

# POPSIGHTS

POWER OF PERSONAL - TALENT INSIGHTS



TRENDS  
**THOUGHT  
LEADERSHIP**  
FORECASTS

## HEAR FROM TSP

TSP's Managing Director  
of Executive Search

## EXCLUSIVE FEATURES

The Importance of Continued  
Learning at Any Age  
Stronger Together: Redefining  
What's Possible



a SYNEOS HEALTH company



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# THE IMPORTANCE OF CONTINUED LEARNING AT ANY AGE



**By Stacy Coburn**

At TSP, learning isn't just a phase in life; it's an ongoing adventure. Picture this: you're embarking on a journey, each step bringing new insights, fresh perspectives, and a deeper understanding of the world around you. That's what learning should feel like—a continuous, exciting exploration.

Let me take you on a little trip down memory lane. Remember the first time you mastered a new skill or picked up a hobby you loved? That spark of curiosity, the thrill of discovery, and the satisfaction of achievement? Imagine carrying that feeling with you throughout your life, regardless of age. That's the essence of lifelong learning.



## FEATURES



For me, this journey of continuous learning has been incredibly fulfilling. I didn't just stop learning after school or college; I made it a part of my daily life. Whether earning new certifications to stay ahead in my career or diving into new personal interests, I find purpose and joy in continuous learning. Staying curious and open to new experiences can transform your career and your entire outlook on life.

An example of my commitment to lifelong learning is when I received my Certified Diversity and Inclusion Recruiter (CDR) late last year. I pursued this certification to broaden my sourcing and recruiting skills, ensuring I can attract the best talent for my clients. This personal practice enhanced my professional capabilities and deepened my understanding of diversity and inclusion, making me more effective and empathetic.

It's key to remember that we're not just talking about professional development—though that's a big part. Yes, obtaining new certifications and updating your skills can make you more competitive and open doors to new opportunities. But it's also about personal growth. It's about feeding your intellectual curiosity, boosting your confidence, and achieving a sense of fulfillment beyond the workplace. This growth doesn't just change how you see your job; it changes how you see the world and interact with the people around you.

One of the most rewarding aspects of continuous learning is how it empowers you to adapt. In our fast-paced world, where technology and knowledge are constantly evolving, the ability to learn and grow is more crucial than ever. By staying engaged in the learning process, you're better equipped to navigate changes, stay competitive, and advance your career.

Think of it this way: being a lifelong learner means you're always ready to explore new horizons. It's about nurturing that sense of curiosity and keeping an open mind. It's about being brave enough to step into the unknown, embrace new experiences, and learn from them—no matter how uncomfortable they might be initially. It's about constantly seeking





knowledge through books, podcasts, mentorship, or simply asking questions.

At TSP, we embody this spirit of continuous learning. We're not just a team of professionals; we're a community of lifelong learners. Our commitment to learning is reflected in everything we do, from our internal culture to how we support our clients. Fostering a learning culture can help everyone achieve their fullest potential.

So, let's embrace this journey together. Let's be curious, open, and committed to growing every day. Because when we make education an everlasting pursuit, we don't just enrich our lives—we inspire those around us to do the same. At TSP, we're proud to lead by example, showing that the adventure of learning never truly ends.

Here are some practical ways to incorporate continuous learning into your daily routine:

1. **Read Regularly:** Read books, articles, or blogs related to your interests or industry daily. Reading broadens your knowledge base, whether physical books, e-books, or audiobooks.
2. **Listen to Podcasts:** Podcasts are a great way to learn while commuting, exercising, or doing household chores. Find podcasts on topics you're curious about and listen during downtime.
3. **Online Courses and Webinars:** Sign up for online courses or webinars. Platforms like Coursera, edX, and Khan Academy offer various subjects. Allocate time to complete modules or attend live webinars.
4. **Document Your Learning:** Keep a learning journal or digital notes. Write down key takeaways from what you've read or learned.

## **Reflect on how you can apply these insights.**

1. Learn from Others: Converse with colleagues, mentors, or experts. Attend conferences, workshops, or networking events. Learning from others' experiences is invaluable.
2. Set Learning Goals: Define specific learning goals for the week or month and break them down into manageable tasks.

## **Regularly review your progress.**

1. Explore New Hobbies: Learning doesn't have to be work-related. Pick up a new hobby—playing an instrument, cooking, gardening, or painting. It keeps your mind active.
2. Watch Educational Videos: Platforms like YouTube, TED Talks, and educational channels provide informative videos. Watch short talks or tutorials during breaks.
3. Stay Curious: Ask questions, explore unfamiliar topics, and seek answers. Curiosity fuels continuous learning.
4. Learn a New Language: Challenge yourself by learning a new language. Use language apps or take classes.

