



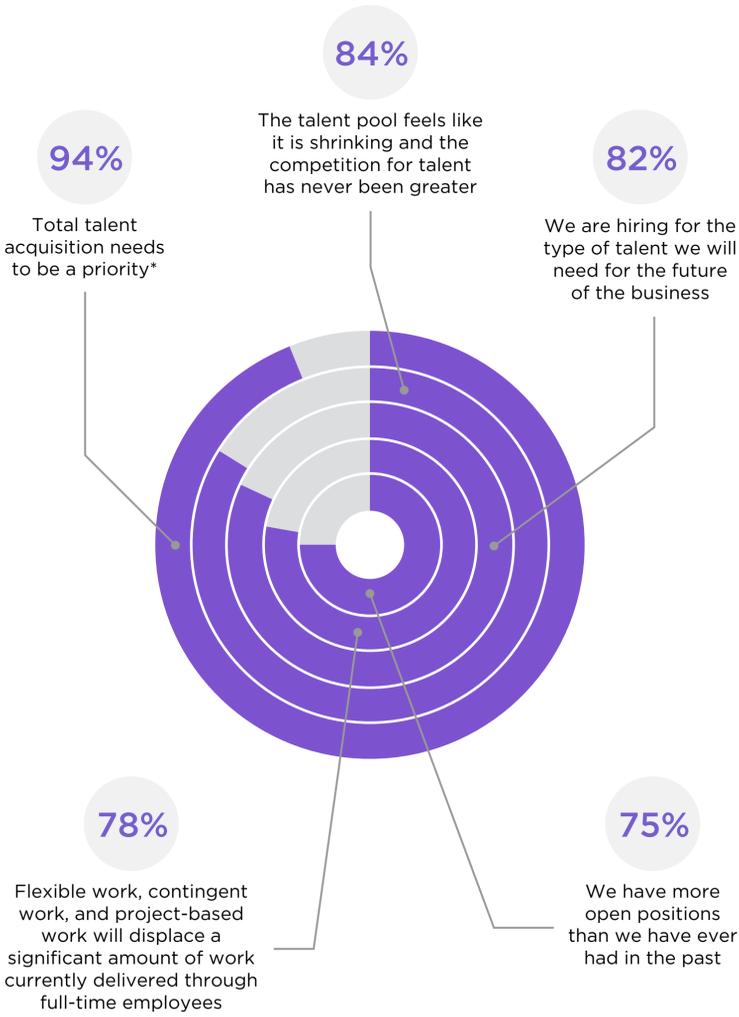
# KEY INSIGHTS FOR REFINING YOUR RECRUITMENT STRATEGY

The battle for top talent in the life sciences industry is at an all-time high. To succeed, TA leaders must rethink their talent acquisition strategies – from the tools they use to connect and engage with candidates to the use of Big Data, Artificial Intelligence, and more.

This infographic shines a light on the latest trends that are driving talent recruitment in the industry. The data is taken from **Cielo's 2018 Talent Acquisition 360 report**, which surveyed top decision makers at global companies ranging in size from 2,500 to more than 100,000 employees. **Here are some important takeaways for TA leaders in the life sciences industry.**

## WHAT THE INDUSTRY IS SAYING

Survey respondents agree with the following statements:



\* Total Talent Acquisition – Aligns a company's talent strategy with its overall business strategy to advance consistency in hiring every type of worker, including full-time staff, consultants, freelance contractors, temporary staff, project-based workers, etc.

## TOP RECRUITMENT PRIORITIES

- Communicating** with candidates in a consistent and meaningful way
- Delivering** quality hires consistently
- Innovating** to meet the demands of the business

Those TA leaders who excel take a highly personalized approach to candidate engagement while adapting the latest technology to identify top candidates and streamline processes.

