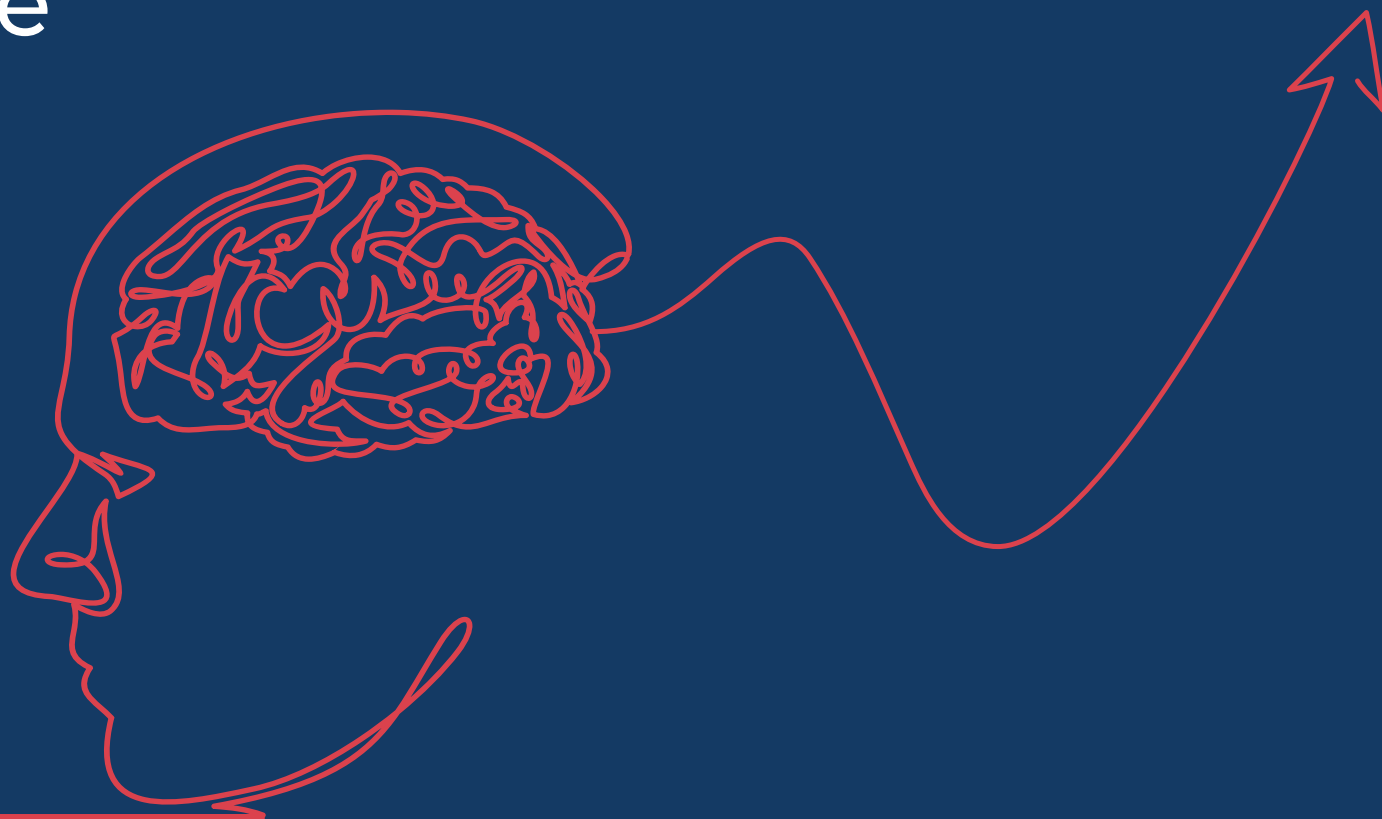


EUROPE

Job Confidence Index 2020



Contents

3	About the Index	18	Career Motivations
4	Executive Summary	18	Money holds less currency
5	Demographics	20	Preventing a talent exodus
6	Economic Outlook	21	Key Learnings
6	High job confidence despite economy	23	Get in Touch
8	Sector differences	24	About Us
9	Healthy bonus round encourages positive outlook on future compensation		
10	Life sciences leads Europe's recovery		
13	Negotiating the future		
15	Job Satisfaction		
15	Most are satisfied, but the minority are gunning to leave		
17	Reward and recognition		

About the Job Confidence Index

In this complex social and economic climate, it can be hard to understand how current and prospective employees are feeling and thinking. Thanks to our expansive network, we are able to gauge the sentiments and aspirations of the life sciences workforce in Europe, and share that vital information with you.

Knowledge in itself is not power. The ability to act on knowledge is power. This report will help guide your strategies to attract, motivate and retain the best and brightest. That is, to secure the business-critical talent that will see your organization through whatever challenges lie ahead. Talent acquisition is perhaps the most important issue facing organizations today – this is the arena where victors will be decided; who will survive or even thrive once the dust has settled. ►

Executive Summary

The **EPM Scientific Job Confidence Index 2020** is a new annual report that aims to measure confidence in the life sciences labor market in Europe. The index reports on professionals' confidence in the economy, getting or holding a job, their compensation and bonus, and whether the normal push-and-pull factors in employment have changed.

EPM Scientific used survey-based indicators to measure these factors. We surveyed over 240 life sciences professionals from our network between March and May. Coincidentally, we captured how their confidence changed with the onset and spread of the Covid-19 pandemic.

The key findings from our inaugural report:

- **The majority of respondents (63%) predict a worsening economy over the next 12 months.** Despite this, 2 in 5 (43%) think it is likely or very likely their compensation will increase during the same period.
- **However, respondents are more likely than not to share a positive outlook about the job market.** 2 in 5 respondents (42%) feel positive or very positive about the current job market. The same are (41%) are confident or very confident it will get better in the next 12 months.
- **The majority of respondents are confident in their job security.** 59% are confident or very confident they will keep their jobs over the next six months. Half (50%) are confident or very confident they could find another job in next three months if they became unemployed.
- **Half of respondents (52%) are satisfied with their current job.** Only 1 in 4 (26%) report feeling unsatisfied or highly unsatisfied.
- **Job satisfaction and a poor economy boosts loyalty;** half of respondents (49%) say they are very likely or likely to stay with their current employer over the next six months.
- **Money holds less currency:** The majority of respondents would move jobs to advance career (66%) or take on a new challenge (57%) rather than pursue a higher salary (49%).

Demographics

We surveyed over 240 life sciences professionals from our network between March and May. Our average respondent is male, works in Germany, and is in a mid-senior role in research and development.