Remember, consistency matters. Even dedicating 15-30 minutes daily can make a significant difference over time. Happy learning!



# The TSP Advantage

SEARCH

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[tsptalent.com](https://tsptalent.com)

Our Executive Search practice is a leader in placing Life Sciences executives from the 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 industry leaders who have the vision and skill set to create change and move organizations forward.

What differentiates TSP from other firms isn't just one thing. It's our collective years in the industry, unique experiences, and that many of our experts have sat in your shoes. This enables us to creatively and flexibly meet you where you are and customize the solution your business requires. 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.



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# Candidate Experience in Biotech: The Secret to Securing Top Talent



**By Jennifer McDonald**

In biotech, where innovation and talent are paramount to developing and commercializing new treatments, hiring the right team aligned to your strategy and vision is critical, as the industry is highly specialized, fast paced, and constantly evolving. For clinical-stage companies especially, every hire isn't just important—it's pivotal. Every hire contributes to the success of groundbreaking therapies, making it essential to attract and secure the best. And how we engage with candidates throughout the selection process is positively correlated with offer acceptance rates, and the impact each hire has on the organization.



The market for specialists in Discovery Research and Clinical Development talent remains competitive, and candidates have options. What sets your organization apart from an applicant's lens isn't just the science you're advancing—it's the experience you provide during their candidate journey. A deficient candidate experience can lead to missed opportunities, while a thoughtful, high-touch process leaves a lasting impression and positions your company as a preferred employer.

An exceptional candidate experience is more than a nice-to-have—it's a strategic advantage. It reflects your company's culture, reinforces your employer brand, and communicates your employee value proposition (EVP).

## **The Cost of Getting It Wrong**

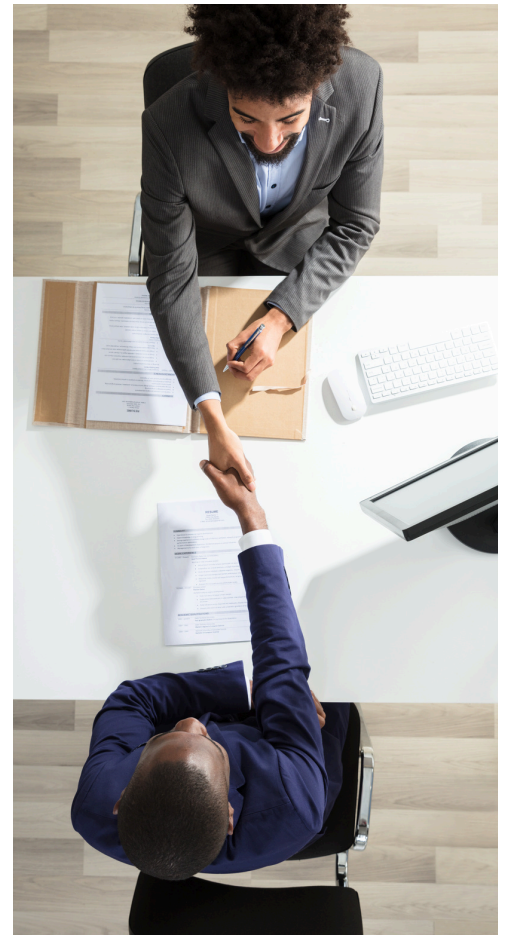
For clinical-stage biotechnology organizations, the stakes couldn't be higher. A single wrong hiring decision or a missed opportunity can delay timelines, and hinder pipeline progress. When talent is this specialized—and the contributions of every individual matter—you simply can't afford to lose top candidates due to an avoidable misstep.



## How to Elevate the Candidate Experience

Improving candidate experience doesn't have to mean overhauling your entire hiring strategy, but it does require being purposeful. Here are six ways to ensure your process puts candidates first:

1. Simplify the Application Process: Use an applicant tracking system (ATS) that's easy to navigate. Candidates should be able to apply quickly without jumping through hoops. If your system feels clunky or outdated, potential candidates might not stick around to complete their application.
2. Make Job Descriptions Clear and Inclusive: Biotech roles are complex, but that doesn't mean job descriptions need to be overly technical or dry. Craft concise, engaging descriptions using inclusive language that appeals to diverse candidate pools and talent communities.
3. Communicate Proactively and Transparently: Silence is a candidate's most reported frustration during the hiring process. Set clear expectations for timelines and keep candidates informed every step of the way. Even if the update is that there's no update, communicating shows respect for their time.
4. Adopt a High-Touch Approach: Biotech candidates often appreciate personal engagement. Make the process feel tailored to them—whether it's providing a warm introduction to the team, offering virtual lab tours, or walking them through the company's mission and vision.
5. Train Your Interview Panel: Even the most intelligent and experienced hiring managers may not be skilled interviewers. Invest in training for everyone involved in the hiring process to ensure they can evaluate candidates effectively and provide a positive experience.
6. Leverage a Specialized Recruiting Team: When you're hiring for roles that require niche expertise, you need recruiters who understand the science and the nuances of biotech talent. Partnering with a team experienced in sourcing and evaluating R&D professionals can be the difference between finding a good candidate and finding the perfect one.



