EPM SCIENTIFIC

PART OF PHAIDON INTERNATIONAL

MARKET INTELLIGENCE

Life Sciences Talent Report

HIRING, CAREERS & COMPENSATION

USA

2025

- Salaries, bonuses & benefits
- Career motivations
- Flexible working
- AI talent trends

Contents

Introduction

The USA's life sciences industry is returning to business as usual after years of accelerated hiring and compensation growth – but now there's a sharper focus on efficiency, innovation, and long-term success.

Scientific breakthroughs, AI integration, and ongoing investment in local manufacturing continue to generate exciting opportunities across pharma, biotech, and medical devices. Established firms are doubling down on hires to support new therapies, while emerging startups are competing for talent to take clinical-stage assets to market. Therefore, attracting and retaining top talent now requires more than just a competitive salary, and professionals look for not only meaningful work, but also better balance and flexibility.

To help employers navigate these evolving priorities, and empower professionals to benchmark their compensation, EPM Scientific surveyed nearly 500 life sciences professionals across the USA. This report explores their salaries, bonuses, and benefit packages, alongside what's motivating their next move. You'll also find in-depth insights into the challenges of hiring AI talent and strategies to overcome them, plus advice from our market experts on how to compete for top professionals in today's market.

Whether you're building out a commercial team, hiring technical talent, or considering your next career opportunity, this exclusive report offers timely data and guidance to help you plan with confidence.

USA Life Sciences Talent Market Overview

With volatility giving way to a more measured pace, we break down where companies are hiring, why, and what lies ahead.

USA Life Sciences Talent Market Overview

A Return to "Normal" Hiring Cycles

After a period of rapid hiring and steep salary growth during the pandemic, the life sciences talent market has largely settled into a more predictable rhythm, reflecting a return to typical biotech cycles – a mix of hiring spurts, funding pauses, and pipeline failures that no longer signal widespread instability.

Hiring is now far less volatile than it was in the boom-and-bust stretch of 2020 to 2023. While 2024 saw many organizations restructure or hold hiring steady amid rising interest rates and tighter capital markets, now we are seeing businesses hiring and growing teams selectively to generate long-term growth and value.

Regional Hiring Hotspots

While traditional powerhouses like Boston, New Jersey, Chicago, and the Bay Area continue to drive much of the industry's hiring, they're no longer the only destinations for life sciences talent. Across the country, a number of up-and-coming locations are seeing notable investment, expansion, and hiring activity, particularly in manufacturing, R&D, and commercial functions.

Philadelphia, for example, is becoming a fast-growing pharma hub. With a more compact ecosystem than its East Coast neighbors, companies are moving quickly to secure talent, often turning to specialist recruiters to fill critical roles. The city's increasing concentration of life sciences companies, combined with its proximity to academic institutions and lower costs, is making it an increasingly competitive market.

On the West Coast, California remains a key player, and following downsizing among smaller biotechs in the Bay Area, companies there can now draw from a larger pool of experienced professionals. However, local candidates are now more risk-averse, making them less likely to jump into early-stage ventures without strong incentives or stability. Meanwhile, cities like San Diego and Los Angeles continue to gain momentum as alternatives, with growing clusters of biotech and medtech firms.

In the South and Midwest, hiring is accelerating in places that have historically been overlooked. Texas and North Carolina are key markets to watch, especially in biologics and pharmaceutical manufacturing. Houston's medical corridor is seeing renewed investment, while North Carolina's Research Triangle has attracted several high-profile manufacturing facility builds in recent years. These developments are expected to drive significant demand for talent in quality, operations, and engineering roles.

With hiring now expanding well beyond the usual coastal strongholds, employers and professionals alike should keep an eye on new pockets of opportunity across the country.

USA Life Sciences Talent Market Overview

Funding & Investment Growth

While the pace of venture funding and IPOs slowed in 2023 and early 2024, biotechs are receiving fresh funding rounds and beginning to hire again. If this momentum continues, especially alongside improving capital markets, more early-stage companies are likely to return to growth mode – particularly in R&D and clinical development.

On the enterprise side, several top pharma players are investing heavily in USA-based manufacturing projects and supply chain capabilities, which could spark a wave of hiring in late 2025 and into 2026. The resulting demand for specialized talent in manufacturing, regulatory, and supply chain roles is likely to grow as new facilities come online.

2025-2026 Hiring Outlook

Looking ahead, the hiring climate is expected to stay stable, with companies already rebuilding in high-impact areas. The industry's outlook hinges on macroeconomic factors and evolving regulatory frameworks. For example, recent FDA changes around accelerated approvals could influence how quickly companies scale teams ahead of product launches. While a return to the hiring frenzy of 2021 is unlikely, few believe the market will decline further.

In this environment, companies must be strategic. Many smaller and mid-sized biotechs, particularly those transitioning from clinical to commercial stages, face the greatest hiring challenges. These organizations can no longer rely on a booming market to attract talent, and instead must differentiate through thoughtful compensation packages and progression opportunities, moving quickly when top talent becomes available. For professionals, this is a moment to seek not only compensation but also meaningful work and stability.

The next sections of this report dive into exactly these factors, unpacking the latest survey data on compensation and what candidates want, and translating it into guidance for how employers can gain an edge in hiring.

