



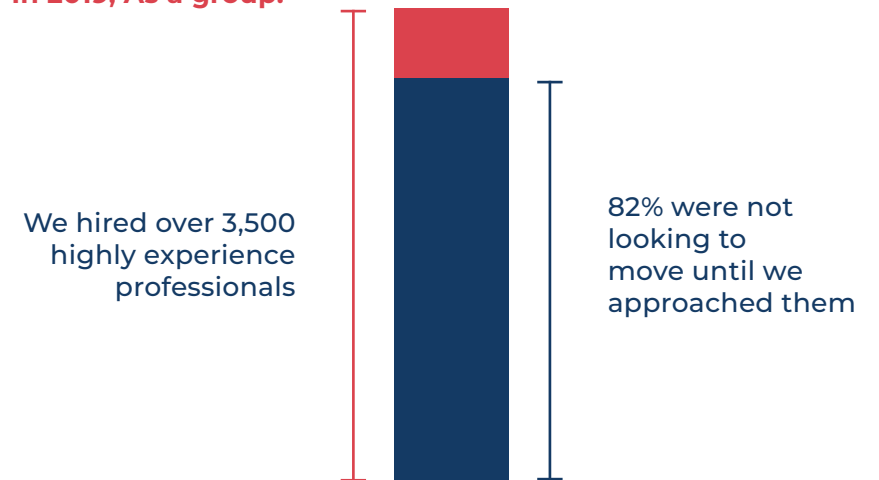
INTRODUCTION

How we're helping
clients solve the
talent challenge

Our mission is to solve your number one business challenge: Talent

This is what our consultant experts do, day in day out often 6 days per week – it is our core business and we love what we do. Time and time again clients engage us for the first time, perhaps grudgingly, when every other method has failed. We understand this. However, once we deliver on what we promise, these relationships often develop into long term partnerships- based on the urgency, service, value and results we continue to deliver. It is worth highlighting over 90% of our relationships are based on a contingent -on- success terms of business. We do not earn our fees until the right candidate joins and stays with your firm. Selby Jennings has grown from humble beginnings to an international, award-winning global presence for one simple reason: We deliver the results you need.

In 2019, As a group:



- ✓ We made them aware of the tremendous career opportunity being offered.
- ✓ We assessed them for suitability and carefully managed the entire process from initial conversation through to successful onboarding.



Global Talent Pipeline

Having developed relationships with key industry active and passive professionals for many years globally, we utilise our functional expertise and global network to actively build a pipeline of talent. This means we deliver a great match for your requirements, from technical skills to cultural fit. We introduce career opportunities in a language they understand. Our consultants are not only recruitment experts but individual experts in their relevant markets.



Save time and scale fast

We recognise you want to find business-critical talent directly. You have tried and you understand hiring the very best business-critical talent is an incredibly time-consuming activity.

As your specialist recruitment partner, we are here to save you time so that you can focus on the bigger picture and your core business.

Our dedicated expert consultants invested countless hours for research, preparation, assessment and briefing before recommending the potential right fit professionals to interview with you. With a reputation for delivering excellent results in an urgent manner, we ensure your time is well spent on hiring - enabling you to secure the key talent you need to successfully scale your business in an incredibly urgent and productive manner.



Market Knowledge

As a specialist focusing exclusively in life sciences, our consultants are dedicated and stay up-to-date with news, developments, and current affairs for the sectors and sub-sectors they cover.

We are constantly providing a value-added market update and intel to our clients and candidates – why not download our latest white papers at media hub.

 [Media Hub](#)





Talent Knowledge

For more than 15 years, we have help and guided businesses through the talent acquisition process to secure the people they need. We have leverage on our expertise to produce hiring advice and guides for our clients. We are here to be your truly recruitment business partner. So you can focus on what matters – leading from the front.



We can get your advert live very fast

Most of our candidates in such a niche market are passively seeking or even not having any social presence. But this is not a challenge for us. We invest in a variety of sources of candidates including major job boards that cover these specialised areas, LinkedIn Enterprise-wide licence for every employee and strong partnerships with industry associations and organisations.

It is ensured that we can quickly cast a wide net of candidates as well as share our knowledge and insights with industry professionals. Our whitepapers and research reports have been featured in industry magazines such as BioPharma Dive, Biospace, Fierce Pharma and more. All of the above along with our specialist recruiters expertise, allows us to parse profiles quickly to find you only the best fit, saving you time for onboarding and other internal processes.



Flexibility

We offer a range of bespoke recruitment solutions so that, together, we can choose what works best for you. Whether you are looking for one person or one hundred to oversee a time-sensitive project or lead long-term growth, we will deliver exactly the people you need, when you need them.

Permanent:

We offer retained and contingent recruitment services, tailored to your hiring needs.

Multi-Hire:

We use a consultative approach to understand and make recommendations for our clients' hiring needs.

Contract:

Our extensive network of contractors and interim professionals to integrate seamlessly into your business.



Long Term Recruitment Partner

We have a passion for what we do and always seek to build a long-term relationship with our clients.

In the 21st century, we do understand that where ever possible many firms are committed to direct hiring, via personal referrals or aiming to manage the recruitment process in house.

However, you will inevitably have some roles which are absolutely business-critical.

The type of hire that y ou need to get on board as soon as possible to avoid negative consequences to your team, project or business as a whole.

These are the roles that we fill – time and time again. Business-critical roles that help your company grow and achieve further success.

If you would like to know more about how we deliver our services please feel free to get in contact.



 www.epmscientific.sg

 [epm-scientific](https://www.linkedin.com/company/epm-scientific)

 [@EPMScientific](https://twitter.com/EPMScientific)

Registration number: 201314810G
Licence number: 16S8194