



**HUMAN RESOURCES DEVELOPMENT
WITHIN THE
LIFE SCIENCE INDUSTRY**



TABLE OF CONTENTS

CHAPTERS

- 1** | HR Challenges & Transformations during COVID
- 2** | HR Leadership Development
- 3** | War for Talent
- 4** | The Digitization of HR
- 5** | XJS Life Science Community and Job Posting Benefits



CHAPTER 1

HR CHALLENGES & TRANSFORMATIONS DURING COVID

The onset of COVID-19 brought various changes to the human resources (HR) departments within the pharmaceutical industry.

During these [uncertain times](#), HR professionals were building a [remote workforce](#), supporting employee mental health and were trying to keep the [recruitment](#) process running.

There were new action plans being developed to cope with the disruptions that COVID-19 brought on workplace conduct and productivity.

In addition, professionals in the life sciences had to encounter a [fluctuating job market](#) as well as novel opportunities that emerged during the pandemic.

To gain a further perspective into HR challenges during the pandemic,

Xtalks spoke with HR professionals within the pharma industry to understand the transition process towards a [hybrid work model](#).

Dealing with COVID-19 mandates was difficult for those who needed to visit laboratories or facilities to ensure that research or safety protocols were upheld. This urgency to adapt to a hybrid model really pushed companies to embrace new technologies at a faster rate.

Below are some polling questions that our Xtalks audience answered in one of our HR and Career Development webinars.

How has the pandemic affected your hiring practices?

Poll Results:

We've increased our hiring	20%
We've decreased our hiring	15%
No change	65%

How has remote work affected your organization?

Poll Results:

Overall it's been positive	35%
Overall it's been negative	12%
It's been a mix of good and bad	53%

How prepared was your organization to handle changes for your workforce during the pandemic?

Poll Results:

Completely prepared - disruptions were minimal	7%
Moderately prepared - significant disruptions were overcome	86%
Unprepared - we couldn't overcome significant disruptions	7%



CHAPTER 2

HR LEADERSHIP DEVELOPMENT

HR professionals must focus on developing leadership skills in order to build the next generation's future leaders that can inspire, guide and motivate teams towards successful business outcomes. As senior executives or managers retire, HR must be ready to fill these positions with empowered leaders.

Developing leadership skills requires constant effort and planning from the organization's HR department. Here's a chance to watch a [webinar](#) which explains how professionals in the life sciences can work with HR business partners to develop leadership capabilities.

Making leadership development plans is essential for pharmaceutical companies in order to navigate through the competitive and ever-changing market.

It is highly recommended that HR professionals learn about the various types of [leadership styles](#) when they build strategies for employee training. Studying leadership styles can be closely related to understanding human behavior and psychology. Ongoing [coaching and empowerment](#) of employees is necessary in order to help employees move up within their organizations.





CHAPTER 3

WAR FOR TALENT

The “war for talent” has become a common saying within the HR sphere for many reasons. This statement implies that recruitment and hiring has become fiercely competitive when searching for “top talent” or retaining an organization’s “best talent”. Evidently, recruiters want to hire the most skilled employees they can possibly find.

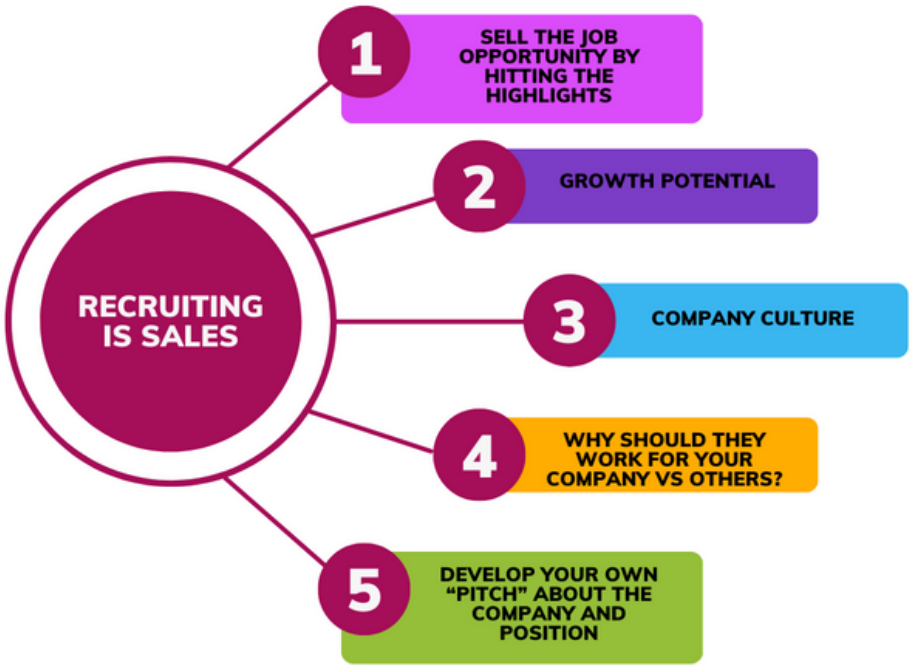
But how can HR professionals within the life sciences industry develop a winning strategy in this war for talent?