In biotech, it's not just about attracting talent—it's about creating an experience that inspires them to choose you. A thoughtful, candidate-first approach not only helps you secure the best people but also strengthens your employer brand, positioning your company as a leader in the industry.

In a field where every hire matters, candidate experience is more than a competitive advantage—it's a necessity. If we want to continue advancing science and bringing therapies to patients, it starts with how we treat the people who make it possible.

# The TSP Advantage

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As a leader in life sciences recruitment, TSP has honed its RPO services to perfection, providing tailored solutions that align with your organization's aspirations. We have successfully supported both rising and established biotechnology, pharmaceutical, medical device and diagnostics, and healthcare companies to navigate their unique talent acquisition challenges. Our award-winning team recognized for our leadership, breadth of service, and quality of service, stands ready to guide your organization in its talent acquisition journey. If you're interested in exploring how TSP's RPO practice can enhance your talent acquisition strategy, we invite you to reach out. We're more than ready to listen, advise, and partner with you in navigating the evolving landscape of life sciences recruitment. Let's explore together how we can co-create a future where your talent truly makes a difference.

RPO

Learn More



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# TSP

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For the second wave of sales expansion, driven by the approval of a new product for a rare endocrine disease, TSP was once again entrusted to develop the next phase of the client's commercial team. This included hiring 7 Managers and 63 Clinical Specialists who could drive adoption in a broader market. Using lessons learned from the initial build, TSP refined its talent approach, implementing:

- Proactive engagement with passive candidates to ensure speed to hire.
- Targeted messaging to highlight the opportunity to work within a growing organization with a strong rare disease focus.
- A seamless onboarding experience to maintain momentum and retention.

Additionally, TSP expanded the client's Medical Affairs function by hiring 6 Medical Science Liaisons (MSLs), reinforcing the company's ability to educate and engage the scientific community in support of their rare disease treatments.

By successfully executing both builds, TSP solidified itself as a strategic talent partner, capable of supporting not only initial product launches but also long-term growth strategies.

### **Scaling for Future Success: Implementing an RPO Model**

With momentum from the successful commercial sales hiring, the next challenge was expanding hiring efforts across specialized functions within R&D, Medical Affairs, Market Access, and G&A. With only one internal Talent Acquisition Partner, there was a need for an efficient, flexible, and highly effective recruitment solution.

TSP was engaged to implement a Recruitment Process Outsourcing (RPO) model, designed to provide immediate support while ensuring scalability for future growth. One of the unique aspects of this engagement was the requirement for onsite teams at two key U.S. locations—one for R&D and another for G&A—at a time when the biotech industry was shifting toward remote and hybrid roles. TSP deployed a targeted, proactive sourcing strategy to identify and attract specialized professionals willing to relocate or work in-office.

Additionally, with executive leadership based in Europe, the project required precise coordination across time zones and cultural nuances. TSP established a structured communication framework to ensure real-time collaboration and streamlined decision-making, keeping hiring cycles efficient despite geographic differences.

TSP's approach was anchored in its high-touch 3P's model—Proactive, Positive, and Professional—ensuring an exceptional experience for both hiring leaders and candidates. Key elements of our approach included:

- Comprehensive and targeted talent scouting to connect with passive talent and expand employer brand awareness within specialized talent communities.
- Employee Value Proposition (EVP) showcased through targeted messaging and engagement strategies, highlighting the organization's commitment to scientific innovation, patient impact, and fostering a collaborative, inclusive work environment with clear opportunities for career growth and professional development.
- High-touch candidate engagement to maintain a personalized recruitment experience and seamless transitions for new hires.



By the conclusion of the RPO engagement, TSP had successfully placed Associate through Director-level roles across Clinical Development, Pharmacovigilance, Regulatory Affairs, Quality, Medical Affairs, Biometrics, Market Access, HEOR, Finance, and Legal—positioning the organization for both a successful new product launch and a specialized R&D team to advance its drug pipeline.

### **Strengthening Leadership: Executive Search for Key Positions**

With a solid foundation in place, the next step was to build out the leadership team that would drive long-term strategy and commercialization efforts. TSP's Executive Search team was engaged to identify high-impact leaders who could bring rare disease expertise and a strong commercial acumen.

