at various levels. Our tspFLEX solution establishes a cross-functional, on-demand team from across our RPO and Executive Search groups to meet the varied needs of the project in an efficient and cost-effective manner. These solutions can be designed for projects with as few as five hires, and span team members through executive level roles.
- Have a payroll provider but just need support to identify the best temporary talent to support your team? As a stand-alone service or an add-on to any of our RPO offerings, our tspFLEX temporary staffing RPO will recruit on your temporary staffing needs. Our solution leverages the existing talent acquisition process to include flexible labor and creates substantial value over traditional temporary staffing agency approaches.

tspRECRUITER



Need a recruiter but not a full program? We have some of the best! Instead of a comprehensive RPO solution, tspRECRUITER provides our partners with a dedicated recruiter or sourcer to support you with a predictable, flat, monthly fee. As an alternative to hiring a contract recruiter, tspRECRUITER provides co-employment protection for hiring staff via an outsourced RPO provider.

Diversity, Equity & Inclusion

We are intentional to incorporate strategy that ensures your candidates well represent diversity and inclusivity. We are passionate about attracting and retaining an exceptional, diverse workforce on behalf of our clients, as we know a team made up of differences is the most successful.

SALES ACCELERATOR

Overview

Sales Accelerator is a sales force recruiting solution that combines strategic planning, experienced recruiting, and deep talent assessment.

TSP's Sales Accelerator team understands what you're up against, and has the industry know-how to deliver the best Commercial talent, quickly. We exclusively service the Medical Device, Pharmaceutical, and Life Science industries and support several areas of recruitment: Sales, Sales Leadership, Sales Training, Market Access, and Reimbursement.

With Sales Accelerator, you have access to a comprehensive and customizable sales force expansion solution, including:

- A strategic partner who has your back and pays attention to every detail
- A scalable team of accomplished recruiters who listen and engage your team to find the best candidates
- A custom assessment tool to identify traits and behaviors that are important to your unique culture
- In person or virtually, our dedicated operations team can manage small or large hiring events to support your build or expansion
- Our in-house employer brand and talent marketing team delivers custom creatives in your branding to attract the right talent at the right time



Structured to Attract, Assess & Retain Top Commercial Talent

- A leading recruitment firm of multichannel profiles
- More than 19,000 hires in the last 5 years
- On average, 96% full team at launch
- Recruiting launch timeline of 8-12 weeks
- 7-time candidate experience award winner
- Recent Baker's Dozen Award Winner



How We Do it

You need a customized approach, not one off the shelf. We build tools and processes that are unique to your organization.

Our approach is driven by industry expertise and intimate partnerships with assessment and branding stakeholders to deliver a comprehensive solution.

Recruiting is an art and a science. We have the experience, technical skills, and industry knowledge to connect with your ideal candidates.

Hiring Managers Say...

100% of hiring managers agreed that new hires were a good cultural fit

100% said the new hires positively impacted the team

21 hiring managers surveyed on 176 new hires

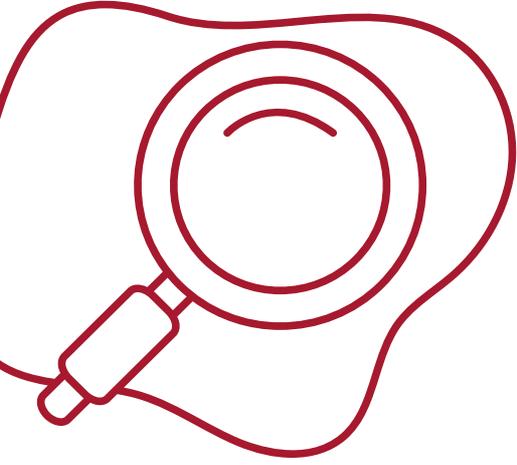
Candidates Say...

9 out of 10 candidates agreed they were treated as human beings instead of resumes

9 out of 10 agreed everyone they met with represented the company in a positive light

209 candidates surveyed, 59% of whom were not selected for the role.

