

TALENTMARK ^{T//}

Specialist talent
solutions //

Empowering the advancement of Life Sciences



Introduction //

We deliver specialist resourcing solutions across the life sciences and affiliated sectors.

As trusted partners to some of the world's most innovative organisations, we bring industry expertise and a strong commitment to attracting exceptional talent. Our work supports the development of life-changing therapies and forward-thinking technologies that shape the future.

Our vision is simple: to make a positive, lasting impact by contributing to the continued innovation and advancement of the life sciences.



About Us //

55 years

of experience in the life science and chemicals sectors

112

staff employees

8 offices

in 5 countries

1200+

placements yearly

Rated Excellent



★ Trustpilot

Excellent recruitment agency!
Pharmaron, Premier R&D Service Provider

Our Statistics //

77%*

of CVs we submit to a job progress to interview

We perform

167%*

above the recruitment industry average

6x

better than the average recruitment agency

5

science sector placements made per business day

50+

MSP agreements with the 'worlds top science' led businesses

Trust Pilot Score

4.9

Rated Excellent (the average score in recruitment is 2.3)

Our Values //

We take pride in our values



Passion



Respect



Innovation



Drive



Empowerment

Areas of Industry //

Here are the areas of industry that we focus on:



Pharmaceuticals



Biotechnology



CROs



Consultancy



Chemicals



Medical devices



Med tech



Waste



Environmental



FMCG

Our Areas of Expertise //

We provide staffing solutions in the following areas:



Clinical operations



Quality assurance



Medical affairs



Research & development



Drug safety & pharmacovigilance



Laboratory



Quality control



Operations & production



Board & leadership



Project management



Biometrics & data management



Engineering



Medical governance & compliance



Clinical development



Bioinformatics



Translational medicine



Regulatory affairs



Procurement & supply chain

Our Disciplines //



Manufacturing:

- GMP Operations
- Biotech Manufacturing
- Upstream Processing
- Downstream Processing
- CDMO Manufacturing
- Healthcare Manufacturing
- CMC (Chemistry, Manufacturing & Control)
- FMCG Manufacturing
- Quality Assurance
- HSE
- Process R&D roles
- Process Chemistry
- Scale-up, Batch Manufacturing and Formulation
- Quality Control – both Chemical and Microbiological
- Analytical Chemistry



Pre-Clinical/R&D:

- QA & Compliance, Auditors
- QC (Quality Control), Analytical Scientists
- R&D Discovery
- Production Operations
- Toxicology/Pharmacology
- Consumer Safety/New Product Development
- Project Management
- Formulation
- Lab Management
- Validation
- Bioinformatics & Cheminformatics
- H&S
- Product Development



Clinical:

- Medical Affairs
- Clinical Operations
- Clinical Science/ Development
- Data Science
- Physicians
- Clinical Data Management
- Regulatory Affairs
- Pharmacovigilance
- HEOR and Market Access
- Medical Information
- Biometrics
- Translational Medicine
- Clinical Quality Assurance
- Clinical Monitoring (CRA's)
- Commercial

Our Disciplines //



Healthcare (excluding bank support):

- Clinical Research Nurses
- Registered Nurses
- Nurse Specialisms
- Medics
- HCAs
- HC Technicians
- Clinical Sample Technicians
- Occupational Health
- Quality
- Data Analysts



Technical/Engineering:

- Engineering (Chemical, Process, Mechanical, CSV, Software & Maintenance)
- IT (Business Analysts/LIMS Developers, Data Analysts)
- Supply Chain & Procurement
- Site & Engineering Managers (Project Engineers, Engineering Managers & Project Managers)
- Technical Administration