TSP worked closely with stakeholders to define ideal candidate profiles for roles that were crucial to the company's continued growth, including the Senior Director of Marketing, Vice President of Market Access, and Vice President of Business Analytics & Insights. Given the specialized nature of these roles, TSP employed a high-touch, targeted search methodology, leveraging industry networks, executive relationships, and passive candidate engagement strategies.

Key elements of the search process included:

- Conducting deep-dive market research to identify potential candidates with rare disease and endocrinology expertise.
- Leveraging direct outreach strategies to engage passive candidates who were not actively job-seeking but were ideal fits.
- Ensuring a seamless interview and negotiation process, with successful placements made within 90 days.

### **A Strategic, Enduring Partnership**

The collaboration between TSP and the client evolved through multiple phases, each requiring a unique and customized hiring approach. Whether it was building out the sales team, implementing an RPO model, or executing high-level executive searches, TSP's ability to pivot and adapt to the company's needs ensured continued success.

Through deep industry knowledge, proactive talent engagement, and a strategic approach to workforce planning, TSP helped the client:

- Successfully launch and scale their Commercial team
- Expand beyond sales into critical R&D and operational functions
- Secure top executive talent to guide their long-term vision

With the company continuing to grow, the relationship between TSP and the client remains strong, ensuring that they are positioned for future success in the rare disease space. TSP's ability to tailor its approach to the client's evolving needs demonstrates the value of having a trusted talent acquisition partner that can scale alongside an organization's ambitions.



### **Rapid Expansion & Pipeline Growth in the EU Demands Fast, Strategic Hiring**

As the company prepared to introduce its new endocrinology medication in the European market, success hinged on more than just clinical development and pharmacovigilance (PV)—it required a well-executed Commercial strategy. Regulatory approval, patient access optimization, and a patient-centric approach were all crucial elements for market adoption and long-term success. However, achieving these goals meant overcoming significant hiring challenges.



With ambitious launch timelines and a highly limited talent pool, the company faced an urgent need to build an elite team of Medical Doctors (MDs) with deep expertise in endocrinology, PV, and clinical development. Adding to the complexity, the European pharmaceutical hiring landscape presented unique obstacles, including:

- **Competitive Talent Market:** A scarcity of highly specialized MDs in Europe, particularly in the fields of endocrinology and PV.
- **Lengthy Notice Periods:** Senior pharma professionals, including MDs, often have notice periods of 3-6 months, extending the hiring process.
- **Regulatory & Market Access Demands:** Building a team capable of managing complex regulatory filings and securing market access across multiple European countries.

### **Leveraging TSP's Expertise to Build a High-Impact EU Team**

Recognizing these challenges, the company partnered with TSP for retained executive searches, ensuring access to top-tier talent in a competitive hiring landscape.

Through TSP's strategic talent acquisition approach, the company successfully hired:

- 3 Medical Directors, Clinical Development (Denmark) - MDs only
- Director, Pharmacovigilance, GVP (Denmark)
- Global Medical Affairs Director
- Pharmacovigilance, Operations Manager
- Medical Director, Safety Science Global (Germany)
- International Head of Safety Science (Germany) - MDs only

### **Scaling for Success: Supporting Market Expansion**

With its transition from a biotech mindset to becoming a leading Danish pharmaceutical company, the organization sought to scale its medical, clinical, and PV teams rapidly. In addition to strengthening its leadership and functional teams, the company invested in establishing headquarters in key European markets, including Germany, Spain, Italy, France, and the UK.

TSP's deep biotech and pharma hiring expertise enabled the company to:

- Accelerate hiring timelines, ensuring that critical talent was secured before competitors.
- Gain exclusive access to top-tier MD & PV candidates, leveraging TSP's extensive industry network.
- Develop a competitive hiring strategy to outpace Nordic and EU competitors.
- Navigate complex notice periods, securing high-value hires despite lengthy candidate commitments.
- Ensure long-term scalability, building a robust team capable of supporting future pipeline growth.



### **A Winning Outcome**

TSP's strategic partnership delivered impactful results, helping the company build a world-class team to drive its European expansion. Key outcomes included:

- Securing elite MD & PV talent to lead clinical, regulatory, and commercial launch execution.
- Reducing time-to-hire, keeping product launch timelines on track.
- Outcompeting major Nordic & EU pharma players for highly sought-after talent.
- Laying a strong foundation for long-term success, positioning the company for continued pipeline growth and market leadership in Europe.

By combining deep industry expertise with a proactive, strategic approach, TSP empowered the company to navigate the complexities of European hiring, ensuring the successful launch and commercialization of its endocrinology product.

