



Mills Chase

Global Pharmaceutical and Life Sciences Search



AN AWARD WINNING INTERNATIONAL RECRUITMENT CONSULTANCY

SPECIALISING IN RECRUITING THE BEST TALENT
IN PHARMACEUTICALS AND LIFE SCIENCES

CONTENT

WHO ARE WE?	3
WHAT DO WE DO?	4
WHERE DO WE OPERATE?	5-6
HOW MUCH DOES OUR SERVICE COST?	7
HOW WE CALCULATE OUR FEES?	8-10
CONTACT US	11





WHO ARE WE?

Mills Chase is a global search organisation focussed within life sciences and pharmaceuticals. We deliver the highest possible value talent solutions into businesses facing mid-senior management and board level hiring challenges.

Increasingly competitive times make the most desirable professionals difficult to engage, understanding the industry's top talent continuum and having the tact to reach it is critical to our results.

Our unerring commitment to developing relationships with the leaders that influence our sectors and our extensive industry knowledge ensures we can provide timely access to the best passive talent not currently on the open market.

WHAT DO WE DO?

Engaging professionals through well-established live contact channels have us constantly communicating with some of the most influential people and thought leaders globally.

Our search consultants all have extended industry specific networks built up over the course of their careers. These networks and the experience we have operating within them bring that added reach when searching for sometimes hard to find talent.

Our sourcing approach is ethical, proactive and at the forefront of what is possible.

Every search we conduct is bespoke to the exact needs of our client partner but below are some of the key areas we have in depth knowledge of:

- Senior Management and board level hires
- Quality, QA, QM, QPs
- Clinical Research
- Regulatory Affairs
- PVG/ Drug Safety
- Medical Affairs
- Data Management, SAS/ Stats
- HEOR/ PRMA



WHERE DO WE OPERATE?

In the last 18yrs we have run searches in many countries throughout EMEA, Asia-Pacific and the Americas and we are confident that if the person exists, we can find them for you. At a very early stage we can assess local talent pools, benchmark current talent against your needs and support your recruitment strategy

Mills Chase has a single purpose, to partner with you and find you the person that adds the most value thus achieving your business goal. The global search briefs we have delivered against for our clients all have this in common.

Our business growth, your repeat custom and ultimately the trust you put into our service will stem from us only placing professionals that drive results and make a positive difference.

Really successful strategic hires are typically uncommon in our industry but our clients have come to rely on them as standard to give them a competitive edge.



If you are looking to make a critical hire as a Lifesciences or Pharmaceutical related organisation that you must get right first time around, please contact us to see what we can do to support you.

We complete searches globally in the following areas:

- Pharmaceutical and Biotechnology
- Specialty Pharmaceutical, Generics and P.I
- Contract Research
- Medical Devices and Technology
- Healthcare Companies

Services include:

- Executive Search
- Free competitor talent insights and benchmarking services
- Functional Service Provision (FSP)
- Contingent Permanent and Contract recruitment

HOW MUCH DOES OUR SERVICE COST?

Our standard rates are as follows and quoted in pounds sterling (these may differ depending on the currency of the final starting salary – please ask your consultant for clarification)

PERMANENT RECRUITMENT FEES

£0 - £29,999 = 20%

£30,000 - £49,000 = 25%

£50,000+ = 30%

FIXED TERM CONTRACT FEES

Flat rate of 25%

RETAINED SEARCH FEES

Flat rate of 30%

The fee schedule for retained search is as follows:

- 1/3 on instruction to initiate the search
- 1/3 on presentation of shortlisted candidates suitable for interview
- 1/3 on completion of search when candidate accepts

CONTRACT FEES

Our contract fees are entirely dependent on client budget and the candidate demand/ scarcity.

HOW WE CALCULATE THESE FEES?

We believe it is important to be completely transparent about our fees so that we can demonstrate the value we are trying to add on top of high levels of service.

PERMANENT RECRUITMENT FEES

75% of our fee (equivalent to a 12-15% fee) covers our basic overheads – Salaries, office, advertising, marketing, mobile, software, insurance etc.

The Additional Fees Cover the Following:

- 40-80hrs of consultant time, usually involving sourcing and speaking with 50+ candidates and mapping 20+ companies to present a vetted shortlist of 3-5 candidates.
- Our clients also want to work with consultants, not sales people and this demands that our people have gone through rigorous training and development to be able to deliver the service and market knowledge you expect.
- All our USPs above have a cost but ensure that we gain access to unique talent in the market place that our clients and competitors are unable to find.
- Access to our in-house database. Outside of our advertising and social media reach we have built an unrivalled international database in our specialist areas.
- The higher fees applied to the higher salary bandings reflect the scarcity of senior candidates available at these levels and the additional time required to map the market, engage and shortlist.

CONTRACT RECRUITMENT FEES

In addition to all of the above factors, additional costs are involved in contract recruitment:

Financing – funding a contractor costs money and impacts cash flow. As an agency, we pay our contractors weekly and well in advance of receiving funds from our clients.

Other Direct costs include – Other Direct costs include – weekly online timesheet provision and administration, weekly invoicing, weekly credit control and our customer service and compliance teams.

EXECUTIVE SEARCH FEES

In addition to all of the costs applicable to permanent recruitment the following costs are specific to retained search campaigns that we conduct:

Dedicated resource - Your team will only be working on your requirement and no others.

Scoping – there will be a lot more in-depth scoping including the creation of multiple tier market maps and considerable face to face meetings following the creation of a detailed candidate specification/brief.

Time – We follow a tried and tested 15 stage project managed search methodology that is designed for maximum effect and results. We also follow up all our retained searches with a detailed analysis of the market and the project. The overall length of the project tends to be longer than a contingent process.

Reduced candidate pool – for an executive hire, the candidate pool is far smaller and usually passive (not actively on the market) for the best candidate. As such, further time is spent engaging with prospects usually in evenings and on weekends when they can converse in depth and meet.

FIXED TERM CONTRACT FEES

In addition to the costs associated with permanent recruitment there are also the following costs specific to fixed term contracts:

Reduced Candidate Pool – Whilst there are professional contractors and permanent job seekers there are even fewer candidates seeking FTC opportunities. The fee is also calculated on a pro-rata basis dependant on the length of the contract.

MANAGED SERVICE PROVISION

These are based on a case by case basis and a member of our senior team would be happy to discuss what options are available. In most cases MSP and RPO provision represents better value than our standard terms as we can reduce costs through economies of scale.



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