

Scientia Talent

Innovative recruitment solutions



SCIENTIA TALENT
For Life Sciences

With a global reach, we believe that data is the cornerstone of success in talent acquisition.

A modern recruitment strategy should integrate data-driven hiring, skills-based assessments, and a blend of qualitative and quantitative techniques to ensure a fair, efficient, and effective selection process.

Our process is built around YOU and our focus on Talent DNA. We combine multiple data sources; market intelligence, modern skill-based assessment tools, and proven successes in your market, to uncover and secure the best talent at every level.

*Our mission is to **empower life science and STEM businesses to shape the future** by delivering exceptional talent through **data-driven, innovative recruitment solutions.***



What it is

The Scientia Formula

The Scientia Formula is a unique and holistic recruitment methodology that combines the best elements of skills-based hiring, traditional executive search techniques, and embedded/in-house recruitment expertise.

The Scientia Formula is more than a recruitment process though, it's a partnership built on trust, innovation, and shared success.

By combining the best elements of modern talent acquisition, we enable organizations to attract and retain exceptional leaders who will shape their industries and drive meaningful change.

At the heart of The Scientia Formula is our deep connection with our clients:

Insight & Understanding

We take the time to fully understand your unique challenges, priorities, and opportunities.

Empathy in Action

Every solution is designed to address real pain points, enabling you to achieve your business objectives with confidence.

We don't just hire for skills; we hire for alignment:

Cultural Compatibility

We assess candidates for their fit with your organization's values, mission, and culture.

Purposeful Hiring

This ensures that every hire contributes to building a team that thrives together, advancing your long-term vision.

Value System

Beyond the Resume, we don't just make sure they fit your team, we want your next hire to thrive and add value.

Our Scientia Formula stage gate process guarantees we action every step required to find your next MVP.

Process Deliverables

Bespoke Talent Pool

The Scientia Formula creates a pool of talented individuals within a defined criteria who can all add value to a specific client. They also offer long-term solutions to many of the issues raised by talent acquisition, such as succession planning and DE&I.

Free Advisory Consultations

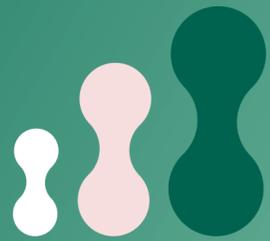
This can include salary benchmarking, remote/a location, critical nuances and anything that could impact the speed versus quality dynamic.

Investment Security

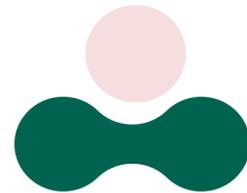
All retainer payments are offered as credit notes if something changes during a search, candidate replacement facility extended to six months.

Real-time Recruitment Data

Process Outcomes



Not just best available
talent, *best*
SCALABLE talent



*One exceptional
point of contact*
only



3+ benchmark candidates
in 72 hours and shortlist
in under 4 weeks

33%

DE&I commitment
minimum



Candidate delivery
in 1/3 of the industry
timeframe norm

AA
Players

Diverse, high-quality
shortlist of AA players

Testimonial

Toby Johnson
GlaxoSmithKline
Executive Director,
Genomic Technologies

“Just wanted to say thanks for *really going above and beyond* with the requisitions we did this year. You were a pleasure to work with and always seemed to be thinking about what was best for GSK. ***With your help we have three outstanding scientists*** who have just joined our team this past week.”



Bespoke, data-driven, stage-gate process using real-time recruitment data

Hiring for alignment: Cultural compatibility,
purposeful hiring, value system

DE&I Committed – at least 33% *diverse shortlists*

Scalable talent – allowing you to *start planning
and preparing your future leaders today*

*Commitment to place candidates who have
a **material impact over the long term***

Contact us today to book your
free consultation:

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