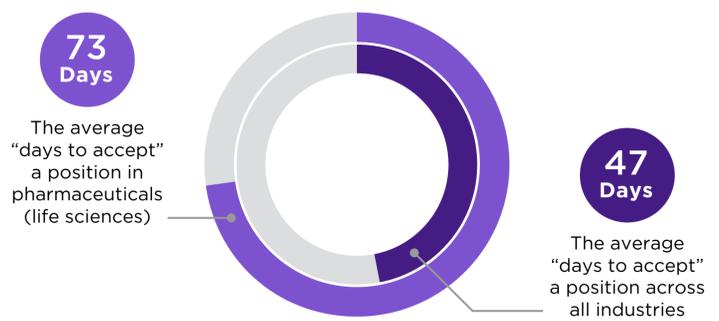
## KEYS TO RECRUITING SUCCESS

- Highly-Personalized Candidate Engagement**
  - Articulating company culture
  - Mobile-first communication
  - Personal interaction
- Technology and Analytics**
  - Big Data
  - Predictive Analytics
  - AI
- RPO Partnerships**
  - Industry expertise
  - Customized solutions
  - Access to advanced tools and technology
  - Partnership approach
  - Dedicated recruiting teams
  - Global reach

## THE COST OF HIRING<sup>1</sup>



## TIME COMMITMENT<sup>2</sup>

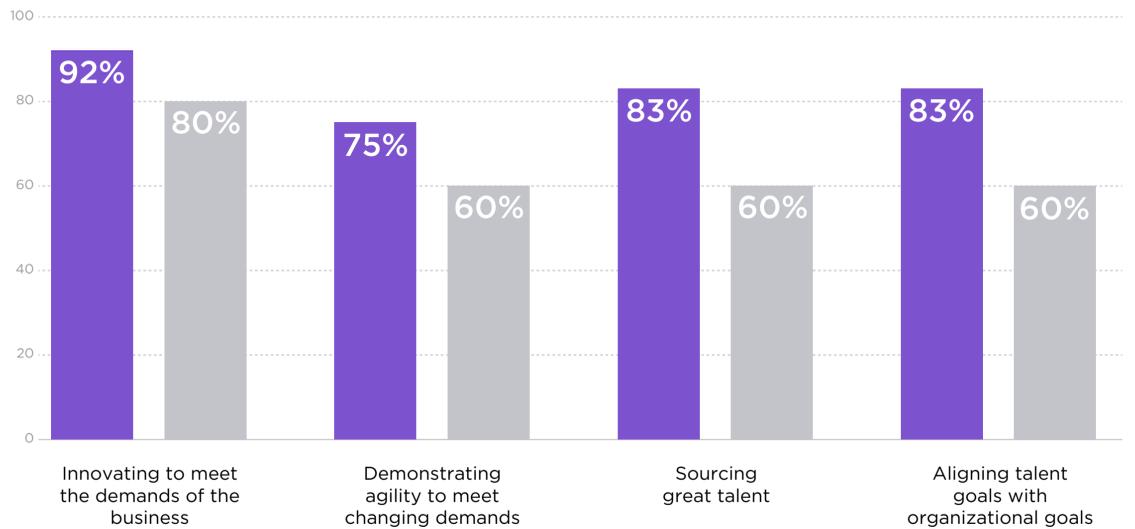


## THE RPO ADVANTAGE

Life sciences organizations who partner with RPO firms rate their TA effectiveness higher than those who don't.\*

■ With RPO Firms ■ Without RPO Firms

\*Percent of respondents from life sciences who rate their TA function as "Very Effective" or "Effective."



## VALUE OF A RECRUITMENT PROCESS OUTSOURCING PARTNER

68% of those surveyed currently use an RPO provider for:

- A more engaging candidate experience
- A more consistent recruitment process
- A differentiator as we compete for talent

A quality RPO partner can cut recruiting costs while reducing the time to fill.

To download Cielo's whitepaper on Talent Trends in Life Sciences, go to: [cielotalent.com/life-sciences-ta-trends](http://cielotalent.com/life-sciences-ta-trends)

Sources  
1. SHRM Customized Talent Acquisition Benchmarking Report (2017)  
2. PwC Saratoga HR Benchmarking Data 2017  
3. Cielo 2018 Talent Acquisition 360 report