Factor	% of respondents
Gender	Total
Male	59%
Female	41%

Country of work	Total
Germany	42%
Switzerland	20%
United Kingdom	11%
France	4%
The Netherlands	3%
Spain	2%
Belgium	2%
Czech Republic	2%
Denmark	2%
Ireland	2%
Sweden	2%
Other	9%

Factor	% of respondents		
Experience	Total	Male	Female
Entry level	5%	6%	3%
Associate	16%	10%	24%
Mid-Senior	46%	52%	37%
Director	27%	23%	31%
Executive	7%	8%	5%

Sector ⁺	Total	Male	Female
R&D	22%	21%	25%
Quality	21%	23%	19%
Commercial	21%	22%	18%
Clinical Operations	19%	16%	24%
Clinical Development	16%	14%	20%
Regulatory	16%	16%	15%
Medical Affairs	13%	12%	15%
Medical Communications	8%	4%	13%
Safety/ Pharmacovigilance	7%	5%	10%
Other	23%	21%	14%

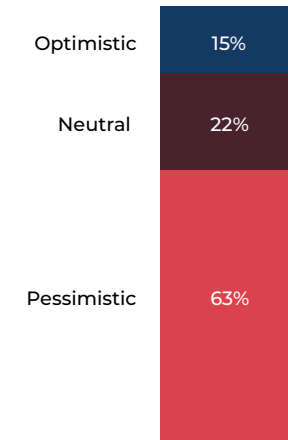
+ Respondents are allowed to choose more than one answer.



Economic Outlook



Doom and Gloom Confidence in economic recovery



Q. How do you think the economy will fare in the next 12 months?
Rated either optimistic, neutral or pessimistic; 'I foresee a better economic situation' = optimistic, 'I foresee a similar economic situation' = neutral, 'I foresee a worse economic situation' = pessimistic. Figures may not sum up to 100% because of rounding.

High job confidence despite economy

While public health crises are nothing new, no-one could have predicted the immense impact that the Covid-19 pandemic would have on the world's economies. Thankfully, we are already seeing signs of recovery. As countries and states move from containment to mitigation phases, borders and businesses

are reopening to encourage trade and stimulate consumer spending. However, the potential for a rebound in coronavirus cases could derail recovery, as we are already witnessing in China.

The **International Monetary Fund** has forecasted a 3% contraction of the global economy this year¹, while the **World Trade**

Organization expects world trade to fall by 13% to 32% in 2020.^{2,3} With many countries across Europe hit particularly hard by Covid-19, it comes as no surprise that perceptions of the economy are bleak. The majority of respondents (63%) predict a worsening economy over the next twelve months. ►

1. Chan SP. Coronavirus: 'World faces worst recession since Great Depression'. BBC News, April 14, 2020, <https://www.bbc.com/news/business-52273988>

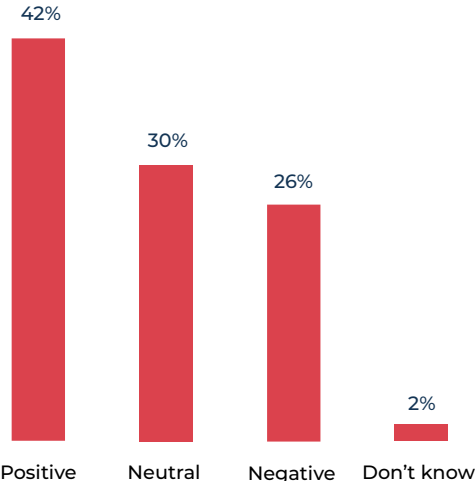
2. World Trade Organisation. Trade set to plunge as COVID-19 upends global economy, April 8, 2020, https://www.wto.org/english/news_e/pres20_e/pr855_e.htm

3. World Trade Organisation. WTO Barometer flashes red as Covid-19 disrupts world trade https://www.wto.org/english/news_e/news20_e/wtoi_19may20_e.pdf

For life sciences professionals, this economic factor has not greatly influenced how they feel about their short-term career prospects. The plurality of respondents (42%) say they are positive or very positive about the current job market; only a quarter said they feel negative or very negative (26%). Longer-term, a similar proportion are (41%) are confident or very confident the job market will improve in the next 12 months.

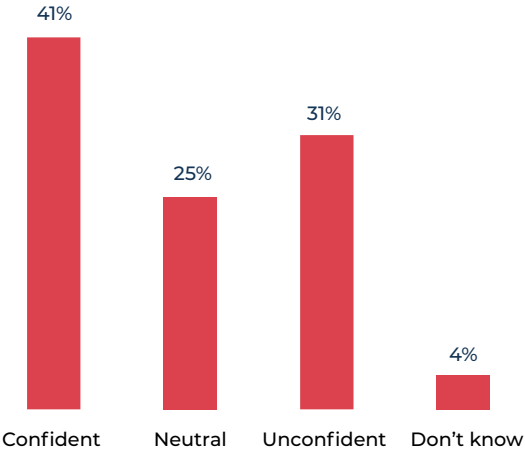
The majority of respondents are confident in their job security; 59% are confident or very confident they will keep their jobs over the next six months, and less than a quarter (23%) say they are not confident in their job security. Half (50%) are confident or very confident they could find another job in next three months if they became unemployed; only a third (35%) are not confident they could find new work. ▶

Bright Spots
Sentiment towards current job market



Q. How positive are you about the current job market? Responses were combined. Rated either very positive, positive, neither, negative, very negative or don't know. Figures may not sum up to 100% because of rounding.

Looking Ahead
Confidence towards future job market



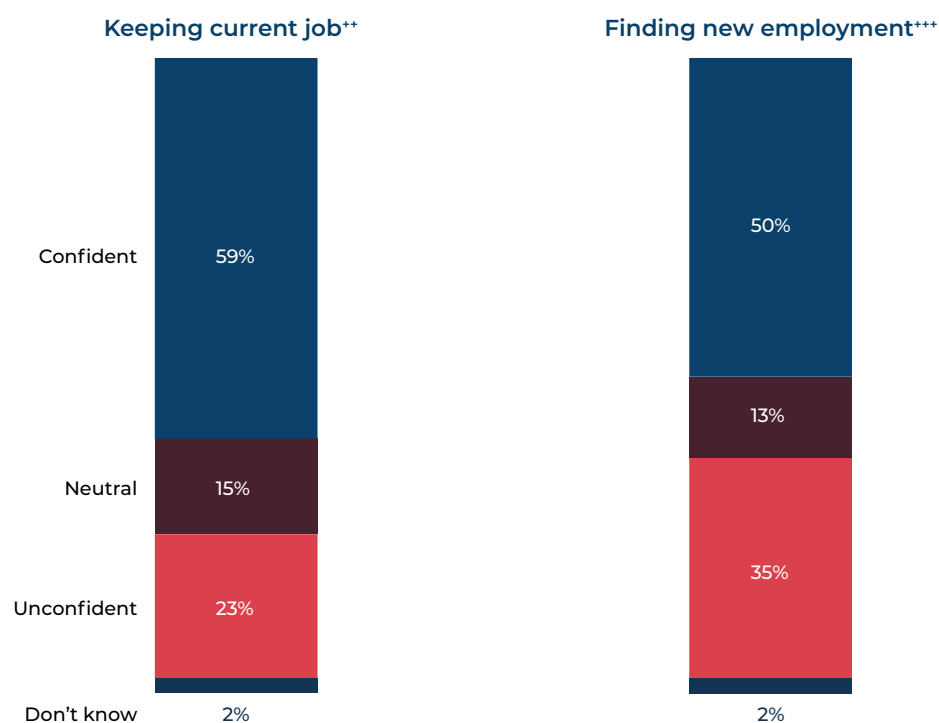
Q. Over the next 12 months, how confident are you that the job market will get better? Figures may not sum up to 100% because of rounding. Responses were combined. Rated either very confident, confident, neither, unconfident, very unconfident

Sector differences

Professionals working in medical communications are the most negative about the current job market; half (53%) feel negative or very negative towards the current job market compared to a third (37%) who feel positive or very positive.

