

## Taleo for Life Sciences

### **The Challenge: Balance short term costs with long term research and development.**

An aging population, generic drugs, and constant pressure from payers are squeezing cost structures. Pharmaceutical companies and medical device manufacturers are adopting lean on-demand practices and supply chain operations. With cost cutting initiatives to improve margins, many short term discussions start with the biggest line item—the workforce.

But with many drugs coming off patent and a shorter development pipeline, long term success means quickly bringing innovative and profitable products to market. The key is to streamline your human capital practices to reduce cost and risk while fueling innovation.

The global talent pool for scientists, chemists, and biologists is shrinking while locations are shifting. Hiring and retaining the right people globally in research and development (R&D), sales and service, manufacturing, logistics, and marketing—while making sure they are assigned to the right projects—is critical to success. Learn why Taleo for Life Sciences is the solution of choice for the global enterprise.

### **Meeting Your Challenges with Taleo**

- ▶ **Reduce staffing costs.** Cost control is critical to success. Cut staffing costs in advertising spend, process efficiency, and other areas.
- ▶ **Reduce staffing cycle times.** Keep your research and development projects optimally staffed. Reduce cycle times by 50-70 percent.
- ▶ **Find the best talent from the global talent pool.** Multiple language and currency capabilities along with flexible process workflows help you tailor your recruiting processes to find the best talent wherever they are located.
- ▶ **Improve productivity.** Your management team spends less time on administration and more time adding value.
- ▶ **Attract and retain your talent base.** You become an employer of choice for top talent when you employ automated intelligent processes built on best practices.

### **The Solution: Establish a talent management platform to reduce costs while you identify, manage, and retain key talent to fill your R&D pipeline.**

Taleo has provided the world's largest life sciences companies with the talent management tools they need to optimize their human capital investments. Our integrated approach supports key retention programs and the full spectrum of talent acquisition—including salaried professionals, hourly workers, and contingent labor on a single platform. Our clients reduce their overall cost structure—while finding and retaining the key talent required to drive innovative development.

*"We are a high-tech company and it is entirely appropriate that we take a high-tech approach to resourcing candidates. As a company, we aspire to create an environment that enables our people to excel, innovate, and contribute to the advancement of our global biotechnology organization. With Taleo, we have employed a self-service model that has improved services for recruiters, hiring managers and candidates worldwide and, today, we are finding quality candidates faster."*

**Madeline Poulton**  
Global Staffing Director



### Taleo-the Proven Life Sciences Staffing Solution

- ▶ **Agile, highly flexible process workflows.** Tailor your talent management processes to attract and retain the right fit of talent.
- ▶ **Support for Six Sigma, TQM, and ISO.** Apply these quality methodologies to enterprise talent management practices.
- ▶ **Integrated campus recruiting.** Recruit top talent directly from the best science and engineering schools.
- ▶ **Workforce mobility tools.** Increase retention and ease merger and acquisition integration with immediate employee visibility into internal career opportunities.
- ▶ **Multiple language and currency capabilities.** Support local talent management practices and regulations for global deployments.
- ▶ **Contingent workforce solution.** Cut costs and track your administrative, IT, or light industry contract workforce.
- ▶ **Regulatory and diversity capabilities.** Manage regulatory compliance and support diversity hiring initiatives that foster innovation.
- ▶ **Proven integration with major HRIS/ERP systems.** Connect to Oracle/PeopleSoft/J.D.Edwards and SAP along with many solutions for tax credits, background checking, and more.

### See the results. Realize the value.

Taleo has made life sciences companies better able to reduce cost structures and more effectively manage human capital at many of the world's largest life sciences companies. Organizations such as Johnson & Johnson, Merck, and Cargill have chosen Taleo for flexibility, broad functionality, global capabilities, and ability to manage diverse enterprise talent. Taleo for Life Sciences delivers results, including:

- ▶ Increased workforce productivity through higher quality hires.
- ▶ Millions of dollars in cost reductions.
- ▶ Reductions in time to hire by 50-70%.
- ▶ Increased employee satisfaction and retention.
- ▶ Improvement in Six Sigma staffing practices.
- ▶ Increased client satisfaction.
- ▶ Increased hiring manager satisfaction.
- ▶ Reduced exposure to legal & regulatory risk.

To learn more about Taleo's talent management solutions for life sciences contact your Taleo Account Executive today.



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