SURVEY RESULTS:

Base Salaries

Base Salaries

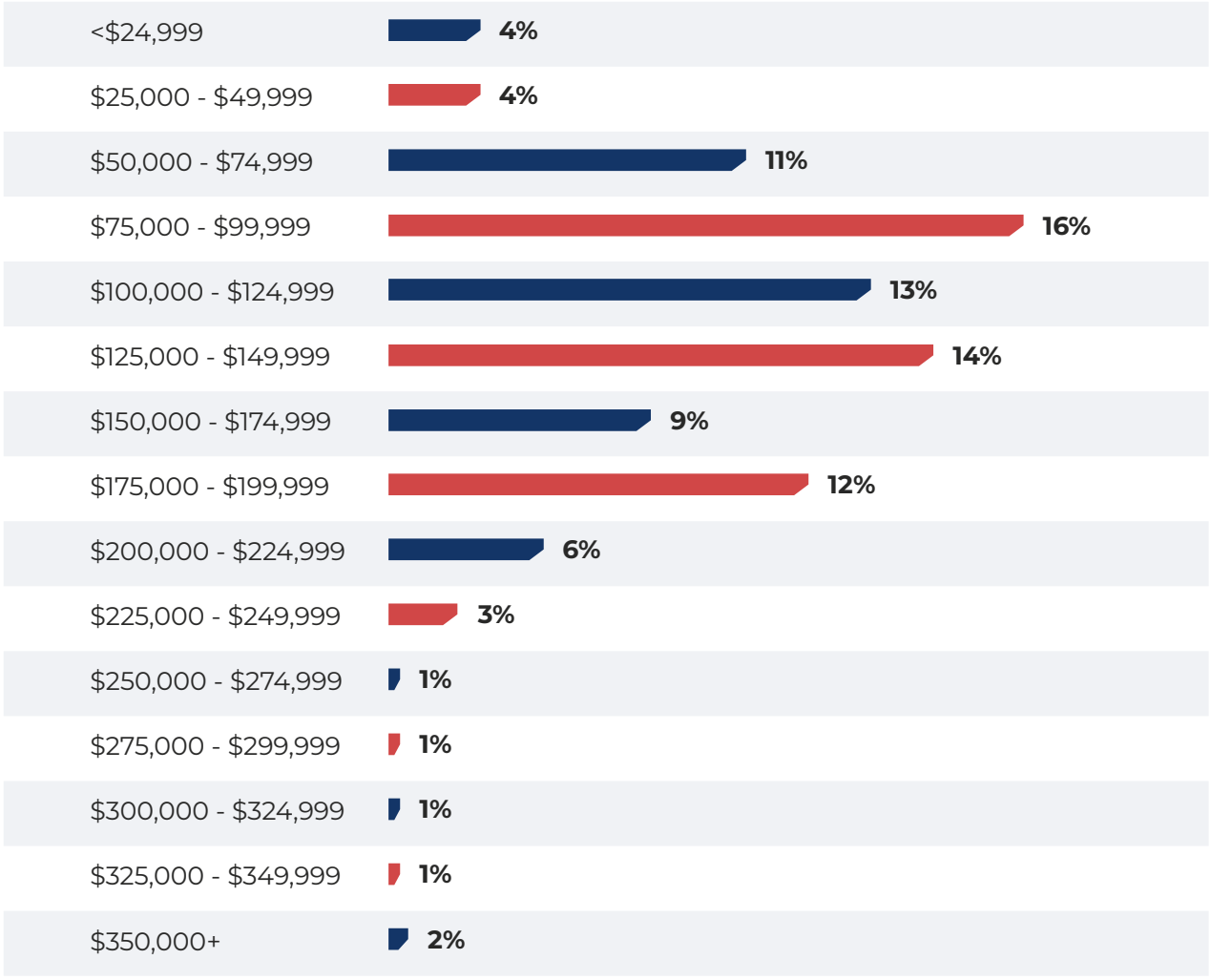
Base Salary Value

The table below offers a snapshot of base salaries across the USA's life sciences industry, with values varying based on function, seniority level, company size, and geographic location. **Jae Yoo, Executive Director at EPM Scientific**, gives some real-word context to these numbers, explaining how current talent trends are shaping companies' salary spend:

> **"We are seeing strong demand and some of the most aggressive compensation increases at the higher end of the salary bands, particularly for roles at the Director and Senior Director level – there's a clear focus on senior talent with deep technical expertise and the ability to work with AI tools or drive automation. However, this focus on senior-level capability means some junior roles are being deprioritized or even phased out entirely, as companies look to streamline through technology and leaner team structures."**

EPM Scientific can provide salary and total compensation benchmarks tailored to your exact requirements – simply **request a call back** and a member of our team will reach out for more information.

What is your current annual base salary in USD? (Not including benefits, on-target earnings, bonuses, or any other monetary contributions)



Base Salaries

Base Salary Changes

Turning to salary trajectory, we asked life sciences professionals whether their base pay had changed in the last year, and only half said they had received a raise – a notable drop from 67% the year before. While this might seem unusual in an industry accustomed to annual merit bumps for at least cost-of-living, part of the explanation is the economic slowdown of 2023: many companies, including big biopharmas, froze pay in response to lower earnings and pipeline setbacks. Jae also connects it to the unwinding of prior excesses:

> **"During the COVID biotech boom, people were landing 20–30% raises. But now, that pace has slowed dramatically. A lot of those high-salary candidates have been restructured out, and the market has normalized. We're now seeing more conservative increases."**

For employers, this trend may relieve pressure on salary budgets in the short term, but it also risks morale issues if staff feel stagnant. **Sydney Brellenthin, Director at EPM Scientific, warns:**

> **"We are still seeing most candidates getting bonuses and raises, so the fact that some aren't is a red flag. If companies fall into that bracket, they need to pay closer attention to retention and internal engagement."**

Clear communication and selective incentives such as bonuses, equity, and promotions become even more important if across-the-board raises are off the table.

