

IntelliPro

Your Trusted Partner

in the Biotech, Pharma and Medical Industry

www.intelliprogroup.com

IntelliPro Group - Our Unique Approach

Founded in 2009, IntelliPro is one of the fastest growing talent acquisition and HR solutions firms in the world. We have built our business on our company-wide commitment to continually overdeliver on the high expectations of our clients, employees, and business partners.



Project-based Approach

IntelliPro Group stands out from other staffing companies for its project-based approach. We dedicate a team of industry experts to source and recruit the highest quality candidates.

Reliable & Fast

We gained a reputation for being reliable and fast. The turnover rate of our technical consultants is less than 2%. Moreover, we ensure that quality candidates are presented to you within hours of your request and are engaged throughout the hiring process. We rely on our powerful proprietary AI-machine database of more than 160 million job candidates.



Our dedicated Biotech and Life science team boasts a stellar track record of hiring C-level executives and mid-to-senior level scientists critical for your company success.

Areas of Expertise

For your team to focus on what is most important, we offer our expertise in several areas:

🔗 Recruiting

General Recruiting (FTE), RPO, Retainer Search

🔗 HR Services

Pre-identified Consulting Services, H1 Application, Administration Service

🔗 Payroll Management

🔗 Management Consulting
Mapping Research

Our Areas of Sourcing and Recruiting Expertise



Overview of Drug Requisitions

Research & Development

- CSO (Chief Scientific Officer)
- Discovery
- Biologist

Preclinical

- Pharmacology
- Translational
- Bioinformatics & Biostatistics

Chemistry, Manufacturing and Control

- Process Development
- Assess Development
- Manufacturing Technician

Clinical, Operation and Commercial

- Regulatory Affairs Lead
- Director of Clinical Operations
- Director of Clinical Research Physician



Overview of Healthcare Requisitions

Medical Devices and In Vitro Diagnostics

- Biochemical Product Manager
- Field Application Scientist
- Sales

Health Care Services

- Case Manager
- Clinical Assistant



 Contact: Healthcare@intelliprogroup.com

Case Studies

C-Level Hiring

Top three pharmaceutical companies in China were looking for a CEO to open the second headquarters in the United States.

🕒 Project Issues

The organization did not have a strong brand in the United States, the headquarters has stringent hiring requirements, and the pay structure was atypical.

📅 Project Timeline

- **August 2020**
Received a request to begin search for applicants
- **September 2020**
Presented three qualified candidates
- **October 2020**
Prepared candidates for salary negotiation
- **December 2020**
Achieved an agreement with candidates
- **January 2021**
Successfully hired the CEO

✅ Key Aspects of Success

The search was quick, IntelliPro managed the process – assured that the job descriptions were correct, and the recommended applicants were credible. Although IntelliPro only submitted three candidates, all of them were exceptional.

Cross Border Hiring

A biotech business created by MIT scientists sought to establish a new mRNA division and required a computational leader to join their bioinformatics team.

🕒 Project Challenges

Candidates' professional and technical criteria were quite high, and a lot of negotiation needed to happen in order to establish an international assigner package.

📅 Project Timeline

- **December 2020**
Received a request to search for candidates
- **February 2021**
Prepared three applicants for interviews with founders
- **April 2021**
Supported candidates with salary negotiations
- **May 2021**
Achieved an agreement with candidates
- **June 2021**
Candidates joined the company

✅ Key Aspects of Success

Our experts used their professional skills to map the entire industry, starting from the university's laboratory. This hugely helped identify candidates with most suitable backgrounds quickly. IntelliPro provide step-by-step instructions: we considered how re-allocating with families can be challenging. Our advisors assisted candidates with visa counseling and domestic HR coordination throughout this time. The assistance was tailored according to specific individual needs.

On-site Support Hiring

Due to a rapid growth of the pipeline, a biopharmaceutical firm founded in 2017 was in desperate need of new employees joining its expansion team.

🕒 Project Challenges

Amidst a very high demand for recruits, the project needed to be completed in record time.

📅 Project Timeline

- **September 2020**
Received a request to search for a candidate
- **October 2020**
Secured talent who was hired as an IntelliPro consultant.
The contract has been extended twice thus far.

✅ Key Aspects of Success

IntelliPro offers a large pool of consultants that have been well-trained in adapting to a variety of assignments. Our hiring practices are extremely flexible and can be tailored to meet specific demands of our clients.