# The TSP Advantage

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Sales Accelerator is a sales force recruiting solution that combines strategic planning, experienced recruiting, and deep talent assessment to support organizations who are navigating through launching or expanding a team, or for steady state recruitment.

Structured to Attract, Assess & Retain Top Commercial Talent

- More than 19,000 hires in the last 5 years
- Our recruiters have 8+ years experience recruiting Sales talent in the Life Sciences
- On average, we execute delivery of a launch/expansion team within 8-12 weeks
- We have regionally located recruiting teams.

This is critical for your success because our people have built strong networks and relationships in these areas

Sales Accelerator

Learn More 

[tsptalent.com](https://tsptalent.com)



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# BEYOND THE RESUME: HOW I FIND GAME-CHANGING LEADERS IN LIFE SCIENCES



## By Justine Little

**Finding the right leader in life sciences isn't just about scanning resumes and checking off qualifications—it's about uncovering game-changers. The kind of visionary leaders who can navigate complex regulatory landscapes, inspire teams, and drive real innovation.**

**My approach to executive search isn't about simply filling roles; it's about securing the future of this industry, one strategic placement at a time.**

### Key Trends in Life Sciences Leadership Recruitment

The life sciences sector is evolving rapidly, and leadership needs to evolve with it. I've seen three major trends shaping executive hiring today:

- **Digital Transformation:** Companies need leaders who understand AI, machine learning, and digital health to stay ahead of technological advancements.
- **Cross-Functional Leadership:** The best executives today aren't just specialists—they're adaptable leaders who can connect the dots across R&D, Regulatory, Commercial, and Market Access.
- **Diversity and Inclusion:** Companies are prioritizing diverse leadership teams because they lead to stronger business outcomes, better decision-making, and more innovative thinking.

When I work with clients, I help them see beyond traditional skill sets. The most successful leaders aren't just experts in their field—they challenge the status quo, embrace change, and bring fresh perspectives to the table.

### What Makes a Strong Life Sciences Leader?

When I evaluate candidates, I'm not just looking at their experience on paper—I'm looking for traits that make them stand out as transformative leaders:

- **Strategic Vision:** The ability to anticipate industry shifts and make proactive moves.
- **Adaptability:** The life sciences landscape moves fast, and leaders need to pivot just as quickly.
- **Cross-Functional Collaboration:** Leaders who break down silos and foster collaboration between R&D, Regulatory, Commercial, and corporate teams are invaluable.
- **Resilience and Emotional Intelligence:** It's not just about technical expertise—it's about inspiring and motivating teams, even in uncertain times.



## Staying Ahead of Industry Changes

Keeping up with the life sciences industry requires continuous learning and strong networks. I stay ahead by:

- Attending key conferences like BIO International and JP Morgan Healthcare Conference to stay informed on emerging trends.
- Engaging with thought leaders and industry experts to exchange insights.
- Regularly reading up on leadership development, digital health, regulatory changes, and therapeutic advancements to ensure I bring the best insights to my clients.



## Building Strong Client Partnerships

To me, recruiting is more than just a process—it's a partnership. I believe that trust, transparency, and deep understanding of a company's culture and vision are what make an executive search truly successful.

My job isn't just to find candidates—it's to find the right candidates. That means taking the time to understand a company's long-term goals and ensuring that the leaders I place are aligned with both the company's mission and its culture.

One of my favorite examples of this approach in action was a biotech firm struggling to find a VP of Investor Relations. They needed someone with a rare combination of scientific expertise, business acumen, and oncology leadership. After extensive discussions with their leadership team, I placed a candidate who exceeded expectations. Today, that individual is driving shareholder confidence and shaping the company's future.

## Ensuring a Seamless and Transparent Recruitment Process

Executive searches can be complex, but I make sure they don't feel that way. My process is built around clear communication, regular updates, and market insights to ensure clients always know where we are in the search.

I also ensure candidates feel respected and valued throughout the process. A smooth recruitment experience isn't just about finding the best leader—it's about making sure the process itself sets the stage for a successful long-term relationship between the company and the new executive.

Clients often tell me they appreciate my deep understanding of their organizational culture and my ability to consistently provide candidates who are both highly qualified and a great cultural fit. They also value my transparency and commitment to navigating the complexities of leadership recruitment in such a fast-paced industry.



## Balancing Candidate Advocacy with Client Needs

A big part of my role is ensuring that both clients and candidates find the right fit. While I advocate for candidates and ensure they have opportunities that align with their career goals, my primary focus is always on what's best for the client.

By setting clear expectations from the start and fostering open, honest conversations, I help align both parties and create long-term success for both the organization and the leader joining it.