In contrast, the majority of professionals (59%) working in pharmacovigilance feel positive or very positive towards the current job market. This correlated with a sense of job security; the vast majority of professionals (82%) working in pharmacovigilance feel confident in their job security over the next six months. Interestingly, however, they were the least confident that they would be able to secure another role if they became unemployed; with half (47%) saying they felt unconfident or very unconfident they would be able to do so over the next three months. These responses suggest that professionals in this space expect little volatility or movement in the labor market over the next three-to-six months. ►

Self Confidence is Key⁺



⁺ Responses were combined. Rated either very confident, confident, neither, unconfident, very unconfident or don't know.

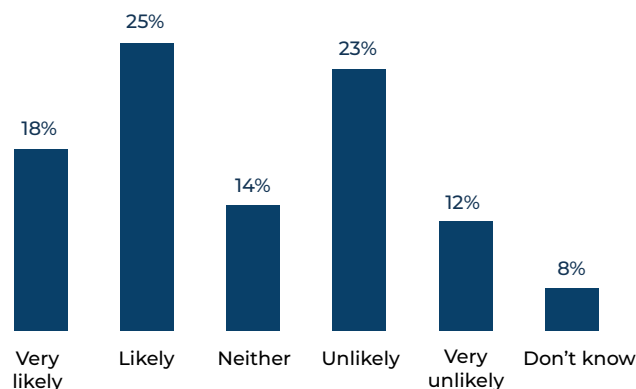
Figures may not sum up to 100% because of rounding.

⁺⁺ Q. How confident do you feel about your job security in the next 6 months?

⁺⁺⁺ Q. If you became unemployed, how confident would you feel in finding another job in the next 3 months?

Financial Compensation*

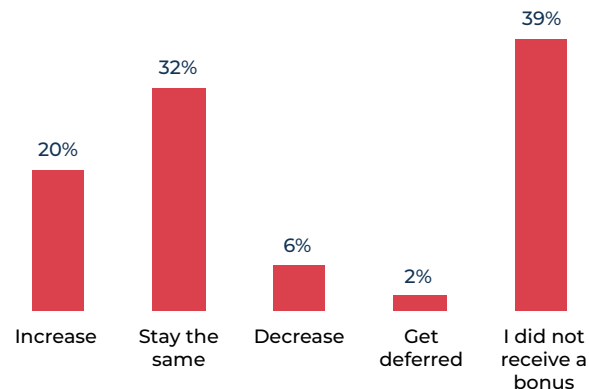
Q. How likely is it that your compensation will increase in the next 12 months?



+ Figures may not sum up to 100% because of rounding

Bonus*

Q. Have you received a bonus this year? If so, did it:



+ Figures may not sum up to 100% because of rounding

Healthy bonus round encourages positive outlook on future compensation

Despite predicting a worsening economy over the next 12 months, 4 in 10 (43%) think it is likely or very likely their compensation will increase during the same period; demonstrating confidence in the resilience of the life sciences sector, while others flounder. These results may indicate that life sciences organizations are in a better position to ride out the current downturn than many other sectors, and they have a crucial

role to play in helping to steer the economy through the crisis. The results may also reflect the caliber of respondents in the survey group – mid-senior professionals, many of whom occupy business-critical, revenue-generating roles that are particularly essential during this time.

The majority of life sciences professionals were also awarded a bonus this year – an encouraging result in this economic environment. 58%

said they received a bonus and a fifth said they received a larger sum than in the previous round.

Bonuses and compensation are closely linked. Respondents judge whether their compensation will increase depending on the result of the last bonus round; suggesting their sentiments relies more on personal experience than analysis of events rattling the wider economy.

For those who have received the

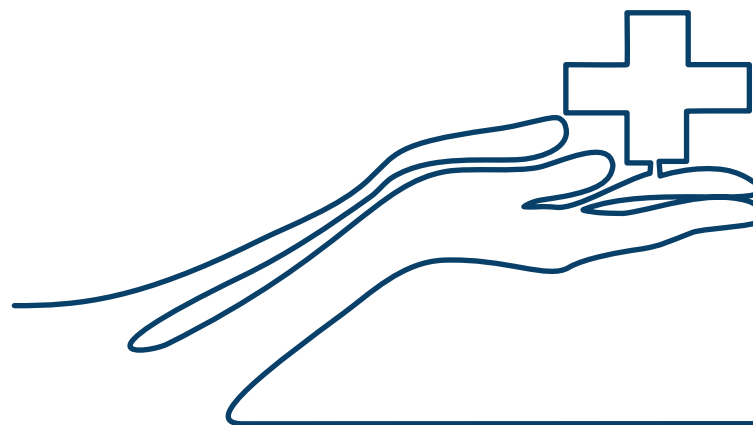
same or an increased bonus, the majority (56%) predict it is likely their compensation will increase in the next 12 months. For those who received a lesser bonus or had it deferred, this dropped to 38%; instead, half (52%) say it is unlikely their compensation will increase. For those who did not receive a bonus, this fell further to a quarter (27%); half (50%) agree it is unlikely their compensation will increase in the next 12 months. ▶

Life sciences leads Europe's recovery

The weak relationship between economic outlook and job confidence is likely due to other factors that have helped buffer employment within the life sciences sector.

While Covid-19 has steered Europe and the rest of the world into a major recession, it has also highlighted how public health is greatly entangled with that of businesses, trade, and the global economy. The life sciences community has been given the responsibility of remedying this situation – and private and public investment to speed up the process. It is likely for these reasons that many respondents feel positive about the job market and their job security, despite the economic downturn.

“As you might expect we are seeing a boom in demand for all companies that are involved in Covid-19 testing and vaccine production. This is most heavily felt in life sciences ingredients and components providers and contract development and manufacturing organizations,” says **Zach Stamp**, Executive Director, Life Sciences at **Phaidon International**. “I spoke recently with a project manager at one of the life sciences companies that are supplying ingredients and components to companies producing Covid-19 tests. He said they usually get an order of around 10,000 units from a single customer at a time, while now they are ordering at least 500,000 units at a time. He’s even had direct competitors asking whether his company



can supply their customers, as they have reached capacity.”

This has also had a positive impact on employment in these areas. Two major contract and development manufacturing organizations (CDMOs) have recently announced partnerships with pharmaceutical companies who are leading the charge to develop suitable vaccines. “They are undergoing major hiring plans,” says **Jamie Remp**, Director of Quality, Regulatory

& Engineering at **EPM Scientific**, “one is already looking to add a net headcount of 800 people to deliver their commitments.”