There is currently no magic solution to this dilemma other than a good amount of preparation. Keeping up with the ongoing demands of the workforce and improving HR recruitment practices is key. Employees may have the upper hand in this war for talent as they have many opportunities to choose from.

Therefore, [motivating and retaining](#) employees is a challenge all life sciences companies face.

The war for talent has pushed recruiters to think outside the box in order to retain, motivate and hire the best talent. Some of these tactics include compensation programs, utilizing equity awards and career growth opportunities.

The next page has some straight-forward tips on how to best sell your job opportunity.



Source: Xtalks Webinars, [Full Lifecycle Recruiting for Life Sciences Organizations](#)



CHAPTER 4

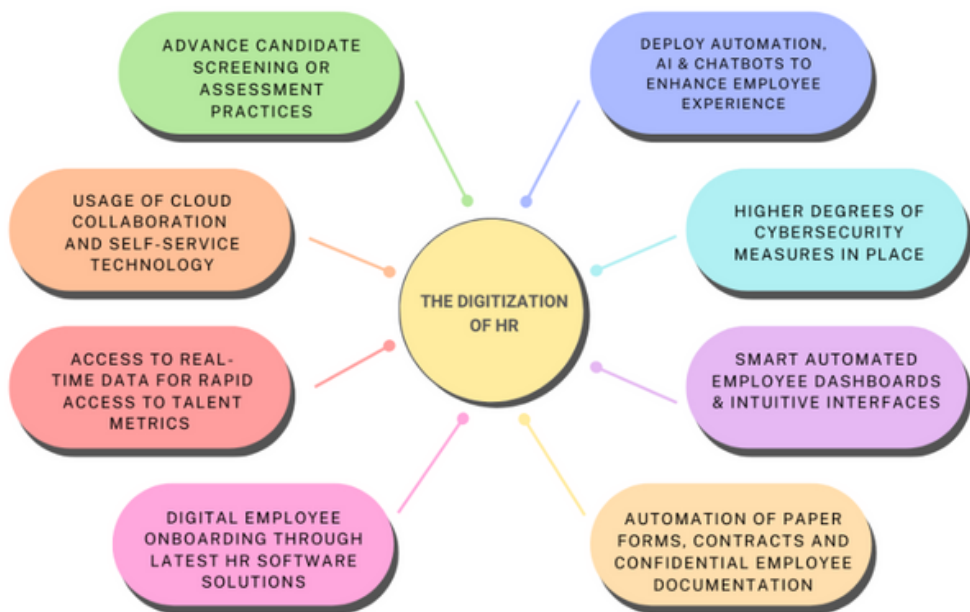
THE DIGITIZATION OF HR

The digital revolution plays a pivotal role in transforming the efficiencies of HR departments. [New artificial intelligence \(AI\) & machine learning \(ML\) approaches](#) can assist with internal and external talent sourcing. AI and ML can advance candidate screening or assessment practices, provide analytical insight on employee skills, and automate manual paperwork.

Digital transformation techniques are starting to help make the employee experience similar to the customer experience. Believe it or not, digitalization practices can help employees feel more valued at their organization. This can be done by servicing them through digital streamlined interfaces during their hiring, onboarding and training phases.

Cloud collaboration and self-service technology are important components of the digital transformation era.

The pharmaceutical industry is well known for its many mergers and acquisitions. In order to effectively execute these mergers and acquisitions, HR departments must be prepared to integrate new organizational structures through the assistance of digital technologies.





CHAPTER 5

XJS LIFE SCIENCE COMMUNITY AND JOB POSTING BENEFITS

Finding top talent in the life sciences industry can become much easier when you make use of [highly-targeted job posting sites](#). [Xtalks Job Search](#) is a fully customizable platform that narrows the candidate pool to make hiring easier for employers. Surprisingly, the traditional job boards that employers may currently be using can actually limit their search and not attract suitable candidates for niche positions.

Luckily, Xtalks Job Search aims to bring life sciences employers and job seekers together. The [online life sciences community](#) is full of eminently active, career-oriented professionals.

Employers can accelerate recruitment processes, source ideal candidates through a specialized talent pool and also build brand awareness by adding their job postings on Xtalks Job Search.

Join today and use our [advanced targeting tools](#) to refine your job postings. You can select from industry, career focus, location, salary, currency and position type to help job seekers find your ad.

Subscribe to our [Career Insights Blog](#) to [learn interview skills](#), tips on developing a [professional network](#) and how [remote jobs](#) are quickly becoming the new normal.