## Measuring Long-Term Leadership Impact

A successful placement isn't just about filling a role—it's about ensuring real, lasting impact.

I measure success by looking at:

- **Performance Metrics:** How the leader contributes to product launches, revenue growth, or clinical trial successes.
- **Cultural Integration:** A great leader strengthens and enhances company culture.
- **Retention and Succession Planning:** The best leaders don't just succeed in their roles—they develop and attract other top talent.



## The Role of Executive Search in Life Sciences Innovation

Recruitment isn't just about hiring—it's about shaping the future of life sciences. By identifying forward-thinking leaders who can navigate regulatory hurdles, embrace new technologies, and drive global market growth, we help companies remain at the forefront of innovation.

Strong leadership doesn't just support a company, it transforms it. The right executives bring new ideas, accelerate growth, and ensure that groundbreaking therapies and medical advancements reach the patients who need them most.



## The Moments That Matter Most

One of the things I'm most proud of in my career is the trust I've built with my clients. Many have told me that they rely on my ability to truly understand their needs—not only from a hiring perspective, but in how leadership impacts their entire organization. Hearing from clients that a leader I placed has transformed their company's success, strengthened their culture, or driven major business milestones is incredibly rewarding.

Additionally, I take great pride in the relationships I've built with candidates. Helping someone find the right opportunity where they can thrive, make an impact, and grow in their career is why I love what I do. Whether it's guiding a candidate through a career-changing move or watching them succeed in their new role, those moments remind me why executive search is so meaningful.

At TSP, we help companies build their future by finding the right leaders for our partners. Every placement I make is an opportunity to strengthen an organization, drive progress, and ensure that life sciences companies remain at the forefront of innovation.

If you're looking for a leader who can truly make an impact, let's talk. Reach out to TSP, and let's build the future of life sciences together.

# Talent & Leadership Consulting



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.

## Solutions for Selection

- tspINTERVIEW
- tspASSESS

## Solutions for Development

- tspCOACH
- tspTEAMBUILDER
- tspDEVELOP



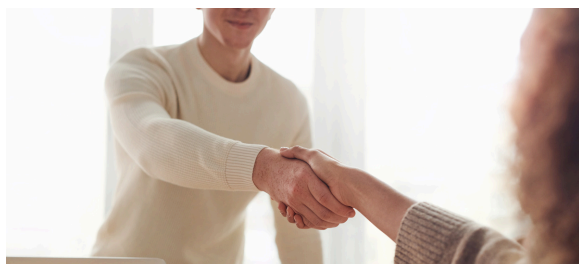


# Stronger Together: Redefining What's Possible



## By Ashley Stipes

In every challenge, in every triumph, we've seen the truth: we are stronger together. At TSP, we know that success doesn't happen in isolation. It's built through collaboration—through teammates who bring out the best in one another, sharing ideas, building on strengths, and lifting each other when it matters most. We see it every day in the way our teams work, the way we partner with our clients, and the way we approach solving even the toughest talent challenges.



Our solutions aren't just great on their own—they're unstoppable together. Each of our services—Executive & Professional Search, Recruitment Process Outsourcing (RPO), Sales and MSL Accelerator, Talent & Leadership Consulting (TLC), and tspSTORYTELLER—delivers powerful results on its own. But when blended together, they create something even greater: a holistic, high-impact approach to attracting, developing, and retaining top life sciences talent. Because, at TSP, we believe the whole is always greater than the sum of its parts.

## Comprehensive Solutions, Seamless Execution

With Search, we help life sciences companies secure the best leadership and specialized talent, ensuring long-term success. With RPO, we don't just fill roles; we build talent strategies that scale with our clients' needs. Our Sales and MSL Accelerator program ensures Commercial teams are not only hired quickly but are also trained and ready to drive impact from day one.



But hiring isn't where it ends. TLC goes beyond recruitment to focus on leadership development, executive coaching, and strategic workforce planning—helping organizations not just hire talent but develop and retain it. And then there's tspSTORYTELLER, which connects all the dots, ensuring that companies stand out in a competitive talent market with compelling employer branding and storytelling that attracts the right candidates.