In this increasingly competitive boom market, companies are also heavily investing in their sales teams according to **Zach Stamp**, “Another major life sciences business informed me that they were looking to add 50 new sales team members across the EMEA region to take advantage of the buoyant Covid-19 market.” ►

However, like all industries, the life sciences sector has been negatively impacted. As resources have shifted towards developing or manufacturing products to test, treat and prevent Covid-19, such as vaccine and ventilators, businesses in the life sciences sector have been disrupted and jobs have been placed at risk. Short-term, a reduction in healthcare provider and patient interactions has had a negative impact on revenue for many pharmaceutical, healthcare and biotech companies.⁴

As sales revenues and profits decline, we can expect most companies to implement downsizing measures to reduce costs, such as freezing hiring plans or, worse, making redundancies. In response,

governments across Europe have introduced support schemes to prevent mass unemployment.

In the United Kingdom, the furlough scheme helps businesses cover 80% of their furloughed staff's wages. In Germany a *Kurzarbeitergeld* compensation scheme has been established, as it was during the global financial crisis in 2008, to subsidize up to 67% of net wages lost due to shorter working hours. While these schemes have provided a safety net, most businesses in life sciences have continued trading and demand for talent has remained consistent; with vacancy growth up 2.5% across Europe.⁵ At **EPM Scientific**, we have experienced an increase in vacancies for business-critical roles, including procurement, as

employers vie to meet increased demand for their services. The **United Kingdom's Office for National Statistics'** latest figures shows that businesses working in human health or scientific activities had the least amount of closures across all industries; with 96% continuing to trade.⁶

For the minority that have temporarily closed or cease training, 67% have furloughed staff.

As borders and businesses reopen, these support schemes are beginning to be phased out. This is unlikely to have significant impact on life sciences employment, and early indicators such as real-time data on payments and business surveys have caused

government economists to shift their forecasts to a more positive outlook. The **Bank of England** is now predicting a V-shaped recovery based on a scenario of lower unemployment and higher spending.⁷ While German economists have cautioned against similar optimism, orders for industrial goods rose by 10.4% in May and a surge in retail spending point towards slow U-shaped economic recovery.⁸

Regardless of which shape recovery will take, business leaders are positive that Europe will recover from the downturn – a recent survey found that 60% of C-level executives across pharma, biotech and life sciences expect either a rapid or slow-but-steady recovery.⁹ ▶

4. Fieldfisher. The effect of a pandemic on the Life Sciences Industry. May 27 2020. <https://www.fieldfisher.com/en/sectors/life-sciences/life-sciences-law-blog/the-effect-of-a-pandemic-on-the-life-sciences-indu>

5. Vacancysoft. Life Sciences Report: Procurement. May 2020. http://files.vacancysoft.com/reports/Vacancysoft_Clinical_Professionals_Report_Procurement_May_2020.pdf

6. Office for National Statistics. Coronavirus and the economic impacts on the UK: 23 April 2020. <https://www.ons.gov.uk/businessindustryandtrade/business/businessservices/bulletins/coronavirusandtheeconomicimpactsoneuk/23april2020>

7. Philip Aldrick and Steven Swinford. Bank predicts V-shaped recovery from coronavirus pandemic. July 10 2020. <https://www.thetimes.co.uk/article/bank-predicts-v-shaped-recovery-from-coronavirus-pandemic-f9z8z32bj>

8. Reuters. Moderate rebound in Germany industry points to slow recovery. July 6 2020. <https://www.reuters.com/article/us-germany-economy-industrial-orders/moderate-rebound-in-german-industry-orders-points-to-slow-recovery-idUSKBN2470LI>

9. Accenture. Bold Leadership in Tough Times. July 2020. https://www.accenture.com/_acnmedia/Thought-Leadership-Assets/PDF-3/Accenture-Bold-Moves-in-Tough-Times.pdf#zoom=50

During the global financial crisis, the layoffs and consolidation that occurred in pharmaceuticals and other life sciences companies were more likely caused by lackluster research and development performance in the 1990s.¹⁰

“In the last recession, we saw a spree of companies merging, restructuring and then exiting people. This was especially felt in areas dominated by discovery, preclinical and translational science,” comments **Zach Stamp**, Executive Director, Life Sciences at **Phaidon International**. “In addition to the workforce reduction, almost all these affected companies also took actions to reprioritize their R&D programs. Most of them completely cut early stage programs, including those still in discovery and preclinical research. Some even planned to close their R&D facilities or put their programs on hold.”

Long term, the increased attention on the importance of medical research and development, public health surveillance,

and healthcare infrastructure will help strengthen the position of the life sciences sector and its job market. It could also mean that the global healthcare crisis will attract a new generation to pursue careers in life sciences. In the long run, this will increase the global talent pool and address critical skills shortages.

“The Covid-19 pandemic has highlighted the importance of the life sciences industry and I believe it will also have inspired a younger generation to consider careers in this sector,” comments **Zach Stamp**. “Additionally, the stability and positive impact of the life sciences industry will be even more attractive to people from other sectors – those whose employment has been affected but have transferable skills. Covid-19 had demonstrated how dramatically diseases can impact our families and livelihood – the life sciences industry exists to fight these and change lives for the better, something which I think is genuinely appealing to people when considering working environments.” ►



10.Clifford S. Mintz. Financial Crisis Reshaping the Life Sciences Industry. Science. <https://www.sciencemag.org/careers/2009/04/financial-crisis-reshaping-life-sciences-industry>

Negotiating the future

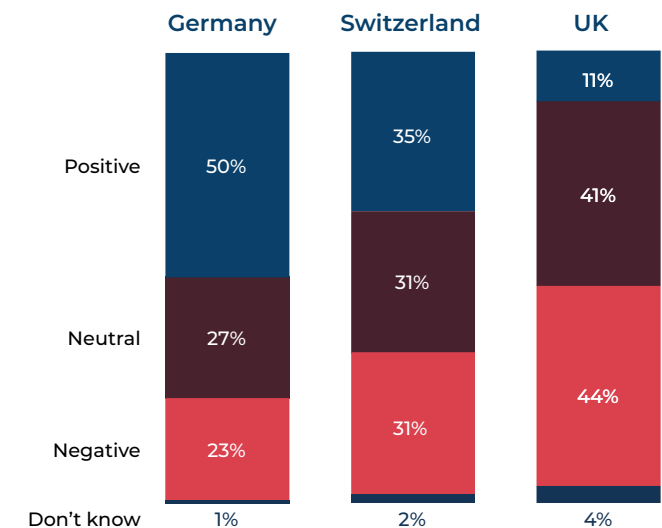
At first glance, there seems to be a weak relationship between economic outlook and job confidence for life sciences professionals. Yet, regional comparisons highlight unique feelings – and unique challenges. Germany is the least negative about the economy (-8%) and, subsequently, the most positive about the current job market (+7%). In contrast, the United Kingdom is the most negative about the economy (+7%) and the least positive about the current job market (-31%). This has an impact on job security; across Europe, the majority of respondents (59%) say they are confident that they will keep their jobs in the next six months. However, this decreases to 41% for United Kingdom respondents.