Base Salaries

Base Salary Increases vs Expectations

Among those who did receive a raise, 65% reported increases of 1–5%, typically aligned with cost-of-living adjustments. Respondents with bigger jumps were likely tied to a promotion or an external move. Expectations for salary growth when changing jobs have also cooled, suggesting candidates have become more realistic and perhaps more risk-averse. This year, the most common desired increase for a new role was 6–10%, down from 16–20% last year. Sydney says:

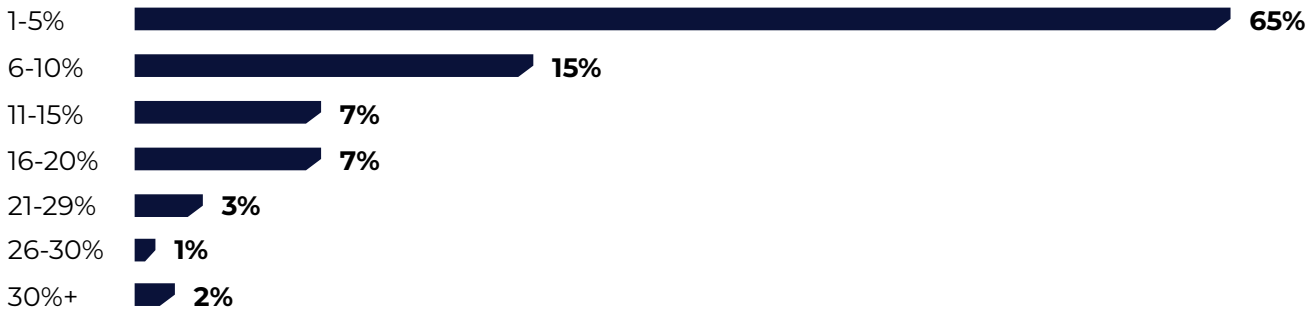
> **"Candidates understand it's a more cautious market now. Compared to last year, they're expecting smaller increases, and that reflects a broader understanding that hiring has regulated."**

Jae agrees:

> **"The drop in expected salary increases is evidence of a return to what used to be standard in the industry. It's another sign that the market is stabilizing. Candidates are being a bit more realistic, and I think companies are too – especially with a lot of restructuring and tighter budgets."**

This salary reset may make it easier to attract talent without stretching salary bands too far, although top performers and in-demand specialists will still command a premium.

How much has your salary increased in the last year?



How much of a pay raise would you look for in your next role?

7% Flat move	11% 1-5%	22% 6-10%	18% 11-15%	16% 16-20%	6% 21-25%
4% 26-30%	2% 31-35%	2% 36-40%	1% 41-45%	4% 46%+	7% Unsure

SURVEY RESULTS:

Yearly Bonuses

Yearly Bonuses

Receiving a Bonus

Bonuses continue to be a key component of compensation for life sciences professionals. In the past year, half of respondents reported receiving a bonus, while 35% said they did not, and 11% were not eligible.

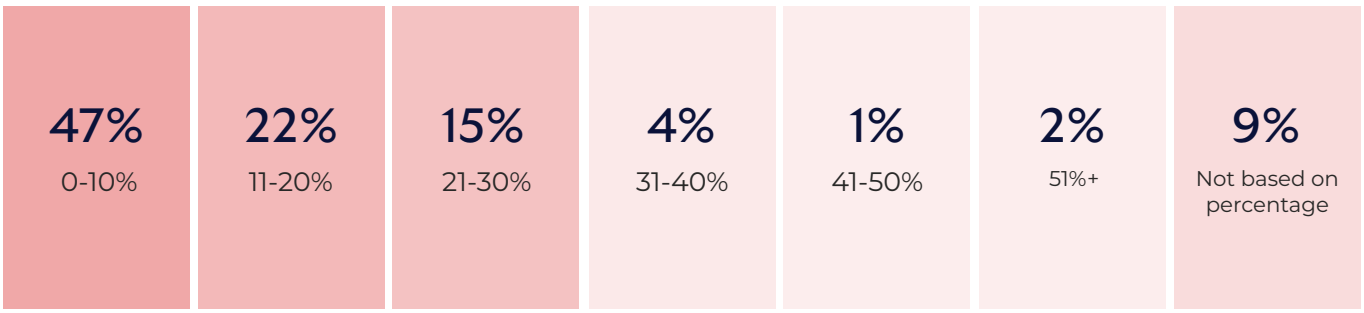
Among those who did receive a bonus, nearly half received an amount no greater than 10% of their base salary. Additionally, 58% of respondents said the value of their bonus had not changed from the previous year, suggesting that many companies opted for consistent, but not especially generous, payouts during a more cautious financial period. As Sydney explains, bonus structures can vary greatly by company type:

> **"Bonuses are a core part of the compensation conversation. Especially in pharma, we expect most candidates to receive something. That said, in early-stage or privately funded firms, particularly in tools and research, bonuses can be a lot less predictable."**

Following a year with limited base salary increases, a well-structured bonus will be a key tool for companies to retain top talent and keep motivation high.

Have you received a bonus in the last year?

If yes, what percentage of your salary is your bonus?



Yearly Bonuses

Bonus Expectations & Motivations

Still, bonuses remain a powerful tool for retention. Over half (54%) of respondents said a reduced bonus could prompt them to seek a new role, and 79% indicated they'd be tempted to accept an offer elsewhere if it included a higher bonus, underscoring the role bonuses play in both retention and recruitment.

Bonus pools may improve if company performance rebounds, supported by increased investment in manufacturing and positive market signs. However, outcomes will vary significantly. Companies in growth mode or with successful product launches are more likely to offer stronger bonuses, while those facing headwinds may remain cautious. **As Luke Newton, Managing Director at EPM Scientific, summarizes:**

> **"Everyone expects a bonus. It's important for hiring managers to know that bonus potential is a big draw, even more so than a reason to leave."**

Was your bonus package in line with your expectations?

Could a reduced bonus be a contributing factor towards looking for a new role?

Would a higher bonus potential be a reason to accept an offer from a new company?

