FOREWORD

The BountyJobs mission is to help employers and agencies collaborate more effectively. We recognize that going out to search is only one piece of a company’s multi-faceted talent acquisition strategy. Because it is an expensive piece, talent acquisition leaders have to make critical decisions about when and how to send jobs out to search. We host the world’s largest marketplace for employer and agency collaboration, giving us the data to benchmark salaries, fees, and performance. We think this data is a necessary tool for teams working to make the most of their third party agency investment.

EXECUTIVE SUMMARY

In 2016, we shifted our annual report to focus more on data, and less on analysis. With that shift, there was a high demand for more vertical-specific data. Talent Acquisition leaders wanted to see how their company’s recruitment metrics stacked up to industry benchmarks.

That demand led us to develop an industry-specific benchmark report series and we selected the Pharmaceutical & Biotechnology industry to kick it off. Not only do Pharma & Biotech employers have a significant presence in our marketplace, but they tend to engage with agencies differently than employers in other verticals and in the market in general. Along with vertical specific data, we will take a look at those key differences in this report.

— The BountyJobs Team
The Dataset

This report is focused on the 2016 activity of the Pharmaceutical and Biotechnology companies in the BountyJobs marketplace. From aggregate activity by employers to the geographic disbursement of jobs across the country, this section helps give a picture of the robust and relevant data we looked at when curating this report.

In addition to sharing vertical-specific data, we’ve also interjected some general market data for comparison. That way, you can see how your agency recruitment metrics stack up against other Pharmaceutical and Biotechnology companies, as well as the market as a whole. You’ll see that the industry aligns with the general market in some areas, while it differs quite a bit in others.
THE DATASET: AT A GLANCE

BOUNTYJOBS PHARMA & BIOTECH EMPLOYER ACTIVITY

50 Jobs
Average # of jobs our Pharma & Biotech employers post in a year

92 Jobs
Average # of jobs posted in 2016 by our 10 most active Pharma & Biotech employers

300+ Jobs
Highest # of jobs posted by a single Pharma & Biotech employer in 2016

86%
CONTINGENT
Percentage of overall Pharma & Biotech positions posted on a contingent basis

14%
RETAINED
Percentage of overall Pharma & Biotech positions posted on a retained basis

JOB POSTINGS: PUBLIC v. PRIVATE
How do our employers determine the visibility of their job?

BountyJobs accommodates employers that want to manage their existing preferred vendors, as well as those who wish to connect to new agencies.

Pharmaceutical and Biotechnology companies are over two and a half times more likely to work with preferred vendors that have helped them find in-demand, specialized talent in the past.

PUBLIC
Public jobs are posted and visible to our marketplace of 10K+ agencies

PRIVATE
Private jobs are posted privately, visible to vendors by invitation only
**BY THE CALENDAR**

*What time of year do Pharma & Biotech employers go to external search? How does that compare to the market in general?*

Pharmaceutical and Biotechnology companies follow a similar hiring pattern to that of the general market. There is a pronounced spike between April and July, and we see the fewest number of external searches in December.

**BY KEYWORD**

*Which words appear most in Pharma & Biotech job titles?*
THE DATASET: AT A GLANCE

BY SENIORITY LEVEL

What is the breakdown of Pharma & Biotech jobs sent to search by seniority level?

- **NON-MANAGERIAL**: 59%
- **MANAGER**: 19%
- **DIRECTOR**: 21%
- **VP OR C-SUITE**: <1%

The majority of Pharmaceutical and Biotechnology jobs sent to search are non-managerial positions. Employers in this industry tend to look for highly specialized candidates for roles in research, science, and sales.

BY GEOGRAPHIC DISTRIBUTION

Where are Pharma & Biotech jobs geographically located?

While there were some regions of high concentration for Pharma & Biotech job postings in 2016, most jobs were spread across the country, with postings in 43 states and Puerto Rico.

27% of Pharma & Biotech jobs posted in the BountyJobs Marketplace in 2016 were located in the **Midwestern United States**.
Talent acquisition is highly competitive in the Pharmaceutical and Biotechnology industry. Specialized roles need to be filled by people who have a very specific skillset and often industry experience as well. There is a lot of competition within a small talent pool, which drives salaries and fees up.

Employers need to stay up to date on salary and fee data so they can be competitive in the talent market without overspending. An organization that pays below industry averages for salary and fees is likely losing candidates. On the other hand, an organization that pays above industry averages may be spending more than they have to.

Companies should also pay attention to salary and fee trends over time to see the bigger picture. An increase in salaries and fees indicates an increase in demand – with that comes challenges that companies would be wise to address as they look ahead.
SALARIES & FEES: YEAR-OVER-YEAR TRENDS

Pharmaceutical and Biotechnology salaries are at a seven-year high, and have been steadily much higher than market averages. As the talent pool becomes increasingly competitive, fee averages are also at a seven-year high, and have surpassed market averages for the past four years.

The competitive nature of this industry shows no signs of slowing. The average salary last year was over $132,000, and seventy percent of job postings are offering premium agency fees over twenty five percent. Companies will likely need to continue increasing salaries and fees over the next year to recruit the talent they need.
SALARIES BY BAND

What was the distribution of salaries for Pharma & Biotech Jobs?