In comparison to their European peers, why are United Kingdom respondents so despondent? The likely reason: ongoing Brexit negotiations. The deadline to reach a new trade deal with the European Union is less than six months away; adding pressure on companies that are already affected by the coronavirus pandemic.

So far mass job cuts have been largely insulated across retail, hospitality, and transportation sectors. However, more than 100 companies and trade organizations, many of which are in the manufacturing and chemicals sector, have written to **Boris Johnson**, warning the prime minister that erecting barriers to doing business with the country's biggest trading partner would risk further unemployment.¹¹ ►

State of the Job Market

Sentiment towards own country's job market



Q. How positive are you about the current job market?
Responses were combined. Rated either very positive, positive, neither, negative, very negative or don't know. Figures may not sum up to 100% because of rounding.

11. Hanna Ziady. Companies warn 'huge gamble' on Brexit could add to Britain's growing jobs crisis. CNN. July 1 2020. <https://edition.cnn.com/2020/07/01/business/uk-economy-brexit-deal/index.html>

The signatories of the letter have requested for alignment with EU regulations to avoid chemical supply chain disruption, which would risk the flow of products such as pharmaceutical and medical supplies into the United Kingdom. This uncertainty is already impacting employment in life sciences; procurement vacancies in the sector are down by 14% compared to 2018. In contrast, Germany has seen the biggest increase in year-on-year activity, with volumes of procurement vacancies up by 23.1%.¹²

The terms of the trade deal will also impact the post-Brexit strategy and priorities for the **UK Medicines and Healthcare Products Regulatory Agency (MHRA)**; if

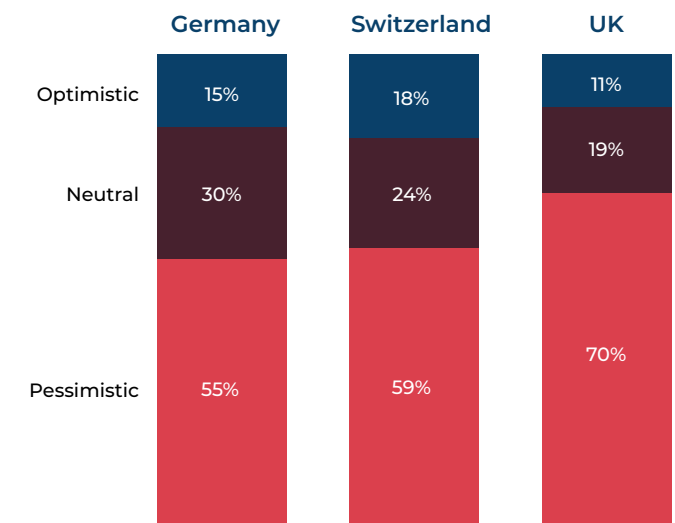
negotiations collapse, **MHRA** could be cut off from the EU regulatory network.¹³

As the deadline rushes ever closer, questions about the future of the United Kingdom's life sciences sector are likely to be hovering in the minds of respondents and influencing their behavior, attitudes, and confidence.

Despite these questions, it is unlikely that the UK's life sciences sector will lose its significance. The life sciences represents one of the most dominant economic sectors in the country. Further afield, it remains a leading center for life sciences in Europe, supported by the second **Life Sciences Sector Deal** secured in 2018.¹⁴ ►

State of the Economy⁺

Confidence in own country's economic recovery



Q. How do you think the economy will fare in the next 12 months?
+ Figures may not sum up to 100% because of rounding

12. Vacancysoft. Life Sciences Report: Procurement. May 2020. <https://vacancysoft.com/life-sciences-report-may-2020-procurement> http://files.vacancysoft.com/reports/Vacancysoft_Clinical_Professionals_Report_Procurement_May_2020.pdf
13. Nick Paul Taylor. EU Regulatory Roundup: MRHA puts speed-to-market at centre of post-Brexit vision. 11 June 2020. Raps. <https://www.raps.org/news-and-articles/news-articles/2020/6/eu-regulatory-roundup-mhra-puts-speed-to-market-at>
14. Department for Business, Energy & Industrial Energy. Life Science Sector Deal 2. 5 December 2018. <https://www.gov.uk/government/publications/life-sciences-sector-deal/life-sciences-sector-deal-2-2018>

Job satisfaction

Most are satisfied, but the minority are gunning to leave

As described by **Naz Beheshti** in **Forbes**, employee satisfaction is a key ingredient in the “secret sauce” for business success, leading to higher performance, productivity, retention and morale, all feeding into an organization’s bottom line.¹⁵

Half of respondents (52%) are satisfied with their current job, outweighing the quarter (26%) who report feeling unsatisfied or highly unsatisfied. Half of respondents (49%) say they are very likely or likely to stay with their current employer over the next six months.

Professionals working in

pharmacovigilance are the most satisfied; with the majority (65%) saying they are satisfied or highly satisfied with their current job. In contrast, those working in clinical development are the least satisfied with their current job; a third of respondents (34%) say they are unsatisfied or highly unsatisfied.

Satisfaction boost loyalty

74% of satisfied respondents say they are likely to stay with their employer over the next six months. Of the same group, this rises to 93% who say they are highly satisfied. Conversely, 68% of unsatisfied respondents say they are unlikely to stay with their employer. Of the same group,

again this rises to 83% who say they are highly unsatisfied.

This furthers the argument that despite the economic downturn, the ball firmly remains in the court of the candidate. Life science professionals are willing to pursue new career opportunities if they are unsatisfied with their role – and even willing to risk their job security. This will cause concern for employers who already fear a talent exodus once the immediate public healthcare crisis has passed¹⁶.

The Society for Human Resource Management has quoted that the total cost of replacing an employee can range between

90 percent and 200 percent of their annual salary, depending on the position¹⁸. It is therefore imperative for employers to understand the needs of their people and work hard to keep them satisfied and motivated, or risk losing them to competitors. Correctly gauging employee satisfaction may be even more important now than ever before, when businesses will have to rely on having the right people in place – those who can demonstrate the ability to make critical decisions through the challenges ahead and continue to add value no matter the shape Europe’s economic recovery will take. ►

15. Beheshti N. Connection between employee engagement and wellness. *Forbes*, Jan16, 2019, <https://www.forbes.com/sites/nazbeheshti/2019/01/16/10-timely-statistics-about-the-connection-between-employee-engagement-and-wellness/#23090eff22a0>

16. EPM Scientific. How to Avoid a Talent Exodus, 2020. <https://www.epmscientific.com/how-to-avoid-a-talent-exodus-post-pandemic>

18. Allen D G. Retaining Talent: A Guide to Analyzing and Managing Employee Turnover. SHRM 2008, <https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-andexpert-views/Documents/Retaining-Talent.pdf>