SURVEY RESULTS:

Benefits

Benefits

The life sciences professionals we surveyed received a vast range of benefits. Unsurprisingly, healthcare benefits were nearly universal in our sample: 81% of respondents said they received medical coverage and 78% had dental coverage at their current firm. A high share (65%) also had access to employer-sponsored retirement plans. Beyond these staples, many life sciences employers provide a variety of other perks. Equity-based incentives, offered to 30% of respondents, are especially powerful for start-ups and smaller firms that may not compete on base salary alone. Sydney says:

> **"Equity continues to be a major benefit candidates ask about, particularly in earlier-stage biotech, It's not new, but it's a huge motivator – especially when paired with a high-growth narrative."**

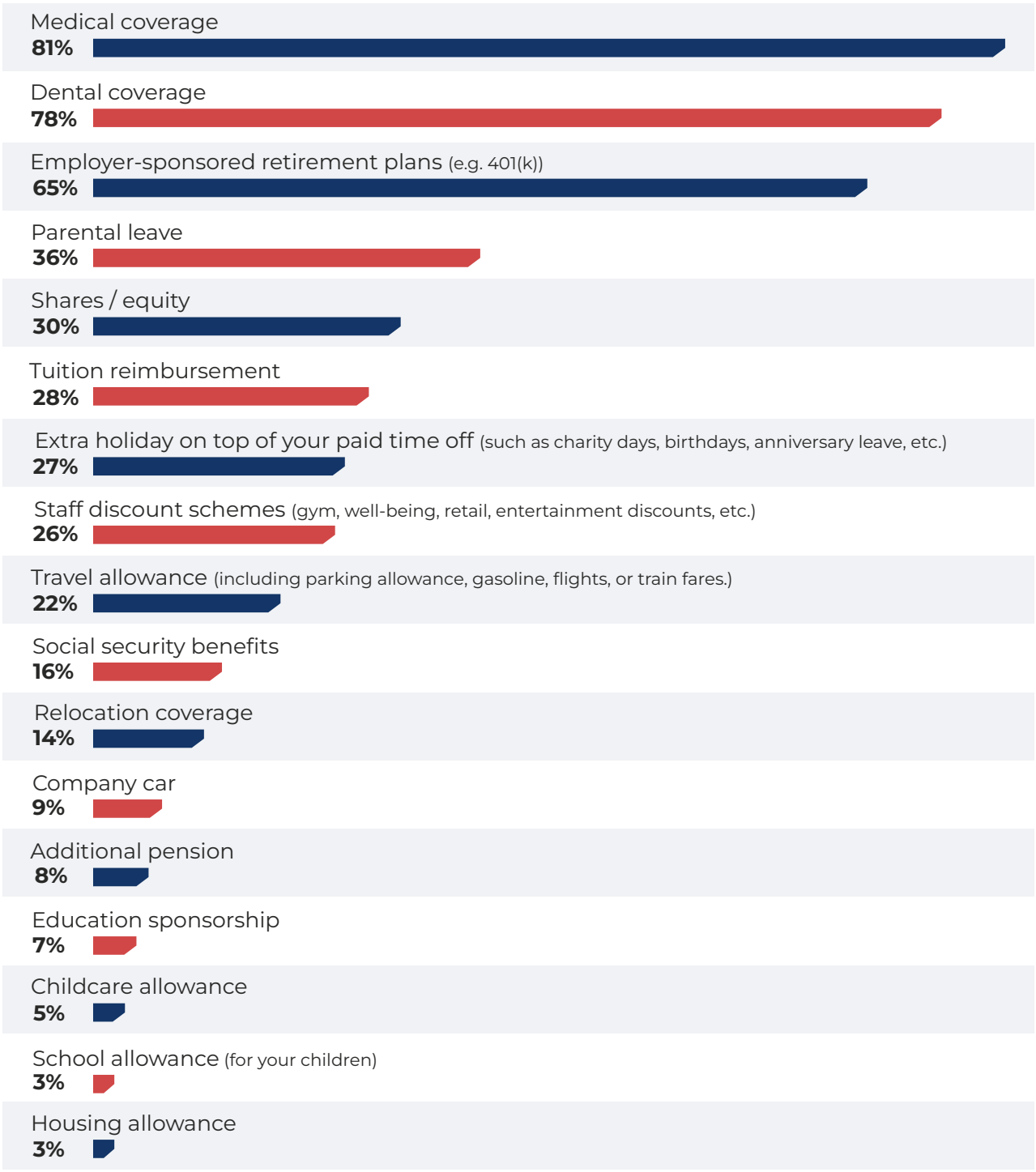
Meanwhile, 28% of respondents said they received tuition reimbursement, highlighting an industry-wide commitment to ongoing training. As Jae explains:

> **"Life sciences companies often encourage employees to pursue higher education and specialized training, and some even push for certifications and master's programs. It's a real differentiator in this space, especially for attracting talent looking to build long-term careers, as it reflects how committed a firm is to professional development."**

For smaller or scaling businesses, these types of benefits can be a strategic way to attract top candidates who might otherwise lean toward larger organizations.

Benefits

Do you receive any of the following benefits as part of your current package? Select all that apply.



SURVEY RESULTS:

Annual Leave

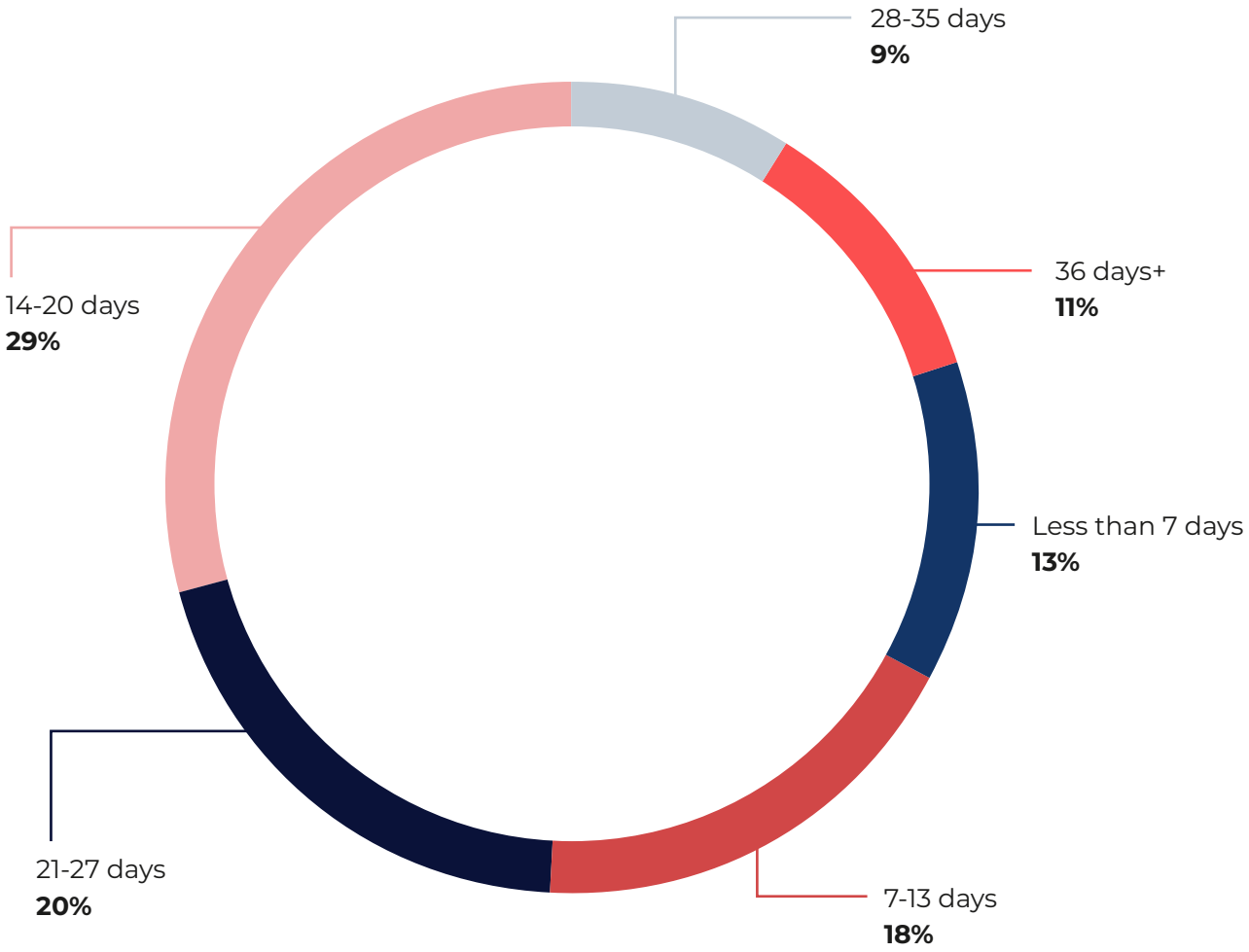
Annual Leave

Annual leave entitlements varied widely across our respondents, although most working in a contract role said they received 13 days or less, while the majority in permanent positions fell within the 14-27 day range.

11% of respondents also said they received 36 days or more, which Luke explains is likely coming from employees with unlimited PTO. He notes that this approach can often lead to ambiguity and underutilization, with many employees taking less time off than they would under a traditional accrual model.

Ensuring clarity around time-off policies and encouraging teams to use their leave can be a simple yet effective way to promote wellbeing and reduce burnout – and in turn, attrition – especially in fast-paced or high-responsibility roles.

How many days of paid annual leave (exlcuding public holidays and weekends) do you get in your current package?



SURVEY RESULTS:

Flexible Working

Flexible Working

This year's data reveals that flexibility is still highly valued, though employers are slightly pulling back on remote work compared to last year.

A substantial 67% of life sciences professionals say their current role offers flexible hours, such as the ability to adjust start/end times or condensed workweeks, but this is down from 74% a year ago. Similarly, 69% have the option to work remotely at least part of the time, compared to 79% previously. Jae states:

> **"The decline in flexible and remote working isn't surprising. With major players implementing return-to-office mandates, we're seeing a clear trend back toward on-site requirements, especially in technical or regulated roles."**

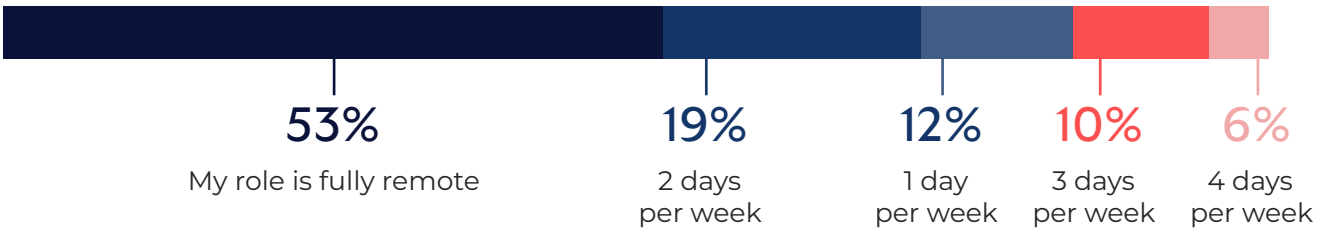
Of those who do have remote flexibility, more than half (53%) say their role is fully remote. This high figure likely reflects legacy arrangements from pandemic-era hires – expectations that may not align with current hiring trends, adds Luke:

> **"Aside from field-based positions which are naturally fully remote, some roles are still remote because people joined during COVID, but in reality, new hires are trending back toward hybrid or office-first. That's a crucial distinction for hiring managers to understand."**

Are your working hours flexible in your current role?

Do you have flexibility to work remotely in your role?

If yes, how many days per week can you work remotely on average?



