Recruiting for the Life Sciences and Pharmaceutical Industries
Solve your hiring challenges through IBM Talent Acquisition Optimization

More than 30 talent acquisition leaders in the life sciences and pharmaceutical industries recently participated in an IBM benchmark study. They indicated that these are the biggest recruiting challenges they face.

Competition for talent
A rapid increase in competition is necessitating new approaches for TA

Low unemployment rate
Compounding the high competition is one of the lowest unemployment rates in decades

New skills
Hires must be teachable to acquire new skills and possess soft skills such as communication, teamwork, organization and research

Compliance
In addition to complying with industry regulations, new processes are necessary to collect, store and use candidate data to stay compliant with GDPR

Global agility
A lack of local talent hinders growth in global locations

Experience matters
Through our end-to-end recruiting, employment branding and consulting solutions, IBM Talent Acquisition Optimization effectively reduces hiring costs and time to hire while improving quality of hire. We've been in this business for decades, helping life sciences and pharmaceutical organizations all over the world with their talent acquisition needs.

31 years of experience in recruiting

120+ countries in which we support recruiting

70+ clients worldwide

13 years as an HRO provider

105,000 annual client hires

Partnering with IBM

IBM Talent Acquisition Optimization helps you reinvent your recruiting function, transforming your strategy to find and focus on the talent you need to engage. The result is that you recruit the right talent and retain them longer at a lower cost per hire.

Recruit

Engage

Retain

IBM

Tailored solutions

Talent Acquisition Optimization takes a **Consult, Build, Operate** approach with each client. We listen to gain a thorough understanding of your pain points and business needs. We then build a customized program to solve the specific challenges you have. Finally, we deliver the offering through a continuous improvement method.

- We **optimize** your TA capability to achieve the specific talent and business outcomes you desire. We discover the root causes of inefficient recruitment and high turnover rates and tailor solutions to improve your hiring costs, speed and quality. The improved metrics, in turn, contribute to increased candidate and hiring manager satisfaction.

- **Digital reinvention** necessitates an agile TA function, able to respond to and keep pace with new business strategies and evolving demands for new talent. We design and offer digital TA strategies that incorporate the digital tools, artificial intelligence (AI) and automation that your TA function requires.

- We weave **cognitive solutions**, such as IBM Watson Candidate Assistant and IBM Watson Recruitment, into our TA optimization and reinvention solutions. By infusing AI into our offerings, we can automatically match candidates to job skills and company culture to rapidly identify the best-fit talent for your organization.

- To supplement our optimization and reinvention offerings, our **Employment Branding** team creates and executes strategies to attract and retain talent, from crafting your Employee Value Proposition—the compelling message that attracts talent to your organization—to recruitment marketing and career site development.

- An **optimized onboarding** experience reduces attrition rates. We can assist HR teams and hiring managers with transitioning new hires from candidate to employee through cognitive-enabled training.

A commitment to outcomes
IBM Talent Acquisition Optimization delivers the results our clients expect.

For one biotechnology firm:
Expanded recruitment services from **6 to 43** countries in just three months.

For one pharmaceutical company:
Beat the "Time to Offer Accept" SLA by **34** business days for one quarter.

Our clients in the life sciences and pharmaceutical industries can expect IBM Talent Acquisition Optimization to:

- Reduce recruitment costs by
20–40%

- Increase interview-to-hire ratio
40-60%

- Reduce time to fill by
20–35%

- Reduce new hire turnover by
40%

For more information

To learn more about IBM recruiting solutions, visit **ibm.co/TAO**

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