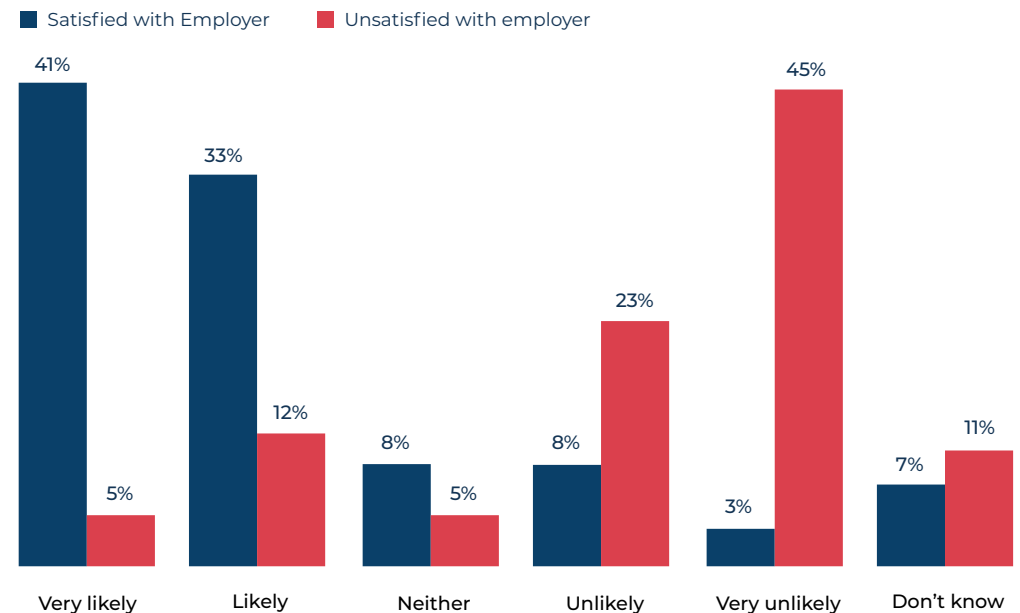
While talent retention is a major concern, strategies to improve job satisfaction can be costly – and not an investment that can be made lightly as revenues and profits fall.

Understanding what employees want from their careers is the first step. So, what drives job satisfaction for Europe's life sciences professionals? The answer appears to be belonging and compensation.

When asked, "What reason would attract you to seek new employment?", the second top reason to move was because of a poor cultural fit. The majority of unsatisfied employees (69%) say they would move because their employer's "culture doesn't fit with me or my values" – 29% more than the survey average. With the majority of unsatisfied employees (68%) saying they are unlikely to stay with their current employer over the next six months – this lack of belonging seems to be a key driver. ►

Coming or going⁺

Q. How likely are you to stay with your current employer over the next 6 months?



⁺ Figures may not sum up to 100% because of rounding

Reward and recognition

When seeking new employment, higher salary remains third in the list of priorities for respondents who are not satisfied with their current role; at 51% compared to the average of 49%.

However, compensation appears to be more closely linked to job satisfaction – suggesting that money is important when linked to reward and recognition, rather than an end in itself.

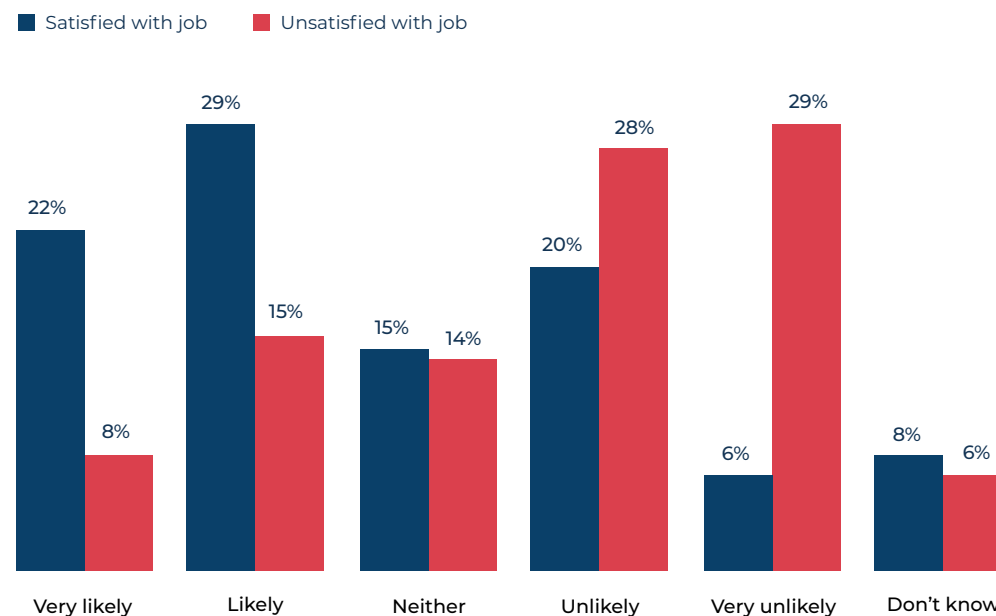
Across all respondents, 4 in 10 (43%) think it is likely or very likely their compensation will increase during the same period. In contrast, 57% of

unsatisfied professionals say it is unlikely their compensation will increase over the next 12 months. Inversely, 51% of satisfied professionals say it is likely to increase.

Across all respondents, 59% said they received a bonus and a fifth said they received a larger sum than in the previous round. This dropped by 14% for unsatisfied professionals - less than half (45%) said they had received a bonus this year. In contrast, the majority of satisfied professionals (65%) received a bonus this year and a quarter (26%) said theirs actually increased. ►

The Price of Comfort*

Q. How likely is it that your compensation will increase in the next 12 months?



+ Figures may not sum up to 100% because of rounding

Career Motivations

Money holds less currency

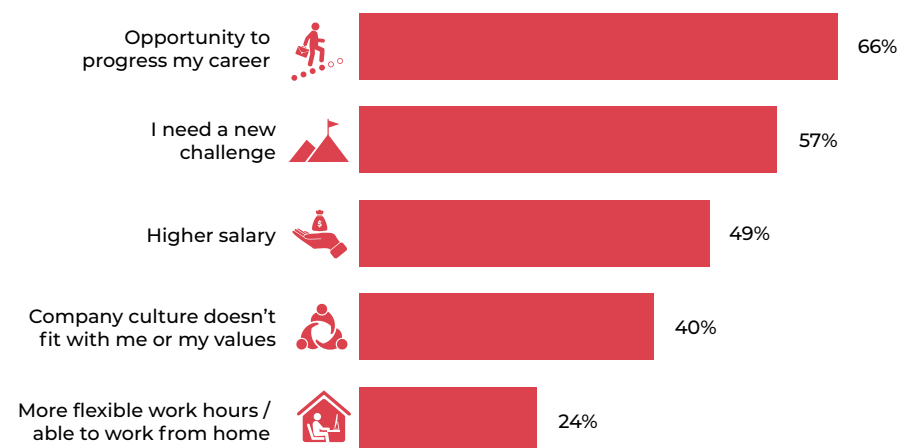
In the life sciences sector, an assumption persists that those who pursue private industry over academia are more interested in financial compensation. After all, European scientists who work in industry make about 30 percent more¹⁸ than those in academia. Our survey results reveal that is not necessarily the case; life sciences professionals are highly ambitious, intellectually curious, and driven by meaning and career progression.