### **Partnerships That Strengthen Us All**

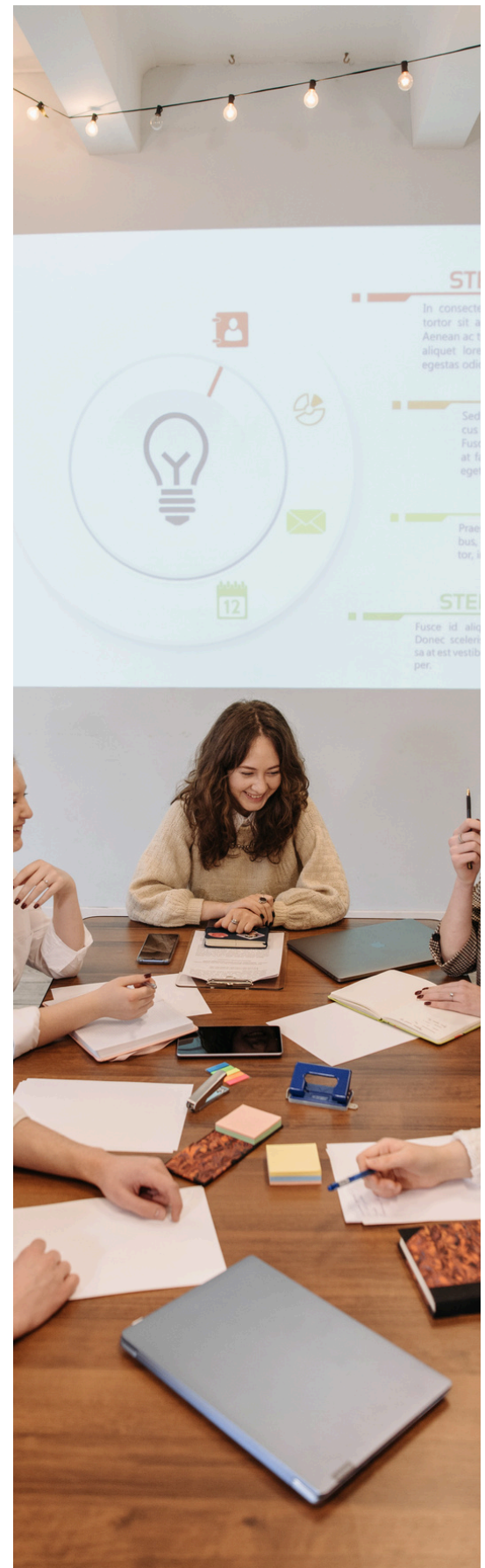
Our clients don't just work with one piece of TSP; they partner with a team that brings everything together to solve their unique talent challenges. And in every partnership, we see the power of working together.

When we collaborate with our clients, we aren't just offering solutions—we're learning, evolving, and growing alongside them. Their challenges push us to be more innovative. Their insights help us refine our strategies. Their successes drive our own. And in return, they gain a partner who is fully invested in their goals, who doesn't just deliver talent but builds a sustainable, scalable foundation for the future.

This is what it means to be stronger together—not just within our own teams, but with the clients and partners who trust us to help them navigate change, build winning teams, and redefine what's possible.

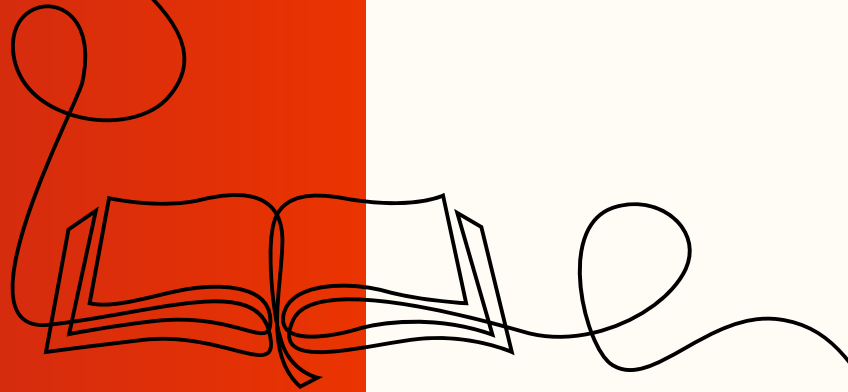
Through the highs and the lows, we prove that resilience isn't found alone. It's found in us. It's found in coming together, in working as true partners, in blending expertise to create something stronger than the sum of its parts.

Because when we unite, we don't just face challenges—we reshape the life sciences industry, elevate talent, and drive lasting success.



# tspSTORYTELLER

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



**Employer Value Proposition**

**Candidate Engagement Portal**

**Brand Advocacy**

**Employer Branding & Talent Marketing Consulting**

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





# POPSIGHTS

# 2025

# LABOR MARKET & INDUSTRY TRENDS REPORT

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## KEY TRENDS SHAPING THE LABOR MARKET

The labor market is ever-evolving, and 2025 brings both challenges and opportunities for those navigating the life sciences industry. At TSP, we've built our reputation on connecting talent and companies in ways that drive innovation and solve pressing business challenges. True to our mission of putting people at the heart of everything we do, we've curated this report with you—our clients, partners, and industry peers—in mind.