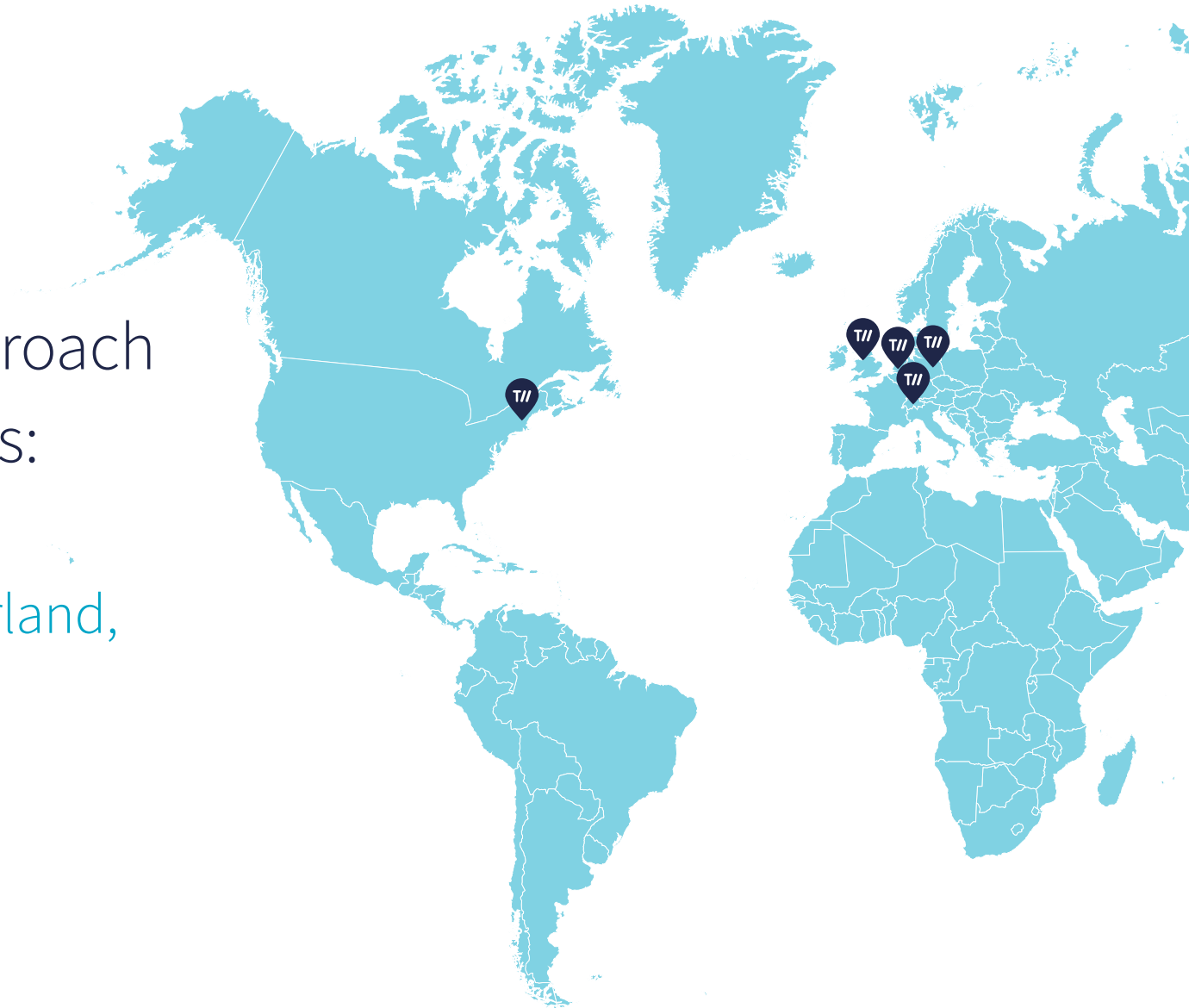
Commercial and Operations:

- Marketing
- Business Development
- Sales
- Market Access
- Pricing & Reimbursement
- Health Economics
- Commercial Analytics
- Commercial Operations
- Patient Support Programs
- Trade & Distribution
- Licensing & Partnerships
- Mergers & Acquisitions
- Human Resources
- Finance
- Business Operations

Locations //

An international approach
with a localised focus:

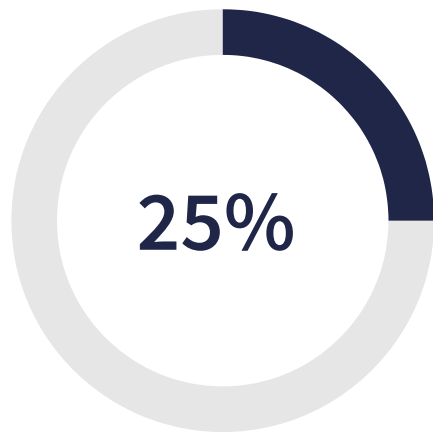
We have offices in: UK,
the Netherlands, Switzerland,
Germany and USA.



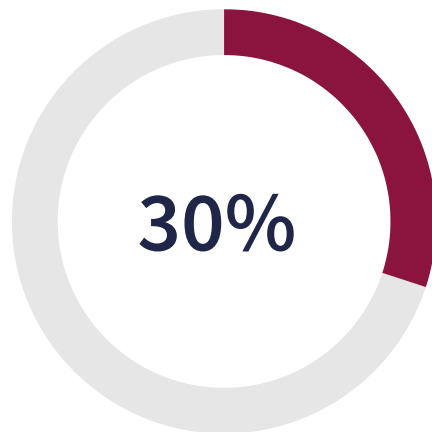
Our Sourcing Solutions //

We can provide you with a range of staffing solutions and services that can be tailored to your specific recruitment requirements.