Flexible Working

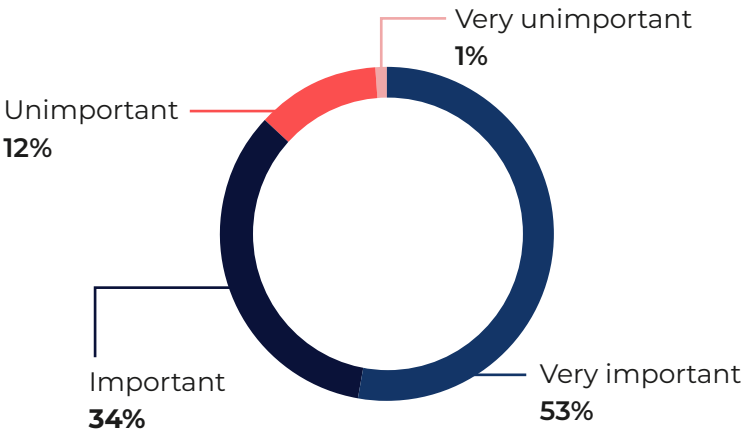
Flexible Working Expectations

Even as flexible work options have decreased slightly, the workforce still overwhelmingly values flexibility. 87% of respondents said flexible working is important or very important when considering a new opportunity, only a marginal 3% drop from last year's sentiment. Yet more people are willing to forgo that flexibility if need be, with 62% saying they would accept a new job that was fully office-based – a notable increase from 48% a year ago. Sydney advises why this might be the case:

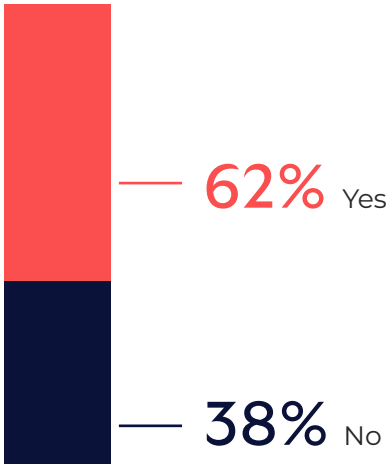
> **"Candidates are more open to full-time office roles than they were last year, especially when it comes to culture and collaboration. We're hearing more from candidates who want a workplace where they feel part of something."**

If your organization can offer hybrid or remote options, it continues to be a significant advantage in attracting talent, particularly for passive candidates who won't move for a downgrade in flexibility. Our recommendation is to offer as much flexibility as the role allows without compromising performance and culture. And if a role requires a fully on-site presence (e.g. lab-based roles), emphasize other benefits and the rewarding nature of the work to compensate.

How important is flexible working when considering a new opportunity?



Would you accept a new job offer if the role required you to come into the office full-time?



SURVEY RESULTS:

Career Motivations

Career Motivations

Push Factors

The top reasons that would influence respondents to leave their current company:

1. **Poor work-life balance** 70%
2. **Negative workplace culture** 65%
3. **Low base salary** 65%
4. **Workplace conflict or cultural misalignment** 56%
5. **High stress levels** 53%

Pull Factors

The top reasons that would attract respondents to a new company:

1. **Good work-life balance** 81%
2. **Higher base salary** 81%
3. **Leadership / a good manager** 66%
4. **Flexible working / work from home policies** 60%
5. **Good workplace culture** 58%

Last year pay was the number one reason life sciences professionals would be attracted to a new role. This year however, it was joint top, with culture and work-life balance now also a big deciding factor.

It's also important not to overlook deeper motivators that may not have appeared in the top five, but can still heavily impact career decisions depending on the role or company mission. Luke adds a critical reminder:

> **"The science is often one of the most important reasons someone will make a move – because they believe in the work or want to be part of something cutting-edge."**

In today's market, compensation might open the door, but it's culture and a sense of purpose that keep top talent on board.

DEEP DIVE:

AI Talent Trends in Life Sciences

Hiring challenges, solutions, and the future of AI in life sciences careers

AI Talent Trends in Life Sciences

Redefining Talent for the AI Era

Traditionally, life sciences firms hired computational scientists who also had a background in biology or chemistry – think bioinformaticians or biostatisticians who bridged lab science and coding. What's changed is that now many companies are looking for pure tech experts. **Edward Curry, Associate Vice President at EPM Scientific says:**

> **"The biggest change I've seen over the last year is that companies are now hiring for positions requiring a pure computer science background. These individuals don't necessarily need any biotech experience and instead support the development of new algorithms and models that can be used for biological challenges."**

These are people with PhDs in computer science or related fields, who might have come from big tech companies or academia, and can build AI models and algorithms from scratch. A few years ago, a biotech startup wouldn't consider hiring someone who knew nothing of biology; today, if that person can build an AI that predicts protein folding or analyzes images for pathology, they are worth their weight in gold regardless.

Our survey findings support this trend: 68% of life sciences professionals believe AI is or will be important to their career. The industry is accepting that AI expertise is a discipline of its own.

Do you think AI is / will be important to your life sciences career?

Have you received any AI skills training in the past year?

If yes, did you receive a pay increase as a result of the AI skills training?

AI Talent Trends in Life Sciences

Biggest AI Hiring Challenges

Life sciences companies are venturing into unfamiliar territory recruiting these tech specialists, and many struggle with how to evaluate and attract them. Here are some of the common challenges we're helping clients with at EPM Scientific:

Salary Expectation Gaps

Perhaps the biggest shock for hiring managers is how much they need to pay AI/ML specialists – senior scientists who also work in computer science can command an extra $100k in salary. This is largely driven by intense competition for strong candidates, not just from other life sciences firms but tech companies too, pushing salaries up to the $250k range for experienced ML talent in biotech.

Employers must recognize the reality that tech talent commands tech salaries. If your budget is well below market, you will likely need to hire someone more junior or not at all. The good news is that as more data becomes available, life sciences executives are starting to adjust their pay scales for these roles.

Hybrid Skills vs Realism

Another challenge is defining the role. Some companies insist candidates must have both advanced AI skills and life sciences knowledge, writing job specs seeking 'unicorns' like requiring a PhD in Computer Science with 5+ years in drug discovery. Edward Curry warns this is often **"an impossible situation. There's really no one that meets both deep AI and biology experience and would be open to a traditional biotech salary range"**. In other words, the few people who do straddle both worlds are extremely sought-after and usually scooped up by big pharma or well-funded firms at top dollar. Most companies would be better off prioritizing one or the other.

Edward finds that recently more firms have opted to hire pure AI experts and pair them with subject-matter experts internally. Going forward, he predicts a growing need for professionals who can use AI tools (for example, a biologist proficient in using an existing ML platform), whereas the past year's focus has been on builders like specialist coders and data scientists.