This collective insight into the 2025 labor market reflects third-party data, carefully selected and analyzed to provide clarity on the market's current conditions. From the ongoing impact of technological advancements to shifting workforce dynamics, the report serves as a tool to empower decision-making in these transformative times.

At TSP, we understand that knowledge is power, but actionable insights make the real difference. By distilling vast datasets into what we deem most useful, we aim to help you navigate today's complexities with confidence. Whether you're looking to refine your workforce strategies, explore emerging talent markets, or stay ahead of compensation trends, this report is your guide to shaping a successful future.

The follow section highlights a preview of the latest edition TSP's bi-annual Labor Market & Industry Trends report.

[\*\*DOWNLOAD OUR FULL REPORT HERE\*\*](#)

# EXECUTIVE SUMMARY

## LIFE SCIENCES LABOR MARKET OUTLOOK FOR 2025

As we move into 2025, the life sciences labor market presents a unique paradox: while organizations face acute shortages of specialized talent in critical areas like clinical research, biomanufacturing, and AI-driven drug discovery, many job seekers contend with limited opportunities amid broader economic caution. This duality underscores the complexities of an industry navigating economic pressures, technological advancements, and shifting workforce dynamics.



### Key Drivers of the 2024 Labor Market Trends

#### Economic Pressures and Financial Caution

Throughout 2024, persistently high interest rates and tighter financial conditions have driven borrowing costs upward. This has forced companies, particularly startups and early-stage firms, to scale back hiring efforts, focus on essential roles, and, in some cases, implement layoffs. Declining venture capital (VC) investment further exacerbated these challenges, with many organizations prioritizing fiscal caution. [1]

[1] CBRE. (2024). 2024 U.S. life sciences outlook.

[2] Deloitte. (2025). 2025 life sciences executive outlook.

[3] GlobeSt. (2024, December 9). Tackling life sciences oversupply and the next hot markets.

[4] Life Science Leader. (n.d.). Optimism for life sciences growth amid policy shifts.

#### Technological Disruption: AI and Automation

Artificial intelligence (AI) and automation continue to reshape the industry. Roles tied to data-driven drug discovery, gene therapy, and AI-driven analytics have surged in demand, requiring highly specialized skills that remain scarce. Simultaneously, automation has reduced reliance on traditional roles, leaving parts of the workforce unprepared for this digital transformation. [2]

#### Geographic Shifts in Talent Markets

Traditional life sciences hubs like Boston-Cambridge and the San Francisco Bay Area continue to lead the industry but face challenges such as oversupply in lab space, rising operational costs, and talent saturation. In response, secondary markets like Pittsburgh, Raleigh-Durham, and Columbus are emerging as viable alternatives, offering lower costs, untapped talent pools, and increasing industry investment. [3]

#### Diversity, Equity, and Inclusion (DEI) Remain Priorities

While economic constraints have tightened budgets, organizations remain focused on achieving meaningful DEI outcomes to enhance innovation and resilience. Companies recognize that fostering diverse teams improves performance and adaptability, yet sustained progress requires ongoing investment, particularly in a constrained hiring environment. [4]

## 2025 Outlook: Renewed Optimism and Key Opportunities Resurgence in Venture Capital and IPO Activity

After a challenging 2024, VC investment is showing signs of recovery. By the end of the year, life sciences funding is expected to exceed \$34 billion, up from \$30 billion in 2023, driven by strong investor interest in companies innovating with AI and emerging therapies. Similarly, a revitalized IPO market saw 18 life sciences companies go public in late 2024, signaling growing confidence in the sector's future. [1]

### The Workforce Imperative

Addressing talent shortages remains critical. Organizations are increasingly investing in workforce development programs and educational pipelines to build future-ready talent. Upskilling initiatives are expected to accelerate as employers strive to close skill gaps in AI, biomanufacturing, and specialized clinical roles. [3]



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go public in late 2024

### Executive Optimism About Growth

Surveys indicate that:



This optimism is rooted in advancements in science, technology, and a renewed focus on innovation. [2]

[1] JD Supra. (n.d.). Five hot trends in life sciences for 2025.

[2] Deloitte. (2025). 2025 life sciences executive outlook.

[3] ZS. (2025). Survey data: Digital and AI in 2025.





## **A Market at an Inflection Point**

The life sciences labor market heading into 2025 demands a holistic approach. Organizations must:

- Embrace technological transformation to remain competitive.
- Leverage emerging talent markets to mitigate costs and access new talent pools.
- Invest in workforce development and DEI initiatives to build resilience.

By balancing innovation with strategic workforce planning, life sciences companies can turn today's challenges into opportunities—driving long-term growth and industry leadership in an increasingly complex landscape.

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