When considering a new role, they are more motivated by the opportunity to advance their career (66%) or to take on a new challenge (57%), rather than pursue a higher salary (49%). Beyond the day-to-day,

life sciences professionals are increasingly focused on their employer's purpose within society; 2 in 5 (40%) said that they would consider seeking new employment because their employer's culture does not reflect their values.

The Covid-19 pandemic has also put work life balance on the agenda. In a recent poll of our global network¹⁹, we found that 81% of the life sciences workforce want their employer to continue offering working-from-home flexibility. This is reflected in motivations for finding new employment; a quarter (24%) said that they would be attracted to an employer who offered more flexible work hours or the ability to work from home. ►

Top 5 Career Motivations



18. Jyoti Madhusoodanan. 2014 Life Sciences Survey. The Scientist. October 31 2014. <https://www.the-scientist.com/features/2014-life-sciences-salary-survey-36509>

19. Phaidon International. 78% of Workers Want Work From Home Flexibility. May 2020. <https://www.phaidoninternational.com/blog/2020/05/78-percent-of-workers-want-work-from-home-flexibility-after-covid-19>

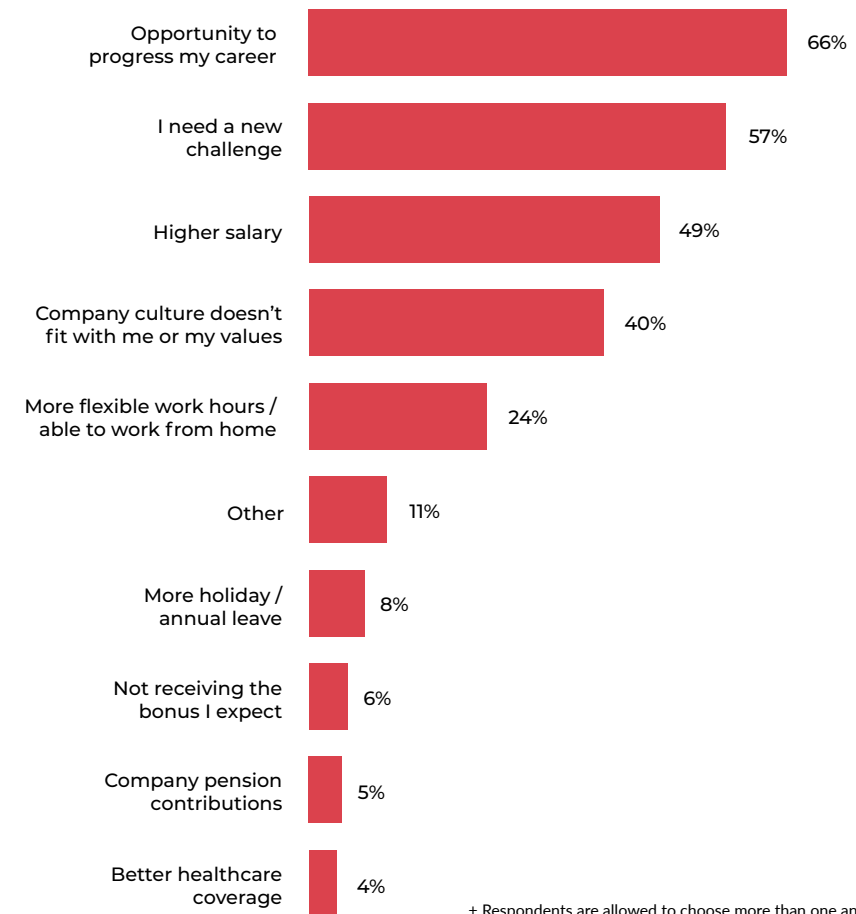
“Employers should really pay attention to this when creating strategies to retain, attract and motivate talent. This is now an expectation – employees expect more flexible working and enforced lockdowns have eroded previous objections. It’s been proven that many aspects of a business can operate successfully in this environment,” says **Zach Stamp** Executive Director, Life Sciences at **Phaidon International**. “Clients seem to be responding well to this where it is possible, even considering applications for regional or global roles from outside of the previous ‘host’; country for a role – this would not have been the case before the pandemic. Interestingly though, many people are keen to maintain a degree of

office based working – it is clear that choice and balance are the two most important things that candidates are demanding.”

However, again regional differences came into play. In the United Kingdom, the top reason for seeking new employment was to pursue a higher salary (70%), followed by career progression opportunity (59%) and seeking a new challenge (48%). Flexible working was also higher on the agenda, with 2 in 5 (41%) respondents saying they would consider moving jobs to be able to work from home. Company culture was also a greater priority for German respondents, with almost half (47%) saying they would seek new employment because their employer does not “fit with me or my values”. ▶

Career Motivation

Q. What reason would attract you to seek new employment?



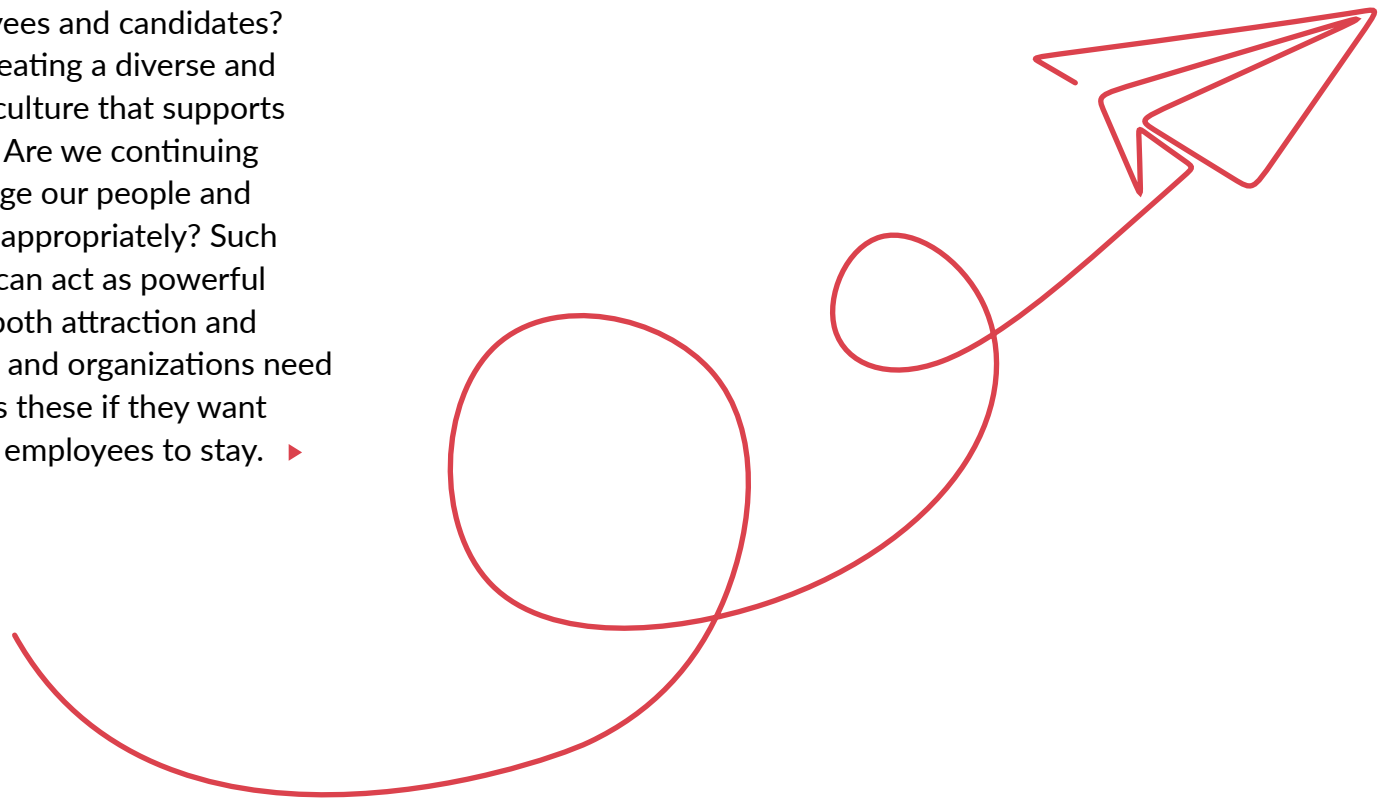
+ Respondents are allowed to choose more than one answer.

