

International **Life Sciences** Staffing Solutions

Providing a personalised recruitment service for your business.





About us

Blackfield Associates is a proven provider of talent acquisition solutions.

We provide compliant, full-spectrum staffing solutions for organisations across the Life Sciences sector. Working as talent acquisition facilitators our approach is to work in partnership with businesses to design and develop bespoke work programmes on a local or global scale.

Our resourcing solutions support contract, permanent and managed service requirements across Pharmaceutical, Medical Devices, Biotech and other regulated high volume manufacturing.

By investing the time to consult with our clients, we gain a complete understanding of your objectives and challenges, enabling us to ensure that the most appropriate solution is designed, implemented and delivered. This allows our clients to focus on driving their own business forward, with the reassurance that they will have the talent they require, when and where they need it.

Successful programmes include high level retained assignments, mobilising international project teams and running national recruitment drives. All our solutions are driven by project teams of function-specific consultants supported by an internal and external network of resource and payroll partners.



**Talent Acquisition
Solutions**

Contingent Recruitment

The solution

Blackfield Associates is a trusted provider of contingent recruitment services to the Life Sciences industry.

Over many years we have developed a broad portfolio of clients across multiple Life Sciences sectors and delivered services to a broad range of companies. We have been engaged to deliver staff throughout the UK, Ireland and mainland Europe in support of many leading projects.

Blackfield Associates has invested heavily in talent-pooling. Our consultants and clients benefit greatly from the vast candidate and client contact networks that have been developed, which provide a greater window into the Life Sciences talent marketplace.

The skill sets that we talent-pool range from C-Suite positions, Directors and Managers through to operational and technical staff. We are trusted by clients to fulfil roles on a permanent, contract or Statement of Work basis.

Blackfield Associates possesses the time-served and knowledgeable staff to consult with our clients and undertake a tailored contingent search for each position we register. Our consultative approach, combined with our sector specific and local market knowledge ensures we deliver a thorough contingent recruitment service providing high-quality candidates in a timely, compliant and cost-effective manner.

There are various benefits of engaging Blackfield Associates to deliver your contingent recruitment service.

Our clients benefit from

- Our established Life Sciences recruitment expertise
- Long-standing, experienced consultants
- A consultative rather than sales approach
- Access to Blackfield Associates talent pools
- Innovative talent acquisition strategies
- A robust and compliant recruitment process
- Defined timeframe for delivery



Our consultative approach, combined with our sector specific and local market knowledge, ensures we deliver a thorough contingent recruitment service, providing high-quality candidates in a timely, compliant and cost-effective manner.



Retained Search

The solution

Blackfield Associates' consultants are experts in managing retained search programmes that will deliver your business critical talent in the Life Sciences marketplace.

Whether you are seeking to engage a high level executive, appoint a position of critical importance or confidentiality, or have a role requiring extremely scarce niche skills, we can deliver a bespoke comprehensive and confidential programme to nominate the ideal candidate within the timeframe your business requires.

Blackfield Associates has developed significantly wide ranging client and candidate talent pools across the Life Sciences industry, particularly at Senior Manager and Director level. These talent pools provide our market expert consultants with greater access to critical staff not active on today's talent market.

Our Retained Search methodology ensures that all candidates are fully briefed, the client proposition is presented consistently, and enhanced selection techniques are used to screen candidates. These processes ensure that the candidates presented to our clients meet the cultural, knowledge and experience requirements of the role.

Key features of a Retained Search programme

- Dedicated consultant with research team
- Candidate and client brief
- Access to Blackfield talent pool network
- Focussed multi-channel search campaign
- Longlist and shortlist presentation
- Offer and candidate management

Our clients benefit from

- A bespoke programme to meet your needs
- Enhanced brand and EVP promotion
- Targeted access into talent market
- Enhanced quality of hire
- Defined timeframe for delivery
- Reduced cost to business of critical roles remaining unfilled



Our Retained Search methodology ensures that all candidates are fully briefed, the client proposition is presented consistently, and enhanced selection techniques are used to screen candidates.



Recruitment Campaign

The solution

We are experts in designing and managing bespoke recruitment campaigns, which deliver project teams or departments of permanent or contract talent.

Whether you have an upcoming project that will require a large number of people, or perhaps you need to engage a new team, open a new location, or are looking to hire a new skill set into your business, Blackfield Associates will deliver.

Blackfield Associates consults with our clients to gain a full understanding of your business need, your objectives and the challenges you face. Our knowledgeable team formulates a bespoke exclusive recruitment campaign aligned to the requirements of your business, and that will deliver the talent you require in a timely, cost-effective and compliant manner.

Each recruitment campaign is different and requires a unique recruitment strategy. Our innovative programmes factor in skill set, industry niche, location and timeframes in order to create the most appropriate solution. A robust recruitment process is then applied mirroring the requirements of your business and allowing seamless and compliant on-boarding of your new talent.

Key features of a Recruitment Campaign

- Dedicated campaign team and recruitment strategy
- Access to Blackfield talent pools and advertising
- Consistent brand and EVP promotion
- Robust screening and interviewing process
- Interview, offer and on-boarding management
- Comprehensive management information and KPIs

Our clients benefit from

- Rapid mobilisation and scalability
- Control and visibility over all activity
- Enhanced candidate screening and quality
- Reduced HR and management time
- Known and controlled costs
- Auditable and compliant recruitment process



We provide a robust recruitment process, mirroring the requirements of your business and allowing seamless and compliant on-boarding of your new talent.