It's critical for employers decide which type your situation needs. If you're building proprietary AI capabilities, you need those core ML builders (and pay accordingly). If you're simply adopting AI tools in your workflow, you might upskill your current scientists or hire people with some AI experience but strong expertise in their field.

AI Talent Trends in Life Sciences

Four Strategies for Hiring AI Talent

Our work with clients in this space has also revealed several key strategies to hiring success:

1. Budget Realistically & Be Flexible

As previously discussed, top AI talent comes with a top budget. Companies that set budgets too low typically struggle to attract qualified candidates and face long-term vacancies. To stay competitive, be prepared to adjust compensation to better align with market demands and be open to candidates with adjacent or transferable skill sets. In many cases, it's also necessary to reconsider rigid requirements around academic pedigree or niche experience. Successful employers focus on core competencies and the ability to grow into the role, as flexibility on both compensation and candidate profiles is essential to attracting this talent pool.

2. Provide Meaningful Work – Mission Sells

Why would an AI expert join a biotech instead of, say, Google or a hot tech startup? Often, it's the impact. Life sciences can offer a rewarding career, which can attract purpose-driven tech talent. Employers should lean into this. One of our clients successfully hired a machine learning engineer from a FAANG company by highlighting how the engineer's algorithms would directly contribute to developing a cancer treatment, and they accepted a slight pay cut because the work was meaningful. This is supported by our survey results, which found 25% of life sciences respondents would take a salary cut to work on GenAI projects.

While three-quarters wouldn't take less money, you might not have to outbid tech on salary if your mission and science are inspiring – but you do need to convey that passion and have a clear, exciting project for them to work on. Don't hire an AI specialist without a plan for what they'll build. Edward Curry warns that he's seen companies bring on AI experts without sufficient data, infrastructure or defined problems, and it's failed. Top talent will want to know all the details in interviews, so be ready with your answers.

AI Talent Trends in Life Sciences

3. Partner & Pipeline

Given how small this talent pool is, companies often benefit from working with a talent partner that already has a network of AI/ML professionals interested in life sciences. We've found that the best candidates typically aren't applying cold to job postings – they may not even know your company if it's a small biotech. But they might respond to a talent consultant who can tell the story of your mission and team.

At EPM Scientific, we also spend a lot of effort assessing a candidate's motivations and culture fit with life sciences. Not everyone from tech will thrive in pharma – factors like the pace, the regulated environment, and the collaborative culture with scientists are different. By carefully vetting and presenting only those candidates who have both the technical know-how and the genuine desire to apply them to healthcare, we dramatically improve hiring success rates. Companies can do this internally, but it requires significant time and networking.

4. Train & Upskill Internally

Our survey revealed that 39% of life sciences professionals have undertaken AI skills training in the past year. However, only 10% reported getting a pay increase as a result, implying that internal upskilling is happening but not yet being rewarded or fully utilized. Companies might consider formally identifying internal candidates (for example, data analysts or biologists with coding interest) and sponsoring their AI training, then promoting them into hybrid roles. This can be a cost-effective way to build AI capability, especially for implementing existing tools or managing vendors. That said, there's a big difference between employees using AI to automate daily tasks and talent skilled in building or deploying GenAI systems.

While Edward Curry hasn't yet seen a huge wave of companies successfully training up talent for these roles, he agrees this could become more common in the next year or two. For now, most are still trying to hire externally, but forward-thinking firms should not overlook motivated internal talent who could transition with some investment.

In summary, AI and data talent are integral to the future of life sciences, but hiring them requires bridging two worlds. Companies that succeed will be those that marry the best of both: offering purpose and scientific excitement with the speed, flexibility, and rewards that tech talent expect. With thoughtful strategy and perhaps a bit of expert help, even smaller firms can compete in this arena – we've seen it happen when the right selling points and packages come together.

Key Takeaways

Key Takeaways

Key Takeaways for Hiring Managers

Based on this year's survey findings, here are three key takeaways for employers to keep in mind when headcount planning, hiring, or aiming to improve employee retention:

1. Culture and Balance Now Outweigh Compensation – Lead with Values

Professionals consistently prioritize good work-life balance and a positive workplace culture over a higher base salary. In interviews, job descriptions, and employer branding, make your team environment and values visible. Candidates want to know: Will I be supported? Will I grow? Will I burn out? Showcase how your culture enables long-term success.

2. Don't Assume Candidates Will Wait

While salary expectations have stabilized, top candidates are still receiving multiple offers – particularly in high-demand areas like commercial, regulatory, and scientific roles. Delays or vague offers can easily lose talent. Streamline your hiring process, clarify compensation up front, and be ready to act quickly on the right candidate.

3. Flexibility Isn't Just a Perk, It's Part of the Package

Even though more candidates are open to office-based roles, flexible working is still a core expectation. If possible, offer hybrid models or other forms of autonomy like flexi hours or project-based scheduling. Employers who treat flexibility as non-negotiable stand out in today's market.

Key Takeaways

Key Takeaways for Professionals

For professionals considering their next career move, here are three key pieces of advice to take away from our survey results:

1. Know Your Priorities – and Communicate Them

Whether you're driven by salary, stability, growth, mission, or flexibility, identify your top three must-haves before you job search. That clarity will help you evaluate offers and ask the right questions during interviews. Employers want to hire people who know what they're looking for.

2. You Don't Have to Chase Huge Raises, but Don't Settle Either

Most candidates are now aiming for smaller salary increases when moving roles, and fewer are job-hopping for short-term salary gains. That's smart – but it doesn't mean accepting stagnation. Use benchmarking data and advice from your talent partner to understand your worth, and make sure each career move adds value to your long-term goals.