Preventing a talent exodus

Employers need to know and address what their employees actually want – in this case, offering them the career progression and challenges they crave, in addition to adequate compensation – or risk losing them, with all the cost that entails.

While it is undoubtedly more challenging to offer these incentives in a timely manner in the current environment, life sciences organizations need to ask themselves: Do we offer a clear path for progression and is that clearly communicated

to employees and candidates? Are we creating a diverse and inclusive culture that supports meaning? Are we continuing to challenge our people and pay them appropriately? Such offerings can act as powerful tools for both attraction and retention, and organizations need to address these if they want their best employees to stay. ►





Key Learnings

At a time of such volatility and uncertainty, life sciences organizations need to stay on course with strong vision, leadership, effective change management, and employee engagement. Even with a general slowing of the economy, it is vitally important to keep your business on the front foot, following these key principles:

- **Prioritize business-critical roles**, e.g. regulatory, quality, clinical development and operations, sales and manufacturing.
- **Partner with your HR teams to map out crisis response and plan ahead**, and adopt agile approaches to work so you can quickly adapt to changing conditions.
- **Get ahead of the curve – map out the market and engage with key talent before your competition does.** As people reflect on their long-term goals and seek change and new opportunities arising from COVID-19, now is the time to acquire new talent and better position your business for medium and long-term growth and recovery.
- **Understand employee motivations** so you can offer candidates what they actually want – not just a higher salary.
- **Work hard at employee retention and communicate with your workforce** at all levels to bring them on the journey and avoid creating an atmosphere of insecurity during an already uncertain time. ►

Swift decision-making for business-critical hires

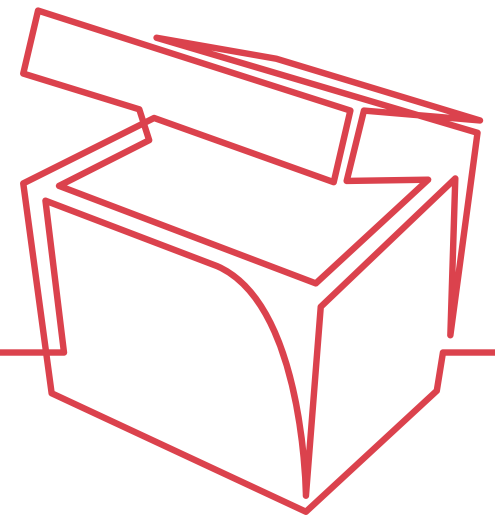
While hiring demand for life sciences talent remains high, lockdowns and remote working has slowed down the recruitment process for some organizations. The best way to get ahead of the competition is to make swift and savvy decisions over your business-critical hires. Snapping up top talent now will position your business for growth as revenue picks back up.

Proactively keep your people engaged

Key talent is confident in their employability, even in an uncertain market. Are you doing all you can to engage and retain them? Remember, smart people continue to have choices and you can't afford to take them for granted. Understand their motivations, maintain communication, and make your people feel valued if you want them to stay and work hard for you through these unpredictable times.

Hone your attraction strategies

Candidates are looking for a complete and attractive package that includes long-term career potential and progression, adequate compensation and new challenges, and creating a diverse and inclusive culture that supports meaningful work. Smart businesses look forward to long-term revenue generation through investment in the right talent.



Get in Touch

The **EPM Scientific** team can help solve your talent challenges, from analyzing your acquisition strategy and identifying current, near term and future needs to sourcing permanent or contingent workers to fill business-critical roles. **EPM Scientific** is part of the **Phaidon International** group, which consists of five specialist recruitment agencies, including **DSJ Global** who specialize in supply chain recruitment.

Please [get in touch](#) with your general enquiry or your local contact below.

Permanent



Zach Stamp
Executive Director Life Sciences
zach.stamp@phaidoninternational.com

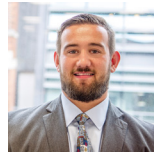


Jamie Remp
Director - Quality, Regulatory & Engineering
jamie.remp@epmscientific.com



William McKendry
European Partnership Manager – Life Sciences
william.mckendry@phaidoninternational.com

Contracts



Alex Tavener
Vice President Medical Affairs & Clinical
Research - Contracts
alex.tavener@epmscientific.com



Isabel Kennedy
Head of Contracts - Germany - QA & RA
isabel.kennedy@epmscientific.com



Thomas McMann
SVP - Head of EPM Contracts Switzerland
thomas.mcmann@epmscientific.com

Our Offices

Berlin
Linkstraße 2, 2nd floor, 10785
T: +49 30 72 62 11 444
www.epmscientific.de

London
Ground Floor, 21 Lombard Street, EC3V 9AH
T: +44 (0) 20 3758 8800
www.epmscientific.com

Zürich
Poststrasse 5-7, 8001
T: +41 44 542 12 82
www.epmscientific.ch

About us

EPM Scientific is a leading specialist recruitment agency for the Life Sciences industry. We were founded in 2012 to give companies and candidates peace of mind that the recruitment process is in experts hands. Today, we provide permanent, contract and multi-hire recruitment from our global hubs all over the world.

We pride ourselves in keeping our professional network up-to-date with any changes that will shape the future of work or affect the hiring process. Visit our website to discover more invaluable insights, including exclusive research, salary guides and market trends.

 www.epmscientific.de



A Phaidon International brand