Work Package / Statement of Work

The solution

Managing a key project, the agreements, the consultants and the daily delivery of the work is very time-consuming. Even during a complex programme, sub-projects or non-core activities may arise that require the dedication of a specialist team.

A typical solution has been to engage individual contractors, sometimes from a number of recruitment agencies, but this drains management time, requires co-ordination, individual cost negotiations and ongoing quality and outcomes management.

Blackfield Associates removes these distractions through the delivery of a Work Package or Statement of Work solution. Our Statement of Work solutions allow the outsourcing of complex project activities to a dedicated and scalable project team, reducing the need for our clients to distract key staff from their day to day responsibilities.

Under a Work Package or a Statement of Work solution, Blackfield Associates will consult with our client to understand the project requirement, the objectives, timelines and project deliverables. Project documentation is then scoped and a team of subject matter experts, or individual consultants are appointed to deliver the activities.

The outsourcing of a package of work to Blackfield Associates ensures that our clients benefit from a comprehensive programme delivered in a high-quality, timely, cost-effective and compliant manner.

Typically, Blackfield Associates' solutions are delivered under an estimated fixed-price model with any deviations from the scope of work captured under a detailed variation document. However different projects can require a specific pricing mechanism such as a rate card, a fixed fee, or on a transactional basis.

Key features of a Work Package

- Dedicated and accountable partner
- Bespoke package scoping
- Provision of expert team
- Bespoke pricing mechanisms
- Milestone based invoicing
- Management information on all activity

Our clients benefit from

- An efficient and effective solution for non-core project work
- A scalable solution – including individual consultants and project teams
- Access to subject matter experts
- Defined scope of work bringing timely delivery
- Control and visibility over activity
- Cost effective outsourcing model
- The release of internal resources to focus on core activities



Our Statement of Work solutions allow the outsourcing of complex project activities to a dedicated and scalable project team.





**Markets We
Support**



Commercial

With extensive experience serving a broad portfolio of clients, our Commercial team has exceptional knowledge and understanding of both local and global Commercial markets.

Typical personnel we supply

- General Manager, Brand Product Manager
- Marketing Manager, Marketing Director
- Regional / National Sales Managers
- Sales Directors and Sales Representatives
- Business Unit Director
- International Business Development Director

Regulatory Affairs

We have a proven track record in supporting our clients to protect public health through regulation and compliance throughout the life cycle of the product.

Typical personnel we supply

- Regulatory Affairs Consultant (Officer to Director level)
- Regulatory Operations / Submissions Specialist
- Regional RA Strategist
- Compliance Specialist
- Labelling & Registration Specialist
- CMC Consultant

Quality Assurance

Whether you are looking to conduct complex clinical trials or improve your current Quality Assurance, we can support your business with qualified permanent and contract staff that understand your needs.

Typical personnel we supply

- QA Management
- Validation
- Quality Management Systems (QMS)
- Quality Control
- Global / Group Director QA Functions
- Team and Department Management
- Operational - Officer / Technician / Engineer

Medical Affairs

Working across the full spectrum of Medical Affairs recruitment, we are well positioned to offer real-time market intelligence and bespoke, tailored recruitment solutions to this ever-changing environment.

Typical personnel we supply

- Chief Medical Officer (CMO)
- Medical Information Manager
- Senior Medical Adviser
- Medical Affairs Leader
- ABPI Signatory
- MSL Manager
- Medical Affairs Manager





Engineering

Our thorough understanding of the Life Sciences Engineering sector allows us to deliver technical recruitment solutions to support greenfield and brownfield developments, site and equipment upgrades and the ongoing supply of maintenance staff.

Typical personnel we supply

- Project Management / Planning / Project Engineering
- Validation Engineering inc. CSV
- Process / Chemical / Mechanical Engineers
- Maintenance Engineering (inc. Reliability & Maintenance Planning)
- Construction, Civil Engineering, Environmental, Health & Safety

Manufacturing

Blackfield Associates' consultants are Manufacturing resource experts, focused on technical and management support. We offer a number of tailored work programs and account managed solutions.

Typical personnel we supply

Manufacturing

- Production
- Planning
- Site Management
- Continuous Improvement / Reliability
- QC / QA

Maintenance Engineering

- Mechanical & Electrical Maintenance
- Controls and Instrumentation
- Process Improvement
- Management and Capital Projects

Health Economics & Outcomes Research

We provide recruitment solutions at affiliate, european and global level across Health Economics, Outcomes Research, HTA, Real World Evidence and Patient Reported Outcomes.

Typical personnel we supply

- PRO Scientist
- Health Economist
- Systematic Review Team Leader
- Health Economics Modelling Manager
- Real World Evidence Manager

Market Access Pricing & Reimbursement

Blackfield Associates recognises that success in Market Access requires a thorough understanding of the payer environment and the ability to develop innovative strategies and compelling evidence of the health benefit and financial impact of a treatment or therapy.

Typical personnel we supply

- Healthcare Development Manager
- Senior Director, Global Market Access
- Global Head of Market Access
- VP Pricing & Market Access
- EMEA Market Access Senior Manager



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