How to meet surging demand for skilled talent

Pharma Hiring

Recruiting top talent in pharma is a pressing problem, and talent acquisition specialists are feeling the pinch. They continue to struggle with the following:

- Manage time and cost to fill critical positions, such as: sales, R&D and quality assurance

- Screen high volume of unfit applicants that common recruiting approaches generate

- Link the team performance to the quality of the talent they hire

Pharma companies have the opportunity to opt for strategic sourcing as a solution, but only if they are willing to make the right investment in people, processes and technologies to attract candidates with the desired skill set.

If the talent acquisition teams continue with the business as usual, they will be unable to meet a surging demand for skilled talent. It is a must to adjust to the shift in fundamentals with new recruitment skills and technologies.

Pharma Hiring helps companies to build critical talent pipeline

Assessment Fund (*Af*) has launched the Pharma Hiring platform. This assessment platform mechanises a strategic sourcing process by considering the pharma industry's existing and future talent needs, and helps companies maintain a steady stream of skilled talent to turn to when it is time to hire.

Pharma Hiring works with the pharma company to identify critical positions and the competencies they require.

Selected online recruitment strategies are deployed to attract talent from medical universities and the Social Media. Also, with the assessments in place, the candidates are assessed for required skill at time of applying for the jobs.

The assessment platform – with its recruitment and assessment methodology and online diagnostic tools – is to help pharma companies receive an active pipeline of talent for all of their critical job

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"More than 38,000 employers worldwide reported that firms looking to recruit talent continued to contend with skill shortage"

— **Manpower's Talent Shortage Survey 2013-2014**

Challenge

- Facing talent and skill shortage for critical roles in a company
- Executing recruiting activities that are reactive
- Facing reluctance of companies and their talent acquisitions teams to adapt to the new recruiting environment

Solution

- Provide online assessment platform, Pharma Hiring. This platform can be branded for an individual organization as well
- Provide competency tests to measure skills
- Design and execute recruitment strategy to attract talent from medical universities and Social Media
- Deploy talent pipeline management approach
- Provide diagnostic tools, such as, Talent Score Card and Talent Maps

Approach

- Assess the impact of current recruitment function of the company
- Identify the investment an organization needs to put in place to support strategic sourcing
- Design processes to support a robust talent pipeline
- Identify the right people involved and ensure they have the necessary skills to source strategically
- Deploy technologies that trigger an active talent pipeline for critical positions.

Outcome

- Maintain a steady stream of skilled talent for company's critical positions
- Fill critical positions in 40% less time (estimated)
- Build high-performance culture by inviting people to team whose skill set are aligned with the organization's goal

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