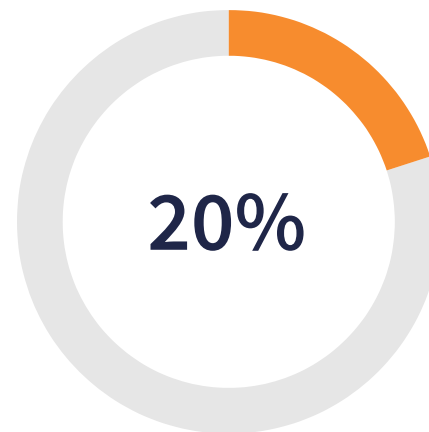
Staffing Solutions



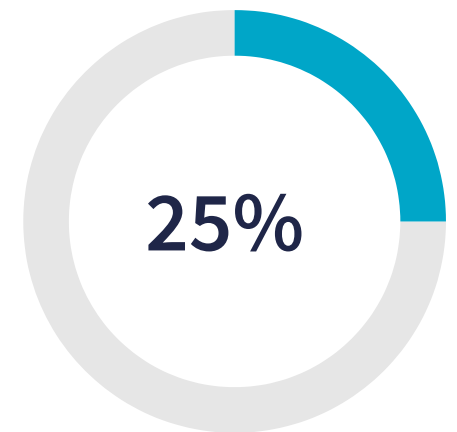
MSP



Executive Search



Accelerator Service



Staffing Solutions //

Permanent Recruitment

At Talentmark, we deliver specialist permanent recruitment solutions designed to support your organisation's hiring needs.

We offer contingent, exclusive, and retained search services, providing flexible support tailored to each vacancy. Whether you require rapid candidate delivery, dedicated focus on a business-critical role, or a strategic recruitment partner to support long-term growth, our service models adapt to you.

From proactive talent sourcing and market mapping to interview coordination and offer management, we manage the entire recruitment lifecycle with precision and care. Our end-to-end approach ensures a seamless hiring experience aligned with your goals and timelines.

With a consultative approach and access to high-calibre talent, Talentmark connects you with professionals who drive performance and long-term success.

Contingent Recruitment: A flexible, pay-on-success option, ideal for organisations seeking efficient recruitment without upfront costs. We manage the full process—from understanding your requirements and sourcing candidates to screening, interviews, and offer negotiation.

Exclusive Recruitment: A dedicated partnership where Talentmark acts as your sole recruitment provider. This approach allows us to focus our resources, protect your employer brand, and deliver consistent, high-quality candidate engagement.

Retained Search: A proactive recruitment solution for senior, specialist, or hard-to-fill roles. With dedicated resources and a structured search process, we identify and secure exceptional talent through targeted headhunting and detailed candidate assessment.

Case Study

Hiring a Senior Biomarker Specialist for Oncology Biotech Start-Up

Case Study

Ineos Chemicals

Case Study

Nxera



Staffing Solutions //

Contract & Temporary Recruitment Services

1

Contract & Temporary Recruitment Services

Talentmark provides flexible contract and temporary recruitment solutions to support short and medium-term workforce needs. Whether covering special projects, peak workloads, or sourcing specialist expertise for a defined project, we deliver reliable talent quickly and efficiently.

3

Interim & Consulting Recruitment

For senior, specialist, or project-led roles, our interim and consulting service provides access to experienced professionals on a part-time or fixed-term basis.

Whether you need strategic leadership or expert support for a defined period, we supply individuals with the skills and experience to deliver meaningful, lasting impact.

2

Contingent Contract Recruitment

Our contingent contract service offers a flexible, pay-per-hour model that includes statutory costs, holiday pay, and our margin—so you only pay for the time worked.

We manage the full process, from sourcing and placement to confidential timesheet management and in-house payrolling. Our consultants remain the point of contact throughout the assignment, handling appraisals and performance matters to give you complete peace of mind.

4

Payroll and HR

Talentmark manages payroll as part of the recruitment service, covering administration and compliance. We currently support over 300 contractors working across the UK, Europe, and the USA within the life sciences sector.

Talentmark and the manufacturing team have been excellent to work with.

Hiring Manager, Reckitt

Case Study

Temporary Staffing of Molecular Diagnostic Testing Laboratories

Case Study

Reckitt

Case Study

Veolia

MSP Service //

We have over 50 preferred supplier agreements with world's leading organisations

Talentmark's Key exclusive MSP team provides dedicated contract recruitment support to Managed Service Provider (MSP) clients, supplying high-quality contingent talent at pace and at scale.

