

# Scientia Talent

## *Formula Process*

DISCOVER | CONSULT | EXECUTE



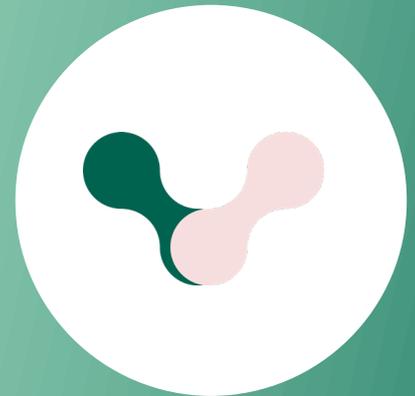
SCIENTIA TALENT  
For Life Sciences

# Scientia Talent

## *Formula Process*

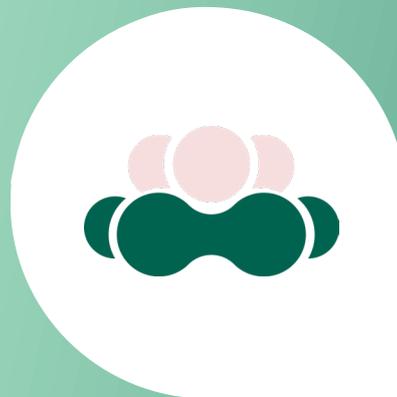
### **Discover**

1. Meet the Team
2. Create the Formula
3. Agreed Rules of Engagement



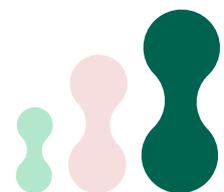
### **Consult**

1. Hiring Managers Engaged
2. Skills-based hiring Assessment
3. Process Journey Mapped Out



### **Execute**

1. Benchmark Candidates in 72 Hours
2. Shortlist in Under 4 Weeks
3. Completion in 1/3rd of the Industry Norm





# Discover

## Meet the Team

Scientia look to meet the main stakeholders who can provide an in-depth view of the organisation.

### For example:

- Site tour
- View Product/service
- Meet individuals across different functions
- Establish relationship

---

## Create the Formula

At this stage we establish characteristics and requirements of your businesses 'Talent DNA'.

### Focus Areas:

- Analysis of value proposition
- Cultural Capability - current and aspiring culture
- Target companies
- DE&I Strategy
- Past Learnings
- Business Outcomes

---

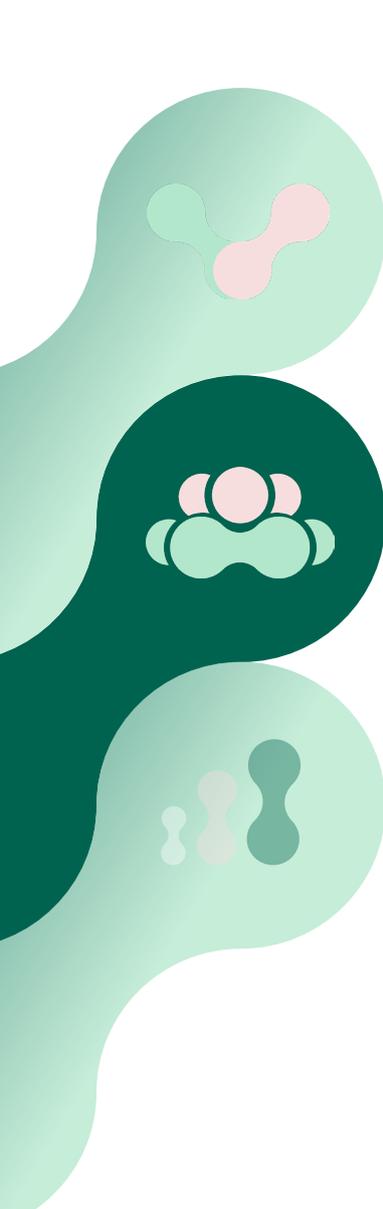
## Agreed Rules of Engagement

A list of parameters agreed upon by both parties. This forms the basis of how we work together to ensure optimal effectiveness and efficiency.

### For Example:

- Preferred communication Channels
- How do you like to partner with a 3rd party
- Response times to resumes
- Process Deliverables
- Times Frames
- All briefs signed off and agreed by both parties





# Consult

## Hiring Managers Engaged

Scientia speaks to all stakeholders involved in the interview process.

### For Example:

- Realign on individual rules of engagement
- 360° view on the role
- Brief signed off
- Role Formula

---

## Skills-based hiring assessment

Tailored to a specific role(s), Scientia will help clients build a detailed outcomes and competencies scorecard. This will produce a standardised assessment tool applied to each candidate during the interview process and referencing stage.

Subsequently this collates qualitative data, sourced from the interviewers and referees.

- Standardised Assessment Framework
- A detailed consultation around the scorecard/its implementation
- A standardised, replicable assessment template for future hire
- Streamlined Assessment Process

---

## Process Journey Mapped Out

Scientia and the client agree upon the process in its totality, outlining the candidate experience.

- How many stages
- Feedback Timeframes
- What is needed at each stage
- Confirm which stakeholders have influence
- Offer Process
- Onboarding Process





# Execute

## Benchmark Candidates in 72 Hours

Scientia delivers a minimum of 3 benchmark candidates to help shape the search, narrow down the brief, and encourage exploration of the match further.

### For Example:

- Feedback real time recruitment data (RTRD)
- Present candidates that challenge the importance of specifics areas of the brief
- Present candidates from new talent pools
- Benchmark any data points the client requests – salary, title etc
- Calibrate the match
- Feedback feasibility data

---

## Shortlist in Under 4 Weeks

Scientia will present a shortlist of candidates within 4 weeks. Every candidate will be assessed using our tools to ensure suitability with your 'Talent DNA'.

### For Example:

- Real time pipelining
- Process Pack created and relevant information fed back.
- Talent tracking
- Competitor insight

---

## Completion in 1/3rd of the Industry Norm

Scientia will have signed acceptance from the candidate and a start date confirmed in 1/3rd of the industry norm.

### For Example:

- References Taken
- Contract Signed
- Onboarding outlined to candidate
- Onboarding & settle in calls scheduled with Scientia for week 1, week 4, week 12, etc
- Offer Management

