



**Life Science
People**

Embedded Services

WHO WE ARE

With the continuous advances in global health, it is vital to identify, secure and develop the experts who enable innovative concepts to be brought to life.

Our mission at Life Science People is to make a tangible contribution to global health. We use our expertise to map and secure the highest calibre of talent. We take a collaborative approach when partnering with these organisations across their entire project life cycle, be that drug, device or data platform.

We provide several bespoke growth solutions, including embedded recruitment, retained or contingent permanent search, contract recruitment and contractor management. Alongside our staffing services, we also offer funding & growth advisory support through our Venture Capital Investment Platform. An established network of over 200 active investors.

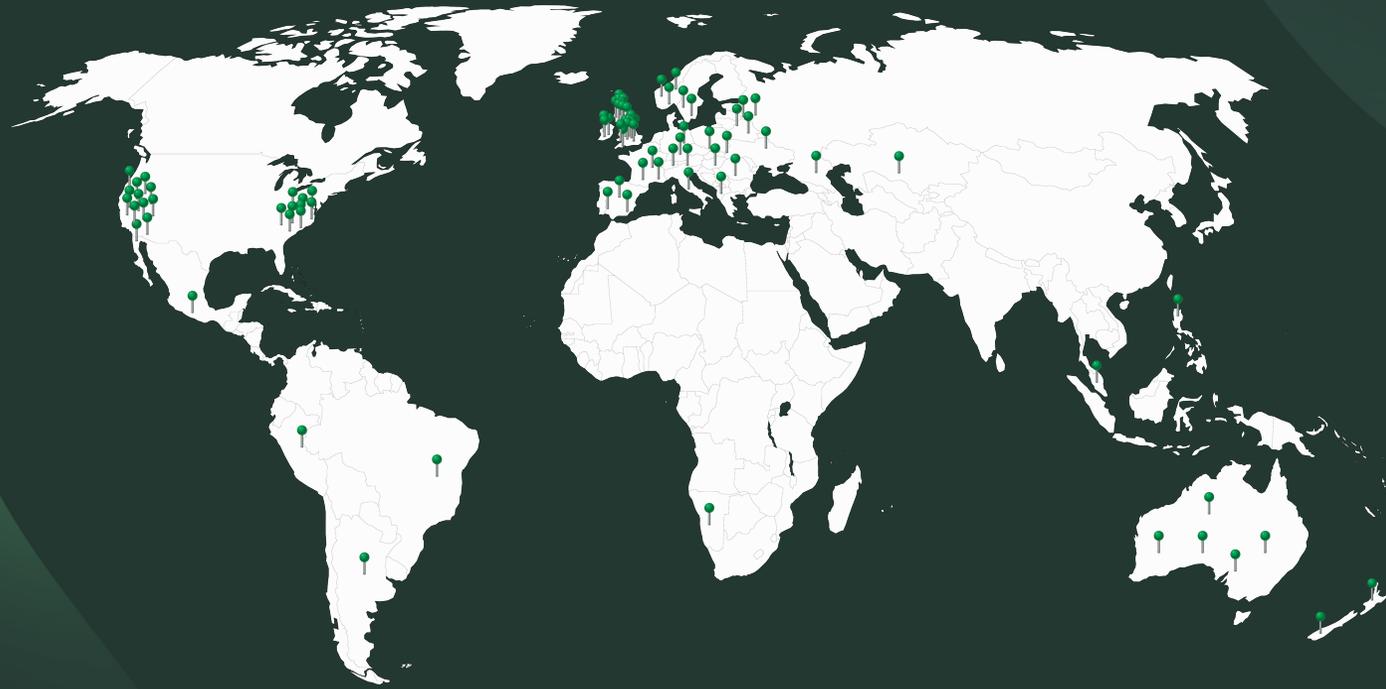
Life Science People, the purpose built, industry leading Life Science Recruitment Firm.

LSP EMBEDDED SOLUTIONS

Our embedded recruitment service is an externally built, managed and delivered recruitment solution that acts as your own internal recruitment and HR/onboarding team. Designed specifically for early stage and scale up organisations that require a fully integrated recruitment partner. Providing an efficient cost effective and candidate focussed service that integrates within the companies culture, representing their brand in the market.

This bespoke solution includes (if required); the design and implementation of a complete recruitment and onboarding process, branded bespoke documentation, ATS & HRIS software implementation, pipelining & sourcing, interview management all the way through to HR onboarding activities for successful hires. This all results in a slick process that ensures hiring managers being able to focus on their core activities and HR/Talent Leaders having time to focus on other key people related initiatives.





75

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150

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500+

Qualified Consultants

Happy Clients

Placements

SELECTED CASE STUDIES HEALTH TECH

NHS App & Clinical Trial Optimisation business, four-year relationship supporting with the build of C-Suite (CBO, CTO, CFO), through to Heads of Product, DevOps, Developers, Machine Learning, Data Science, IOS/ Android Engineers, Clinicians, Project Managers and Operational roles.