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;$50K</td>
<td>1%</td>
</tr>
<tr>
<td>$50K – $100K</td>
<td>25%</td>
</tr>
<tr>
<td>$100K – $150K</td>
<td>43%</td>
</tr>
<tr>
<td>$150K – $200K</td>
<td>22%</td>
</tr>
<tr>
<td>$200K – $250K</td>
<td>7%</td>
</tr>
<tr>
<td>&gt;$250K</td>
<td>2%</td>
</tr>
</tbody>
</table>

$132,253
AVERAGE SALARY OFFERED

$512,500
HIGHEST SALARY OFFERED

SALARIES BY SENIORITY LEVEL

What were salary averages for Pharma & Biotech Jobs by seniority level?

- **$114,790**
  - Non-Managerial
  - Principal Scientist
  - Senior Pathologist

- **$125,562**
  - Manager
  - QC Manager
  - Business Relations Manager

- **$179,073**
  - Director
  - Scientific Director
  - Director, Biostatistics

- **$180,000**
  - VP or C-Suite
  - VP of Sales
  - VP of Early Clinical Development
JOB POSTINGS BY JOB CLASSIFICATION
What was the distribution of jobs posted relative to fees? How does that compare to the market in general?

Pharma & Biotech
- **Discount**: Below 20% (9%)
- **Market**: Between 20-25% (21%)
- **Premium**: Over 25% (70%)

Market
- **Discount**: Below 20% (12%)
- **Market**: Between 20-25% (55%)
- **Premium**: Over 25% (32%)

Pharma & Biotech jobs deviate significantly from the market with regards to fees. Fees are a key lever in attracting top agencies to work on roles, over 2/3 of Pharma & Biotech positions carry premium fees.

FEES BY SENIORITY LEVEL
What were fee averages for Pharma & Biotech Jobs by seniority level?

- **Non-Managerial**: 22%
- **Manager**: 24%
- **Director**: 25%
- **VP or C-Suite**: 25%
Once you’ve determined salaries and fees, when can you reasonably expect to see resumes, interview candidates, and hire your new employee? Comparing your company’s data to industry benchmarks can be useful to help you measure your agency performance and identify areas for improvement. If, for instance, your first interviews take longer than the industry average, consider running an intake session to become better aligned with your agencies.

Keep in mind, however, that benchmarks are averages for jobs with wide ranging characteristics. There are a variety of factors that affect search activities and performance metrics. Some factors may be out of your control, such as a scarcity of talent in your area. Beyond that, every company’s hiring process is unique, and your performance metrics should reflect that.
**BountyJobs Recruitment Timeline**

**First Agency Introduction**
Median amount of time it takes for an agency to raise their hand to engage on a role

**First Agency Engagement**
Average number of days until an approved agency begins their search

**First Resumes Received**
Average number of days for an actively engaged agency to begin submitting candidates

**First Interviews Conducted**
Average number of days to set up first interview

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**Agency Performance Statistics**

How does agency performance and engagement compare from the market to Pharma & Biotech?

- **2 Agencies**
  - **8.1 Candidates**
  - Average # of candidates submitted per Pharma or Biotech position
  - **Market Average: 11.75**

- **10 Agencies**
  - **2 Agencies**
  - Market Average: 2.5
  - **Market Average: 8.7**

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A variety of factors affect time to fill (TTF), including title, salary, seniority level, and scarcity of talent in a particular role. For example, time to fill increases by 15% for roles with C-suite, VP or Director in the job title, and 41% for roles with salaries of $150,000 or higher.

We’ve selected a sample of real jobs filled on BountyJobs in 2016.

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>TTF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Medical Director</td>
<td>$205K</td>
<td>53 Days</td>
</tr>
<tr>
<td>Principal Medical Writer</td>
<td>$129K</td>
<td>49 Days</td>
</tr>
<tr>
<td>Medical Director</td>
<td>$242K</td>
<td>61 Days</td>
</tr>
<tr>
<td>Senior Microbiologist</td>
<td>$105K</td>
<td>171 Days</td>
</tr>
<tr>
<td>Sr. Electrical Engineer</td>
<td>$90K</td>
<td>29 Days</td>
</tr>
<tr>
<td>Senior Scientist</td>
<td>$190K</td>
<td>56 Days</td>
</tr>
</tbody>
</table>

Note: TTF stands for Time To Fill, and Salary is in USD.
Pharmaceutical and Biotechnology is a highly competitive industry and specialized labor is in high demand. Below are 4 best practices to increase the effectiveness of employer/agency collaboration.

1. **Compensate Competitively:**
   The Pharma/Biotech average salary was over 132k last year, high above the average market salary of 108k.

2. **Pay premium fees:**
   Due to high competition in the space, 70% of Pharma/Biotech companies pay placement fees over 25%.

3. **Get on the Same Page:**
   Save time and money by helping your agencies understand the specific skillsets you need for your highly-specialized positions.

4. **Consider Retained Search:**
   In 2016 14% of Pharma & Biotech jobs searches in the BountyJobs marketplace were retained.

**BOUNTYJOBS RETAINED SEARCH**

All your direct-hire placements under one roof

BountyJobs takes the pain out of managing retained search engagements by allowing you to track and manage all your direct-hire placements in one location. With added retained-only features to keep those critical job searches moving quickly like automatic, milestone triggered progress.
Looking for more information about BountyJobs or the data contained in our marketplace? Please contact us via email at info@bountyjobs.com or phone at 212-660-3960.

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