We work in partnership with global blue-chip and pharmaceutical organisations, delivering contract professionals across the life sciences sector in highly regulated, fast-moving environments.

What we deliver:

Rapid candidate supply: CVs typically provided within 24–48 hours, enabling clients to meet urgent and high-volume hiring demands.

MSP and portal expertise: Our teams are experienced in working with client and MSP portals, ensuring full compliance with processes, service level agreements, and reporting requirements.

Dedicated account support: Clients benefit from a consistent team that understands their business, roles, and delivery expectations—ensuring efficiency, accuracy, and continuity.

Proven performance: Our approach has been recognised with multiple industry awards, including wins at the Kellys Recruitment Awards, reflecting our commitment to quality and service excellence.

Why Talentmark?

Our Key Accounts team combines contract recruitment expertise with the scale, speed, and structure required for MSP environments. We deliver reliable results, maintain compliance, and act as a trusted extension of our clients' recruitment function—supporting long-term workforce success.

Case Study

GSK

Case Study

Eisai

Case Study

Swiss Owned Global

Executive Search Service //

Talentmark Executive delivers bespoke executive search solutions for leadership and critical senior appointments across the life sciences and affiliated sectors. We partner closely with clients to identify, engage, and secure leaders who combine technical credibility with the vision and capability to drive long-term success.

Our executive search service is designed for organisations operating in complex, highly regulated, and competitive environments—where the right leadership appointment is business-critical

Our Approach:

Executive search is delivered on a retained basis, ensuring focus, discretion, and a rigorous, structured process. We invest time upfront to fully understand your organisation, culture, and strategic objectives, enabling us to deliver leaders who align with both immediate needs and future ambitions.

Our process includes:

- In-depth role and stakeholder briefing
- Market mapping and targeted headhunting
- Discreet candidate engagement and assessment
- Structured interviews and leadership evaluation
- Offer management and onboarding support

What we deliver:

- **Senior and board-level appointments**
CEO, C-suite, executive leadership, and non-executive roles.
- **Specialist leadership hires**
Scientific, clinical, regulatory, commercial, and operational leaders in niche or emerging areas.
- **Confidential and sensitive searches**
Handled with discretion to protect both client and candidate interests.

Why Talentmark Executive?

Talentmark Exec combines sector focus with a consultative, partnership-led approach. Our experience within life sciences allows us to access hard-to-reach leadership talent and deliver appointments that strengthen organisations beyond the hire itself.



Accelerator Service //

Accelerating product performance throughout the lifecycle

We design, build, and deploy fully tailored teams—led by proven therapeutic-area leaders—who understand your market, molecule, and mission.

Accelerator Services™ is our integrated offering, created to optimise product performance from discovery through to commercialisation. It combines sector insight with executional excellence, ensuring speed, compliance, and impact at every stage of the product lifecycle.

Accelerator Services™

The expertise to move faster. The insight to move smarter. The talent to deliver results.

Talentmark transformed a disjointed, low-morale team into a motivated, high-performing scientific workforce.

Eli Lilly

Our Core USP's

- **Rapid deployment of expert teams**
Flexible and scalable workforce solutions, enabling hiring decisions within 30–60 days
- **Country-specific compliance expertise**
Clear guidance on local compliance and industry conventions, delivered market by market.
- **Modular, end-to-end services**
Covering resourcing, assessment, training, performance management, compliance, and beyond—configured to your exact needs.

Why Accelerator Services™?

Over five decades, Talentmark has seen both best-in-class and failed approaches to commercial and medical execution. Accelerator Services™ is built on this real-world insight, ensuring organisations have the clarity, capability, and confidence to make the right decisions at the right time.

We enable scale and transformation without disruption or change orders, delivering not just available talent, but the right specialists—people who elevate strategy, execution, and outcomes across every phase of your product lifecycle.

Case Study

Sun Pharma

Case Study

EMS Healthcare Early Cancer Detection study for GRAIL

Case Study

Salford Lung Study

Accelerator Service // Case Studies

Building capabilities & driving performance



Creating national thought leader engagement with Paediatric Hepatologists across North America in **40 days** from instruction.



Ophthalmology commercial infrastructure in Germany and the UK – the first market met **20%** market penetration within 12 months in 2025.



Supporting business continuity for Pharmacovigilance during relocation of critical hires in HQ move to Boston in **31 days**.



Supporting global expansion with key R&D and Commercial leadership capability in **11 Countries** in 2025.



