

Securing emerging leaders and specialized talent.

Discovering professional talent, the men and women who will positively impact your business, is one of the most pressing issues businesses face today. As a Korn Ferry company, Futurestep is uniquely positioned to help you identify and attract these key professionals and, by building your organization's bench of leadership talent, support succession planning initiatives.

Our time-tested and consultative process includes innovative technologies that complement our consultants' expertise to deliver professional talent in both single-search and multiple managed search projects. Leveraging our parent company's wealth of assessment data, we can identify which competencies will determine success in a particular role. Korn Ferry's assessment platform KF4D allows us to match candidates against this best-in-class profile while ensuring cultural fit within your organization by measuring a candidate's competencies, traits and drivers.

With over 1,200 global employees speaking more than 30 languages, we have an extensive network that can combine local market knowledge with global reach.

Futurestep serves a broad spectrum of Life Sciences clients - from some of the world's most highly regarded brands to start-up companies. We understand your unique challenges in hiring the talent that will provide a competitive edge in a very dynamic and fast-evolving industry, and we can help you take talent acquisition to a new level of performance. Leveraging industry and functional expertise, our organizational experts place leaders across Chief, Vice President, Director and Management roles.

Our areas of specialization within Life Sciences include:

OUR AREAS OF EXPERTISE

- Biotechnology
- Diagnostics
- Life Sciences Contract Services
- Medical Devices
- Pharmaceutical
- Agrosience



Biotechnology

Our team includes experts that are familiar with the specific market dynamics for start-up and bigger biotechnology companies. As well as having a solid understanding of the technical aspects of any position our clients seek to fill, we also grasp the importance of a good cultural and behavioral match in these very entrepreneurial and innovative environments. In addition to placing leaders at the mid to upper levels of management within biotech organizations, Futurestep also has a successful track record of supporting larger recruitment projects in response to new product launches.

Diagnostics

Personalized medicine is widely regarded as the pinnacle of science and medicine; however, the pursuit of novel technologies that shift the healthcare paradigm is wrought with challenges. Scientific advances in diagnostics have created opportunities for a greater understanding of the pathways of disease, allowing patients and clinicians a clearer understanding of the underlying mechanisms of action and potential treatment options as well as real-time visibility into disease progression. As the world of next-gen sequencing, companion diagnostics, pharmacogenomics, minimally invasive testing, point of care testing, lab developed tests and other innovative niches of the industry continue to evolve, our team is prepared to help clients navigate the myriad of R&D, Regulatory, Quality and Commercial challenges that arise.

Life Sciences Contract Services

With our strong presence and contacts in North America, our specialists are well-versed in meeting hiring needs for service companies centered on Clinical Research, Contract Manufacturing, Contract Sales or Consulting. We can provide tailor-made solutions for specific, recurring or volume hiring needs.

Medical devices

This sector continues to expand with a broad range of products and services, including strong advances in

Healthcare IT and Integrated Solutions. As a trusted partner for both start-up and established medical devices companies, Futurestep has the global capabilities and industry insight to identify and recruit experienced mid-management and senior leaders in this field.

Pharmaceutical

With our track record of success for brand and generic pharmaceutical companies worldwide, our specialists offer clients world-class scientific selection methodologies and a suite of talent management solutions (including candidate assessment) to select and develop talent with impact in an ever-evolving and competitive environment. As cost optimization is a major challenge in the Pharmaceutical sector, Futurestep also offers innovative Project Recruitment and RPO solutions that can drastically reduce cost and risk while improving recruitment processes and quality of hires.

Agroscience

Advances in genetically modified crops, seed treatments, plant protection, animal feed and pest control technologies have the opportunity to transform the agricultural value chain. These novel technologies are slated to enhance production, reduce waste and ensure the sustainability of agricultural demands. Organizations are faced with competing scientific platforms, regulatory barriers and commercial realities that will define the industry for many years to come. Our team has a deep history and strong connection to the challenging issues facing Agroscience companies today.



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