

# RECRUITMENT PROCESS OUTSOURCING

**Biotechnology. Diagnostics. Medical Device. Pharmaceuticals.**

## Overview

TSP's Recruitment Process Outsourcing (RPO) is a talent acquisition engine that combines an award-winning life sciences recruiting team, strategic planning, and process optimization, with a deep commitment to being an integral part of our client's mission to improve, save, and extend lives. Our more than 30 years of exclusively serving life sciences organizations, have been essential to our success and allow us to perfect solutions for both emerging and established organizations.

We build unparalleled teams by delivering:

- A strategic partnership with scalable teams of accomplished recruiters who listen and engage your team to find the most qualified candidates that align with your hiring needs
- Process design and optimization to ensure efficiency while always keeping candidates and hiring manager experience paramount
- Targeted and comprehensive sourcing channels to identify top quality candidates in a timely manner to lower your time to fill ratios
- Strategic diversity, equity, inclusion and belonging efforts to reach all communities, foster partnerships, and promote inclusivity. We employ fair and unbiased hiring practices that ensure candidates are evaluated solely on their skills, qualifications, and potential to contribute to your mission. We set measurable goals to track our progress in creating a more diverse, equitable, and inclusive workforce on your behalf
- Employment Branding and Talent Marketing to share your value proposition with talent communities
- A customized assessment process to identify traits and behaviors important to your unique workplace culture

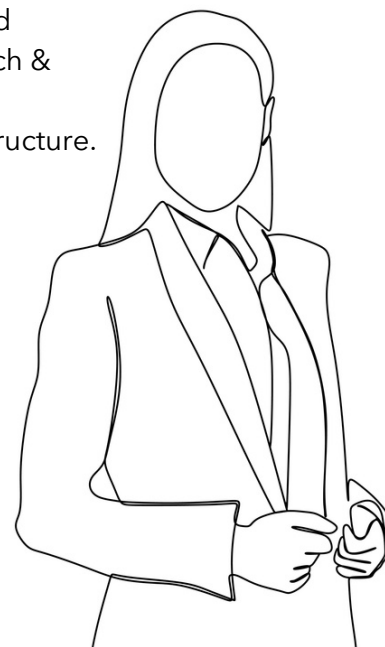
From associate through executive leadership positions, our breadth and depth of recruiting expertise spans the entire evolution of developing new treatments and technologies including Discovery Sciences, Preclinical Research, Clinical Research & Operations, Biometrics, Medical Affairs, Regulatory, Quality, Commercialization, Manufacturing, and all corporate functions integral to your organization's infrastructure.

8-time  
**CandE**  
Award Winner

2021, 2022, and 2023  
**Baker's Dozen Award Winner**  
as only Life Sciences  
Organization Recognized

More than  
**19,000 hires**  
in the last 5 years

Potential cost savings up to  
**60%**  
compared to third party  
agencies and/or contract  
recruiter models



## Our Solutions

We have designed our solutions to meet specific needs of our clients. These can range from a full outsource of your talent acquisition function, to on-demand projects, or simply being there as an extra set of hands. Typically, our services fit into one of the buckets below, but we are always able to customize our offerings to meet you where you are. Don't see what you need? Let's talk!

### tspPARTNER



**Our tspPARTNER solution is designed for twelve-month plus, engagement where we integrate as part of your team and will include at your discretion some or 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 a collaborative alliance.**

### tspFLEX



**Do you have a project that requires short term volume hiring, perhaps 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 might better align with your goals.**

### tspRECRUITER



**Do you need a recruiter but not a full program? We have an amazing roster of experienced Life Science recruiters! Instead of a comprehensive RPO solution, tspRECRUITER provides our partners with a dedicated recruiter, sourcer or coordinator 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.**

## Our Global Reach

TSP is headquartered in Columbus, Ohio with additional locations across the United States. We also work globally with teams in Canada, Europe, and Japan. The majority of our employees live and operate in or near the geographies they support. Our teams have provided solutions across 15 different countries.

## What Our Clients Say About Us

With numerous recent resignations, my team has been working with our TSP Recruiter extensively, to fill these vacancies. She is one of best talent acquisition partners I've ever worked with (and I've been around a long time). The quality of her work, her responsiveness, and her swiftness in screening and providing quality candidates is top notch. Just wanted to make sure I shared our extremely positive experience with our TSP Recruiter.

Area Business Director  
Large Pharma

I just wanted to send a quick note of praise for our TSP Recruiter. I've really enjoyed working with her. She's very flexible, personable and has a keen eye for talent. I was catching up on a couple of emails last Sunday and was stunned to receive a response from her immediately. While it's certainly not expected to work on Sunday, I was surprised nonetheless.

Regional Sales Manager  
Large Pharma

I wanted to share the great news that we have filled our final MSL role today. Our TSP Recruiter has been an amazing partner and she sincerely is the best recruiter I have worked with in the industry. I have hired many people over the years so I am qualified to say that! She worked tirelessly in all our positions, but this last one required a lot of attention and she was always willing to put in the extra effort. She is a joy to work with and a wonderful person who helped us build a powerful MSL team.

Executive Director/MSL Lead, Medical Affairs  
Emerging Biotech