EXPERIENCE THE POWER OF PERSONAL



EXECUTIVE & PROFESSIONAL SEARCH

Overview

Our Executive & Professional Search practice is a leader in placing Pharmaceutical, Biotech, Medical Device, Diagnostic, and Health IT executives from director level to the c-suite. Our search strategy is built on the premise that people are much more than just their resumes, and that in addition to their experience, it is their personality, competencies and passions that ensure a great fit. We are intentional to build strong relationships with diverse and accomplished Life Science and Healthcare leaders who have the vision and skillset to create change and move organizations forward.

Solving business challenges with the right people, isn't plug and play. What differentiates TSP from other firms is our intention to prioritize interpersonal connection and identify candidates with the competencies that are going to lead to success.

While many search firms have access to great candidates, we work hard to create meaningful and lasting relationships, and treat every candidate with intention. It's why organizations like to work with us - we value your most important asset: your people.

How We Work

Our team follows a comprehensive and proven process that ensures that the best talent has been identified for your position. We see every project to its successful completion. Our search team works on a retained basis so we can dedicate the time and resources required to ensure a quality result. Retained search exemplifies a commitment from our organization, and yours, and lets talent know that you highly value this position.

As a boutique firm, we also have the flexibility to create win-win solutions and find creative ways to work with our partners. Solutions can involve non-traditional fee schedules or a container approach for bundled projects. If two parties want to work together, they find a way—so let's talk!

Who We Work With

Our work is focused completely within the Life Science and Healthcare industry. We represent all aspects of the sectors that lie within it. This includes emerging Biotech, large and small Pharmaceutical, Medical Device, Diagnostic, Private Equity and Venture Capital firms, Health IT, and more. We deliver as a boutique firm with the power of nearly 30,000 Syneos Health employees, and the relationships behind them.

<https://www.tsptalent.com>

Our Footprint

TSP is headquartered in Columbus, Ohio with locations in many other states. We work globally across the United States, Canada, Europe, and Japan. The majority of our employees live and operate in or near the client countries they support.



Impact Through Talent & Leadership Consulting

We dive deep into science to learn the personalities, motivations, and competencies of our candidates in partnership with our Talent & Leadership Consulting practice. Led by a team of Industrial Organizational Psychologists and Certified Executive Coaches, we offer customized and thoughtful solutions that empower candidates, employees and organizations to make better decisions around talent and growth. As part of the search process, we recommend Executive Assessment and Onboarding Coaching to help in the selection and support the success of each critical hire.

A Glimpse Into Our Experience

We have been entrusted to find the best executive level talent for our clients for the following positions and many more:

Clinical

- Clinical Search Experience
- Chief Medical Officer
- VP, Medical Director
- VP, Medical Affairs
- VP, Clinical Development
- Exec. Medical Director, Oncology
- Director, Medical Affairs
- Director, Clinical Development
- Therapeutic Head, Respiratory
- Therapeutic Head, GIGU
- Medical Science Liaisons
- Clinical Operations

Commercial

- Chief Commercial Officer
- EVP, Business Development
- SVP, Sales Teams
- SVP, Sales and Marketing
- SVP, Business Development
- VP, Marketing
- VP, Business Development
- VP, Sales
- VP, Market Access
- Sr. Director, Commercial Operations
- Director, National Accounts

Marketing

- Chief Commercial Officer
- SVP, Global Marketing Head
- SVP, Sales and Marketing
- VP, Marketing
- VP, Commercial Strategy
- VP, Franchise Head
- Sr. Director, Global Marketing
- Executive Director, Marketing
- Director, Omni-channel Marketing
- Director, Rare Disease Marketing
- Associate Director, Commercial Effectiveness

Manufacturing

- VP, Biologics Manufacturing
- Sr. Director, Quality Assurance
- Director, Clinical Manufacturing
- Director, Engineering
- Director, Technology Transfer
- Sr. Manager, Supply Chain

Regulatory Affairs

- Chief Regulatory Officer
- Executive Director
- Director, Oncology
- Assistant Director
- Manager, Submissions

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TALENT & LEADERSHIP CONSULTING

Overview

TSP's Talent and Leadership Consulting team has been a principal player in the Life Science industry for more than a decade, helping to support organizations to discover, assess and develop talent. TSP blends the art and science of talent development and talent acquisition to fuel growth for individuals and teams. Our team helps you assess future and current employees using data and insights pulled from listening, observing, and using strategic tools. We consult, facilitate, and coach - always focusing on understanding critical competencies.