Prepared Ex-US market (Asia, Australia, Europe) for launch with Regional Medical Excellence in Hematology in **32 days**.



Consulted on the Board and Executive team executed in **58 days**. Introduced cornerstone investor that remained until an exit to AbbVie for **\$2.2bn** in 2025.



Supporting the Board with leadership capability **enabling multiple funding rounds and IPO** to drive key Compass 360 trials now pending approval.



Outsourced HR/Talent Acquisition for the German Plasma Business delivering **200+** hires in 2025.



Accelerator Service // Case Studies

We support clients throughout all phases of the lifecycle:



“Talentmark have played a major role in us being able to staff one of the largest cancer detection studies to date”
Helen Jones, EMS, Clinical Services Director

Early Stage & Growth Phase 2b/3 to Market Launch Product Performance & Manufacturing

Sample of Existing Clients //

 **BASF**

CRODA

GSK

JM Johnson Matthey
Inspiring science, enhancing life

 **PerkinElmer**

Bicycle®

 **Boehringer
Ingelheim**

 **Eisai**

 **Pfizer**

INEOS

 **SUN
PHARMA**

 **Roche**

Johnson & Johnson

 **ucb**

 **VEOLIA**

teva

 **reckitt**

NXERA 

Lilly

NOVACYT

 **BOYD'S**
Supporting Learning Development

Catalent®

 **PPG**

AstraZeneca 

SOLVAY

Awards //



x7 Supplier Excellence Awards



x3 Gold - Best of the Group
Platinum - Best of the Group



Worksense Supplier of the Year



1000 Companies to Inspire Britain



Consultant of the Year
Permanent Consultant of the Year



Business of the Year

Memberships and Accreditations //



Reviews //

It's safe to say that Talentmark set the benchmark in service quality for the scientific recruitment industry.

SGS, Multinational Testing Organisation

Our experience with the Talentmark has been nothing short of great. They have quick response times, are well organised, and are always polite and professional.

Angle PLC, Liquid Biopsy Company

In our previous experience with recruiters, there's a tendency to hit you with a quantity, rather than quality of candidates. Talentmark took our unique, limited brief on board and provided us with an excellent array of candidates. Their level of service far outshines the others.

Testing Consultancy

Talentmark listened to what we wanted, and complied – we saw only candidates that fitted the spec.

Diurnal, Global Pharmaceutical Company

We switched to Talentmark with almost instant effect. Great communication, very personable team and key contact. Delighted with our three new staff who are a great fit, both professionally and personality-wise.

Head of HR, NXERA

We have had really good service from Talentmark over the last few years. The quality of the candidates has been fantastic, they have listened to our needs and supported our recruitment strategy. The staff are always ready to help with any issues and we have always had a fast response to requests and queries.

Fareva, Global Pharmaceutical Company

After struggling to find a couple of key positions with other providers, we switched to using Talentmark with almost instant effect. Great communication, very personable team and key contact. Delighted with our 3 new staff who are a great fit, both professionally and personality-wise. Highly recommended group to work with.

Multinational Testing Organisation

Many agencies 'cast a net' and send in a lot of candidates with some of the skills we are looking for – Talentmark will spend the time looking for the correct candidates with most or all of the boxes ticked, this saves me so much time having to trawl through loads of CVs.

Biotechnology Company

I appreciated your honest appraisal of our spec and help to get that right ahead of the contract; by asking the right questions and making us think. It gave me confidence that you knew the market and understood what we were trying to achieve in the hire and profile we wanted.

Hiring Manager, Oncology-focused Biotech Start-up

I highly recommend Talentmark, they have been fantastic throughout the whole recruitment process, they've successfully placed two electrophysiologists for us, one senior and one junior, the quality of both candidates is outstanding. Their understanding of this specialised niche made the entire process seamless and efficient.

Head of HR and Operational Support at Autifony

Talentmark's customer service, understanding of the business need and attention to detail are quite exceptional.

Daiichi Sankyo, Global Pharmaceutical Organisation

Great service on a niche requirement, thank you.

Thermo Fisher Scientific, Global Instrumentation Organisation

Talentmark quickly understood our requirements and delivered high-quality candidates who were an excellent fit for our team.

Group HR Manager, INEOS Compounds

Talentmark truly understands the nature of our work and knows precisely what we need in our candidates.

Quality Manager, PPG

Our experience with working with Talentmark has been the ideal recruitment experience.

Kay Campbell, HR Advisor at the Novacyt Group

Contact Us //

If you would like recruitment advice or a short discussion of how best we can help you, please contact us on the details below and we will be happy to assist:

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