3. Investing in Skills is Smart, but Don't Wait to be Noticed

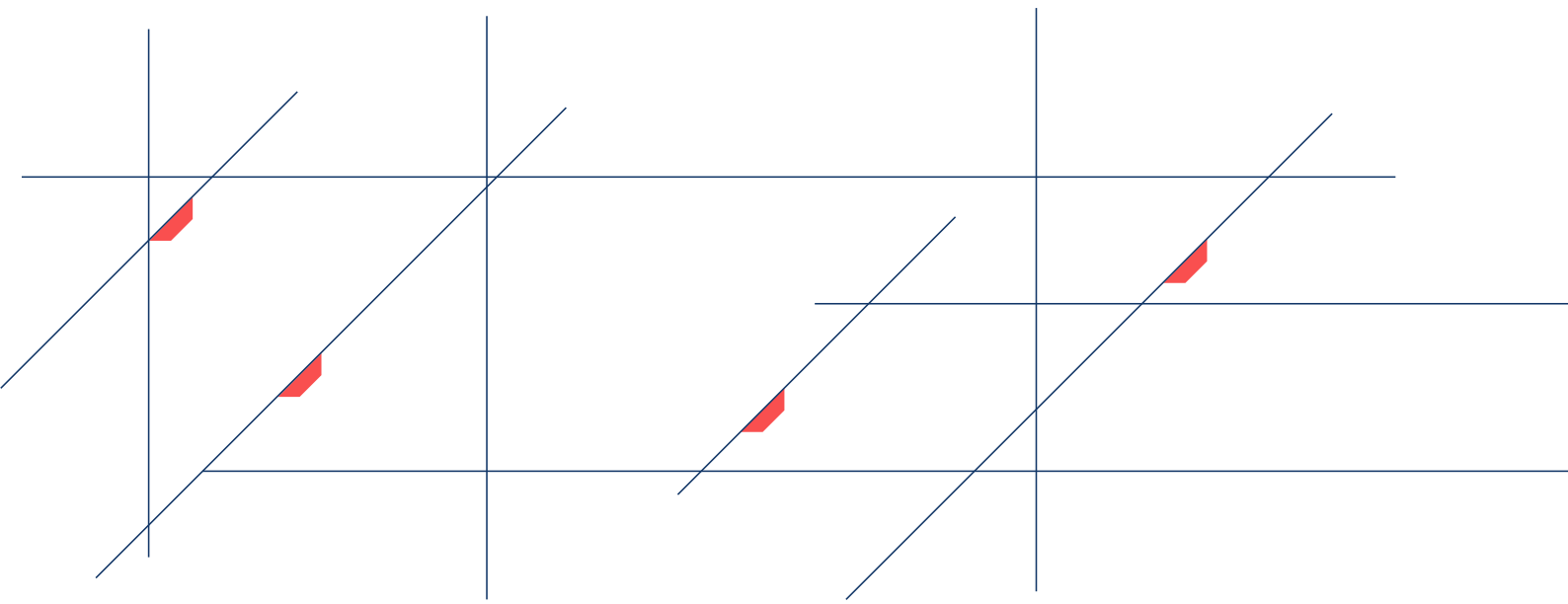
Nearly 40% of professionals have pursued AI or tech training, but few saw pay bumps as a result. If you've upskilled, leverage that in performance reviews or interviews, by showing how you're applying new knowledge to real-world problems. Learning new skills builds value, but if you don't explain the impact you've made, you'll get overlooked.

Summary

This year's survey findings paint a picture of an industry returning to a hiring equilibrium. Opportunities abound for businesses that fine-tune their talent strategies to the new normal, and professionals who balance their own priorities with market realities.

Attracting the right people in life sciences is as crucial as ever to advancing research and patient outcomes. By utilizing the data and advice shared in this report, we hope both employers and talent will navigate the year ahead with clearer vision and greater success.

EPM Scientific, as a specialist talent partner in life sciences, is by your side to support your goals. Whether it's providing up-to-date market intelligence, connecting you with exceptional candidates (or career opportunities), or consulting on how to optimize your hiring packages, we have the expertise to solve your talent challenges. By translating knowledge and data into strategy, we help our partners hire smarter in every cycle of the market.



About EPM Scientific

In the face of disruption, innovation and competition, life sciences companies and their leaders must find specialist talent faster than ever before.

Demand for top life sciences talent has accelerated since the pandemic, and the continued emergence of startups and greater interest in drug development is also unrelenting, meaning having a leading talent partner to connect employers to the very best people in the industry is crucial for its sustained growth.

We support the world's largest life sciences institutions by connecting them with in-demand professionals to take the next leading drug, device or therapeutic application from conception, into research & development, and clinical, all the way through to sales & marketing.

FUNCTIONS

- Research & Development
- Go-to-Market
- Manufacturing
- Compliance

INDUSTRIES

- Pharmaceuticals & Biotechnology
- Medical Devices & Technology
- Chemical Technology
- Life Sciences Services

Solving your talent challenges since 2012

Life sciences ultimately drives global health forward, and talent is the backbone of its progress. Whether you're an organization hiring visionary leaders or a professional exploring new career opportunities, our commitment to solving talent challenges means we're here when it matters most.

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6-8
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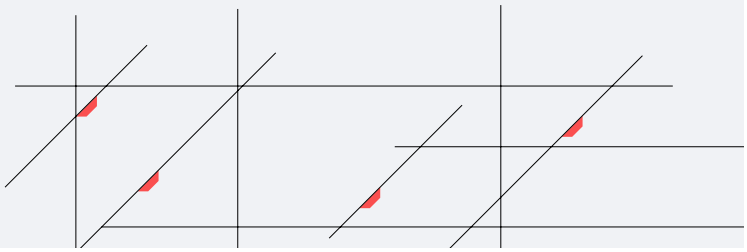

Contact EPM Scientific

For general inquiries or to discuss your hiring needs, please contact us below.

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About the Respondents

489 life sciences professionals across the USA took part in this survey.

- 33% were individual contributors, 28% were in manager-level roles, and 25% were directors
- 34% said they 21-30 years of experience, 27% had 21-30 years, and 18% had 31 years or above
- 50% said they worked in pharmaceutical & biotechnology, 13% selected medical devices & technology, 12% said life sciences services, and 3% said chemical technology, while 22% selected 'other'

Please note, survey responses are rounded to the nearest 1%.