



**Next Phase**  
Life Science Solutions

# Connecting great talent

As an industry leading life science recruitment company, we connect great talent with leading companies across Drug Discovery, Development & Commercialisation in the UK, Europe and US.

Based in West Sussex, UK we provide worldwide permanent and contract solutions to the Life Science industry and have the specialist expertise, experience and networks to offer the highest quality of service to both our clients and candidates.

# Our Specialist Functional Expertise



Leadership



Commercial



Quality



Clinical  
Operations



Scientific  
Development



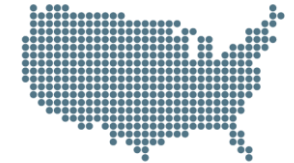
AI/ML Computation  
Sciences &  
Software Engineering



Digitalisation &  
Informatics



Manufacturing



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# Leadership

Our specialist executive search team is dedicated to finding the right candidates to help our clients build their high performing leadership team. We have an extensive network of candidates with industry relevant experience in strategic decision-making and delivering growth.

Our team take the time to fully understand each client's individual needs to ensure the correct leaders are identified and have built an extensive network of highly qualified individuals with the right expertise, experience and demonstrable evidence of success. We understand the demands of these roles, the skills successful candidates are required to have alongside the importance of them being a cultural fit for our clients.

Positions supported in Leadership:

- ✓ Director
- ✓ CTO
- ✓ CEO
- ✓ COO
- ✓ CSO
- ✓ VP & Head
- ✓ Scientific & Lab Directors
- ✓ Senior People Leaders



# Commercial Operations



Next Phase's commercial team have the experience and expertise to find exceptional candidates for the wide range of roles that fall under the commercial division. By understanding how all developments need to be rooted in commercial success, our team has developed an extensive network of skilled & experienced professional candidates.

We pride ourselves on taking the time to fully understand your needs and priorities, which ensures we find candidates who not only have the relevant skills and experience but also have the right values and will be the right cultural fit. Our experience and in-depth knowledge across the sector means we can help streamline your hiring process and identify and attract high caliber candidates.

Positions supported in Commercial Operations:

- ✓ Commercial Management
- ✓ Sales Management
- ✓ Business Development
- ✓ Marketing
- ✓ Operations Management
- ✓ Human Resource Management

# Quality



Next Phase supports the hiring needs of leading pharmaceutical, biotech, CRO and other life science organisations across the UK, Europe and the USA. Quality is at the heart of everything we do and Next Phase recognises how critical having robust & efficient quality processes are to your success.

Our solutions in Quality range from contract and permanent vacancies, to Executive Search and RPO projects all of which are tailored to the needs of your business.

Positions supported in Quality:

- ✓ Quality Assurance (QA)
- ✓ Quality Control (QC)
- ✓ Qualified Person (QP)
- ✓ Responsible Person (RP)
- ✓ Ethical Compliance
- ✓ Validation / CSV (UK)
- ✓ GxP and ISO Regulation
- ✓ HTA and QMS development

# Clinical Operations



Clinical trial progress is crucial to your development and commercial success. Having the best people driving forward each trial phase is critical, as is the ability to scale quickly on an international basis. Next Phase are specialists in providing experienced candidates worldwide to work across all trial phases and functional roles.

We have particular expertise in placing people with specific RTSM and IRT platform experience, from both sponsor and vendor sides. Combining this with having therapeutic specific networks, means we are able to provide candidates that already understand the intricacies of particular disease areas as contract, permanent or contract-to-perm solutions.

Positions supported in Clinical Operations:

- ✓ Clinical Research Co-Ordinator / Clinical Trial Associate
- ✓ Clinical Research Associate / Senior Clinical Research Associate
- ✓ Clinical Trial Manager
- ✓ Clinical Project Manager
- ✓ Clinical Research Nurse
- ✓ Clinical Scientist
- ✓ Clinical Operations Manager
- ✓ Clinical Research Director

# Scientific Development



Next Phase has built up an extensive knowledge of this area and has a global network of candidates who are at the forefront in research and development. We work with our clients to help build high-performing teams that drive scientific breakthroughs and work to develop new products and technologies.

Next Phase takes the time to understand your values and goals and match them with exceptional candidates who demonstrate the required technical expertise, show a passion for innovation and a clear drive for scientific exploration.

Positions supported in Scientific Development:

- ✓ Drug Discovery
- ✓ Medicinal Chemistry
- ✓ ADME / DMPK
- ✓ Synthetic Chemistry
- ✓ Analytical Scientists
- ✓ Assay Development Scientists
- ✓ Process Development
- ✓ Molecular Biology
- ✓ Cell Biology
- ✓ Viral Vectors
- ✓ MSAT
- ✓ Technology Transfer
- ✓ HTS / Compound Library
- ✓ Gene Therapy
- ✓ Cell Therapy

# AI/ML Computational Sciences & Software Engineering



Next Phase provide a leading service for the AI & Machine Learning sector, having developed a strong active candidate network across all levels, throughout the UK, Europe and the US.