Our team is led by tenured Industrial/Organizational Psychologists and Certified Executive Coaches who support our clients with customized and thoughtful solutions that empower candidates, employees, and organizations to make better decisions around talent and growth. We build trusted, long-term partnerships through our flexible, consultative approach. We listen and learn to understand your needs and help set your team up to be successful. We understand that critical success factors and behaviors matter when aligning people, roles, and skillsets, and foster stronger, more productive teams. Whether your team needs help in one area or many, we define what support looks like for you.

We are experienced. We are partner focused. We are curious about your challenges, and we meet you wherever you are in your journey.



Solutions We Offer During Selection:

tspINTERVIEW

Our customizable interview guide development and interview training solution can be utilized as a comprehensive package or just the specific components that fit your needs.

tspINTERVIEW can include any of the following:

- Competency Model Development
- Interview Guide Development
- Interview Best Practices Training

tspASSESS

Our Executive Assessment process is a high-touch, in-depth measurement and evaluation for senior leaders, which includes personality testing and behavioral interviewing. This solution can be customized for other levels and is also applicable beyond the selection phase for ongoing development needs, high-potentials, and succession planning.

In addition to Executive Assessment, we offer a variety of other, customizable assessments to add depth and value to your selection process at all levels. These include:

- tspFOCUS: Our proprietary, customized online assessment designed to assess critical competencies through specific, job-relevant situations
- Role Plays
- Case Study
- Personality Testing

Our selection tools are never treated as “hurdles” but are designed to facilitate richer, more impactful conversations with candidates and allow candidates many opportunities to demonstrate critical skillsets. These tools help leaders uncover biases and probe on attributes aligned (or misaligned) to culture and role.

Solutions We Offer for Development:

tspCOACH

We help leaders reach their goals through targeted, one-on-one coaching.

We offer several types of coaching engagements from short-term (i.e., 90-day) to 6-month+.

We provide Career, Onboarding, and Executive Coaching.

tspTEAMBUILDER

Delivered through workshops and/or group coaching, we help teams come together through an understanding of preferred communication styles and tools to help manage conflict effectively.

tspDEVELOP

We offer a variety of leadership workshops to support talent development. Topics could include:

- Crucial conversations
- Change management
- Critical thinking
- Emotional intelligence
- ...and more - depending on your needs.



TSP STORYTELLER

Overview

Need help defining or promoting why you're the premiere organization of choice for the best industry candidates? tspSTORYELLER is the antidote for your employer brand and talent marketing challenges. It is where creatives meet recruitment expertise!

tspSTORYTELLERS are brand artisans who inspire our clients to highlight key components of their employer brand story to drive talent marketing strategies, create brand champions, and become data storytellers. Through intentional campaign strategy, differentiated writing, graphic design, content creation and automation, enhanced careers and social sites, and more – we bring life to your mission and purpose, and why candidates should choose to work with you. Throughout all projects and execution, talent experience is top of mind.

tspSTORYTELLER is a differentiator for your recruitment process, positioning your brand as a brand that cares about candidates in a special way.



Employer Value Proposition

We two have project-based programs to develop and define your EVP statement and messaging framework. EVP Prime is our robust 12-14 week R&D option with up to 2 employee focus groups. EVP Accelerator is our 6-8 week option with a customized employee survey. Included in both is an employer brand social media campaign.



Brand Advocacy

Our Brand Ambassador Playbook instructs employees on the best advocacy and behaviors to promote your employer brand and jobs. It includes training, tools and repositories of useful and applicable content for your organization and team.



Candidate Engagement Portal

Provide your candidates with the best interview experience with a customized and branded landing page that sells your EVP and opportunity plus consolidates critical recruitment communications.



Employer Branding & Talent Marketing Consulting

You can fully outsource support from our team or for specific projects or goals. From LinkedIn management to a single campaign, reputation support or careers page strategy - we do it all, just tell us your need.

To learn more email letschat@tsptalent.com