

**The only talent acquisition organization 100% dedicated to the life sciences 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 access to 30,000 Clinical & Commercial professionals & the networks behind them.**

TSP's talent solutions are driven by recruiting and talent consulting leaders who utilize life sciences 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.

## Areas of Expertise

We help our partners identify, attract, assess, develop, and retain the talent that will drive both emerging and established companies forward and 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.

## Our Solutions

## Our Ability to Hire Quality Talent

Over the last 5 years, we've:

- delivered more than 300 executive level searches
- supported more than 100 RPO clients
- executed 50+ sales force launches and expansions through Sales Accelerator

## Our clients say we're stars.



## Executive & Professional Search

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.

## Recruitment Process Outsourcing

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.

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.

## Sales & MSL Accelerators

TSP's Sales or MSL Accelerator is a focused RPO talent solution that combines strategic planning, experienced recruiting, and the study of psychology to identify the best life science sales and/or MSL candidates, and assess their competencies, to set you up for success. Our recruiting teams that support these solutions are highly specialized and only recruit Sales and MSL talent. These skill-set dedicated teams support launches, expansions and steady state recruiting.

## 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.

## tspSTORYTELLER

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.