Demand for Computational Chemists/Biologists, AI/ML Engineers/Scientists, Full Stack Developers and DevOps Engineers is at an all time high. We have the in-depth understanding of all these technologies to enable us to source people with exactly the expertise you require. Our team works closely with you to fully understand the needs of the business to ensure they provide the solution they need.

Positions supported in AI/ML Software Engineering:

- ✓ Computational (Chemists / Biologists)
- ✓ AI/ML Engineers / Scientists
- ✓ Scientific Software Engineers
- ✓ Cheminformatics
- ✓ Bioinformatics
- ✓ Data Science
- ✓ Full Stack Developer
- ✓ Software Testing
- ✓ Front-End & Back-End Developers
- ✓ Cloud / DevOps Engineers

# Digitalisation & Informatics



Informatics platforms such as LIMS and ELN are becoming increasingly important for improving efficiency for lab and R&D processes, improving data quality, managing and interpreting data, and enabling standardised workflows throughout both larger and smaller organisations. Next Phase partner with platform providers, service providers and sponsors, introducing individuals at all levels on a permanent or contract basis.

Positions supported in Digitalization & Informatics:

- ✓ Design and development
- ✓ Business Analysis
- ✓ Deployment & integration
- ✓ Validation
- ✓ Project & Strategic Management
- ✓ Pre & Post Sales Success
- ✓ Sales and Business Development

# Manufacturing



Manufacturing, packaging and logistics operations are integral to the life science industry. Working within a GMP / ISO clean room environment can be highly rewarding, especially for people who take real pride in their work and enjoy developing scalable, reliable production processes. Demand is at an all-time high for taking ATMP production into GMP, and manufacturing pharmaceuticals, medical devices and IVDs at scale.

Production is becoming increasingly technical and demanding, leading to varied career opportunities. Next Phase recognises the need for people with the right knowledge and attitude for these positions, having developed an extensive network of skilled professionals across UK, Europe and the US.

Positions supported in Manufacturing:

- ✓ Production Manager
- ✓ Production Supervisor
- ✓ Team Leaders
- ✓ Manufacturing Manager
- ✓ Sterile, Non-Sterile
- ✓ GMP ATMP Manufacturing
- ✓ Production Technicians
- ✓ Packaging Technicians
- ✓ GMP Training

# The Solutions we offer



## Permanent Recruitment Solutions

Worldwide networks of specialist Life Science candidates to build your team and grow your business. Success-based, efficient and focused on delivering the best talent.



## Retained Search Solution

Long-term exclusive partnership which provides a bespoke team to source the best talent for your business critical hires. In-depth support from the outset of the hiring process, providing advice & guidance to all stakeholders to ensure a successful outcome.



## Contract Recruitment Solutions

Fully compliant, highly skilled workers to support your project or short-term business needs in the UK, Europe and US. Onboard skilled workers across your teams & locations with confidence, working with our dedicated contracts team.



## Recruitment Process Outsourcing

A partnership that supports all of your recruitment process to bring flexibility, efficiency and success to your talent acquisition.



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# Permanent Recruitment Solutions



Working closely with you to understand your business, culture and role requirements we will manage your permanent recruitment with a highly skilled and efficient process. This contingent model will provide you with the following services:

- Detailed job qualification and process management
- Full market coverage
- Extensive talent pools
- Exclusive headhunting services
- Personalised CV and interview portals
- Benchmarking & Market Insights
- Candidate tracking

This is a success-based solution, where you will only pay a fee when the right person starts in the position. Our proactive approach in building networks in our specialist functions, enables us to deliver candidate quickly, whilst ensuring the candidates are a great fit for the skills/experience required and crucially the culture within your company.



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# Contract Recruitment Solutions



Whether you are looking to increase your short-term production capability, prepare for an internal audit, manage an ongoing project, cover long-term absence or bring experience into a team quickly, our contract recruitment solutions provide the answer. We pride ourselves on delivering a simple and straightforward contractor service, helping you navigate a complex environment with a clean and efficient process.

Our specialist contract team are able to partner with you for all your contract needs, as you will benefit from the following services:

- Access to our extensive network of highly qualified contractors throughout all sectors
- Fully compliant international solutions
- Paperless timesheet portal
- Dedicated account manager
- Guidance on current legislation, including IR35, AWR, GDPR & Conduct Regulations
- Right to Work checks
- Project-Based Contract Recruitment



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# Retained Search Solution



Whether you are looking to make a business-critical hire, need to ensure you are getting the best in the market talent, want to conduct a confidential search or need the expert advice of a dedicated recruitment team, our Retained Search Solution is the answer for you.

This model enables us to build a long-term partnership with you through our up-front commitment to finding you the best candidates for your business. We will take the time to understand and advise on the key search criteria, manage the process from beginning to end and be relentless in securing you the right talent.

