

## Overview

Sales Accelerator is a sales force recruiting solution designed for organizations navigating moments of inflection—**whether launching a first-in-category product, expanding into a new market, or scaling a commercial team where no established model yet exists.** Our **clients consistently recognize TSP as a partner that understands the complexity of building commercial organizations in emerging and evolving markets.**

**We partner with companies that are creating or redefining categories, helping them build high-impact commercial organizations from the ground up.** By combining strategic planning, experienced recruiting, and deep talent assessment, Sales Accelerator supports launch, expansion, and steady-state recruitment with speed, precision, and intent.

## Built for Category Creators and Market Leaders

Our Sales Accelerator team understands what you're up against when timelines are tight, talent is scarce, and the commercial strategy is still taking shape. We deliver best-in-class Commercial talent quickly—because in emerging categories, the right first hires matter more than ever.

We exclusively support the Biotech, Pharmaceutical, Diagnostic, and Medical Device industries, recruiting across:

- Sales
- Sales Leadership
- Sales Training
- Market Access
- Reimbursement

*As a Syneos Health company, we also tap into broader commercialization capabilities to support organizations building something new—end to end.*

## Proven Experience Building What's Never Been Built

We have partnered with both emerging companies launching their first product in a new category and established pharmaceutical organizations expanding into new therapeutic or commercial models. From a 20-person, highly specialized Rare Disease sales force to a 600-head Primary Care team, our recruiters bring the breadth and depth required to design and deliver teams before a standard playbook exists.

## A Comprehensive, Customizable Sales Force Solution

You gain access to a scalable, end-to-end sales force build, expansion, and vacancy management solution, including:

- A scalable team of accomplished recruiters who listen, engage, and align closely with your leadership team to find the right talent—not just available talent
- Custom talent assessment tools designed to identify the traits and behaviors critical to success in your unique culture and category
- Hiring event management (in-person or virtual). Our dedicated operations team supports small or large-scale hiring events to accelerate builds and expansions
- Employer brand & talent marketing support. Our in-house agency delivers custom creative, aligned to your brand, to attract the right talent for your growth.

## Structured to Attract, Assess & Retain Top Commercial Talent

- 19,000+ hires in the last five years
- Recruiters with 8+ years of Life Sciences sales recruiting experience
- Launch and expansion teams delivered in an average of 8-12 weeks
- Regionally located recruiting teams with deep local networks
- 110+ recruiters globally across Commercial recruitment
- 15 countries supported
- 30+ products launched in the last five years

