



a SYNEOS HEALTH company

# taylor strategy partners

experience the power of personal



## rpo the teammates

You're dreaming of champion candidates to join your team. You might need them all throughout the life-cycle, from R&D to clinical, manufacturing, or commercial. You don't just need to find them - you need them to hit apply and accept your offer in the midst of a highly

competitive market. We join your team with a targeted and comprehensive game plan to find your new all-stars.

**TSP's Recruitment Process Outsourcing** team connects specialized candidates with rising and mature market life sciences organizations. Our holistic approach to talent acquisition amounts to a uniquely tailored solution, including talent acquisition resources, a strategic perspective on the talent pool, and assessments that measure technical expertise and behavioral tendencies. We help you navigate the complexity, diversity, and specialization of biotech and pharma roles to find the right people for you.

**Together, we explore solutions that are right for your business.** That could include our Talent Scouts who identify and select top talent, or our Talent Acquisition Managers who ensure a high-touch and seamless requisition process – or maybe your needs span the entire Talent Acquisition function. No matter what, we care about designing a program that best aligns with your unique needs.

### In your customized solution:

- Employment Branding
- Targeted Sourcing
- Talent Mapping
- Screening & Assessing
- Client Relationship Management
- Full-Cycle Recruiting Management
- Reporting & Analytics

### In every solution:

- Expertise in Life Sciences
- White Glove Service
- Exceptional Candidate Experience
- Executive Team Oversight

### tsp fast facts:

**51 years in the recruiting business**

**Builds in more than 50 therapeutic areas in 2020**

**Access to a database with 1.4 million candidates**

### need a sales force build?

We offer a comprehensive and customizable package exclusively for sales force builds and expansions. Ask about our **Sales Accelerator** service to learn how we can transform your sales team.

### what matters to us?

#### Quality.

Resumes are only paper thin. People are three dimensional. Our recruitment process uncovers a candidate's full narrative, ensuring they fit you and you fit them.

#### Flexibility.

Maybe you need full-service talent acquisition for a long list of roles. Maybe an on-site resource to manage talent acquisition is a better fit. You might need sourcing and screening. Our team is built to flex up and down to provide the right help.

#### Relationships.

As a strategic partner, we work closely with you as an extension of your team to provide exactly what you need, based on your unique company and ideal candidate profiles. We care about delivering an exceptional client and candidate experience from start to finish.



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