Machine Learning Skin Cancer diagnostic tool, within multiple NHS trusts. Supported on hiring CTO, Head of Product and Machine Learning positions as well as advisory work.

Machine Learning Drug Discovery business. Life Science People are the exclusive provider for the business, roles including Non Exec, VP level through to Scientist and Technology positions. Recent hire including VP Precision Medicine.

A platform enabling wards to digitally audit themselves. Placements including CCO, National Sales Manager, Head of Marketing, Head of Engineering and Development Operations Leads.

A platform enabling the public to book private healthcare at the touch of the button, as well as a clinician rating platform – Trip Advisor style. Placing Marketing, Chief Product Officer and several other operational and technical roles.

AI Cardiovascular imaging platform going through rapid growth. Placements include Software Engineering, Statisticians, Technical Product Managers, Clinical Project Managers & operational roles.

SELECTED CASE STUDIES

PHARMA BIOTECH

[REDACTED]

Is a Series A biotechnology company that develops genomic medicines to rejuvenated fatty donor livers before transplant.

Supported in the build out of Chemistry and other areas of Wet lab teams alongside dry lab hires.

[REDACTED]

A global Biopharma, recently supporting the build out of their Predictive Analytics Drug Development team, hiring technical Machine Learning Statistical experts with a Biology CompSci academic background. Advanced Deep Learning & Graph Neural Net skill sets.

[REDACTED]

A Syncona backed Biotech, in which we have built out the foundation R&D team and then continued to support growth. One of the first AAV gene therapy companies focussed on Kidney disease.

[REDACTED]

A Series A Swiss biotech company that transforms engineered cytokines into novel life saving treatments.

Currently running an embedded recruitment project to rapidly staff a team of 20 scientists.

[REDACTED]

An early stage Toronto & UK based Computational Biotech which focus on Non-Coding RNA for small molecule targeted therapies.

Built out their RNA Drug Discovery Science team alongside Cheminformatics, Machine Learning and Leadership.

[REDACTED]

A global biotech focussed within the HIV & Haematology disease space. We have supported within a number of Clinical & Medical positions.

SELECTED CASE STUDIES **EMBEDDED SERVICE**



Syncona Partners is a very well-respected Life Science Fund who are building multiple businesses within the group. Due to the high growth nature and constant launching of new Biotech's, Syncona required a flexible, scalable recruitment partner who could run their entire recruitment operations, as a cross portfolio provider.

Roles ranged across a number of Wet Lab Science profiles through to Operational hiring. Projects are still live.

EMBEDDED PROJECT STRUCTURE

- Each project has its own account manager that manages the end- to-end HR and Talent Acquisition processes for their investments.
- Pre-launch, we proactively source, screen and shortlist candidates, create custom- made HR documentation, build and implement process maps and recruitment infrastructure. Working in this way, the investments can launch with a starting team without releasing any finances until the T1 investment has cleared.
- This is the most time and cost- effective way of building a team you will find in the industry. Post- launch we will continue to support with onboarding and all HR related responsibilities.

COMMERCIAL AGREEMENT

- 50% of the pre agreed project fee on launch day (up to 3 months prelaunch work performed by LSP)
- 25% of the fee will be invoice on completion of 50% of the project
- 25% of fee will be invoiced on completion of the agreed project
- Life science people will continue to be a cost-effective Partner after the completion of the projects, with all process and documentation created throughout the process owned by Syncona.

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“Life Science People and particularly my main contact Bob Beevers have been a joy to work with. I had two very key positions to fill for our organisation and both hires were from the range of excellent candidates put in front of us.

Bob took the time to truly understand our requirements and we had a very focused discussion about our needs for both positions. The quality of questions asked at the initial discussion quickly translated into quality candidates whom we were able to interview quickly. Communication and customer service throughout the process has been second to none.

Bob was available whenever we needed and he went out of his way to facilitate the hiring process. I would definitely recommend the Life Science People for key hires because of their understanding of the market, their ability to access quality candidates and their customer service.”

Sarah Goodfellow – Director, Human Resources at InstilBio

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I have known Navid (Co-Founder LSP) for almost 3 years and in that time, he has sourced outstanding candidates for my team, and on an occasion helped in a very difficult situation and showed flexibility in providing a good solution for the business. It's rare to find someone that you can trust and rely upon, but Navid is one of those few people who fit into that category.

He offers sound advice and always takes the time to understand the specific business need, providing a tailored approach. I have no hesitation whatsoever in recommending him as a person, but also his services as an exceptional recruiter.

He is a consummate professional and with an exceptional personality and just a generally very nice individual, someone I now consider a friend.

Mohsan Malik - Head of Clinical, Gamma Delta Therapeutics