We follow a clear and consistent process for our retained search:

- **Consultation** - gaining an in-depth understanding of your business needs, engaging & meeting with all key stakeholders & agreeing specific search and recruitment process criteria
- **Identification** - utilising our extensive network & industry knowledge to create a worldwide market map
- **Attraction** - engaging individuals with the agreed skillset, motivations and personal drivers
- **Acquisition** - comprehensive candidate process management through the process, placement, start date & beyond

This solution involves an initial project commencement fee, with the balance to be paid when the chosen person starts their employment with you.

# Recruitment Process Outsourcing (RPO)



Our RPO solution is designed around you and gives you flexibility and efficiency within your hiring team as you outsource part of your recruitment process to us. We will act as your internal talent acquisition team, managing all parts of the preparation, attraction, interviewing and placement processes.

This solution incorporates the following services :

- On-site meeting to build a comprehensive understanding of your requirements and your business
- Dedicated Project Manager and bespoke project plan
- Benchmarking and review of compensation packages
- Full interview process; assessment criteria, scheduling, conducting and feedback
- Full market search
- Role marketing
- Organise and conduct review meetings
- Offer management
- Candidate onboarding
- Continued candidate support

All of our RPO solutions are bespoke with each partner, tailored to meet the exact needs and requirements of the project.

# Model comparison



	Permanent Recruitment Solution	Retained Search	Contract Recruitment Solution	RPO
When you need:	<ul style="list-style-type: none"> <li>Permanent Hiring</li> <li>Niche skillsets</li> <li>Multiple Hires</li> </ul>	<ul style="list-style-type: none"> <li>Business Critical hires</li> <li>Very niche skills or hard to find locations</li> <li>Desire for more dedicated support within a team working exclusively on a requirement</li> </ul>	<ul style="list-style-type: none"> <li>Short-term skills gap</li> <li>Project based hiring need</li> <li>Cover for long-term absence</li> <li>Additional support whilst hiring for permanent position</li> </ul>	<ul style="list-style-type: none"> <li>No capacity to manage recruitment internally</li> <li>Want to utilise the skills of a specialist company to structure the best process</li> <li>Want to create a template for future internal hiring</li> <li>Want a dedicated team to support critical talent acquisitions</li> </ul>
Fee:	25% of first year's total remuneration	25% of first year's total remuneration	25% margin applied per hour/day	Bespoke
Payment Structure:	Full fee invoiced on candidate's start date	30% paid on signing, balance paid on candidate's start date	Invoiced weekly/monthly based upon approved timesheets	Bespoke
Services Offered:	<ul style="list-style-type: none"> <li>Job qualification &amp; process management</li> <li>Full market coverage</li> <li>Headhunting services</li> <li>CV &amp; interview portals</li> <li>Benchmarking &amp; market insights</li> <li>Candidate tracking</li> </ul>	<p>All services included in Permanent Recruitment Solution plus:</p> <ul style="list-style-type: none"> <li>Comprehensive business &amp; requirements consultation</li> <li>Dedicated account manager</li> <li>Regular updates &amp; progress reports</li> <li>Dedicated insights into the worldwide talent market for your hire</li> <li>On-site project kick-off meeting</li> </ul>	<ul style="list-style-type: none"> <li>Job qualification &amp; process management</li> <li>Full market coverage</li> <li>CV &amp; interview portals</li> <li>Online timesheet portal</li> <li>Dedicate contracts team</li> <li>Candidate tracking</li> </ul>	<p>All services included in Permanent Recruitment Solution plus:</p> <ul style="list-style-type: none"> <li>On-site meetings to understand requirements</li> <li>Dedicated project manager &amp; project plan</li> <li>Review of compensation packages</li> <li>Organise &amp; conduct review meetings</li> <li>Offer management</li> <li>Candidate onboarding</li> <li>Ongoing candidate support</li> </ul>



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# Our Additional Services



We are focussed on people and our primary objective is to provide you with the perfect candidates for your roles and your business. Integral to this is developing a long-term partnership with you and ensuring we provide you with added value, such as:

- Role by role market benchmarking
- Bespoke competitor analysis on teams, strategy and growth
- Market intelligence & insights
- Exclusive headhunting services to target key individuals
- Job description creation and review
- Candidate tracking and talent pooling for future hires
- Recruitment Strategy Consulting
- Employer branding and value proposition support
- Contractor process & legislation guidance



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# Our Values



## **Authentic**

We believe our candidates, clients and colleagues' relationships should be built on assurance and trust.



## **Specialist**

We are dedicated to developing expert knowledge in the life science industry, to support and our partners & colleagues growth



## **Collaborative**

We deliver genuine, proven solutions with integrity, using our experience to offer tailored support to candidates and clients.



## **Innovative**

We believe that to be competitive we need to be entrepreneurial and resourceful. We endeavour to create inventive suggestions for our partners & colleagues to help them grow.



## **People First**

We believe that treating our contacts with care and respect will build long-term relationships. As a people enhancement company; personal progression and improvement are the foundations of everything we do.



## **Ambitious**

We are dedicated to developing expert knowledge in the life science industry, to support and advise our partners & colleagues to support growth.



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[Book a meeting](#)

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