

Mix Talent

Get to Know Us



Meet Mix Talent –



a one-stop talent acquisition and consulting firm built to support the short-term goals and long-term success of **life science organizations**.

Who we are

Mix Talent was founded by a group of veteran talent consultants specializing in life sciences with the goal of doing things differently – better. Since then, we've partnered with leading life science companies to identify, attract, develop, and engage the talent they need to make their organizations successful. As our name demonstrates, we believe it's essential to find that right mix of skills, experience, personality, and personal motivation to ensure long-term success.

Who we aren't

We aren't your typical recruiting firm. We don't insist that you follow our predetermined processes – we'll customize them to your needs. We never take the easiest path, unless it's actually the best. We refuse to treat candidates like numbers. We never shirk responsibility, or settle, or assume that it's somebody else's problem. And we don't see talent acquisition and culture building as separate efforts but two sides of the same powerful coin.

“One Size Fits All” fits hardly anyone anymore

One of the biggest reasons clients pick Mix Talent is our flexibility – our ability to customize and personalize services around your needs, even as your organization changes and its talent needs shift. We're not a service provider so much as we're a business partner.



Plan & Optimize

Our team of industry experts can provide **just-in-time HR and TA solutions to help you achieve organizational readiness** for your next stage of growth. Our experts can help you prepare with workforce planning, total rewards strategy, talent branding, hiring processes, systems, and infrastructure.



Define & Assess

Having the right talent is key to moving your organization forward. **Our team of seasoned consultants bring data and objectivity to your decision-making.** Our team of I/O psychologists can create custom behavioral & experience profiles, science-based selection tools, and executive assessments.



Hire & Scale

Whether you are expanding your team or back-filling roles, **our team will pursue the best talent for your preclinical, clinical/medical, and commercial roles.** We offer flexible search and build solutions including executive search, talent mapping, project based RPO, commercial field teams, medical field teams, clinical field teams, and manufacturing field teams.



Develop & Retain

Our team's expertise goes beyond hiring to support talent integration, talent development, and retention efforts. Our experts can advise and support new leader assimilation, talent management & development, management team effectiveness, and executive coaching.

WE SUPPORT CLIENTS THROUGHOUT ALL PHASES OF THE LIFECYCLE, FROM PRECLINICAL TO COMMERCIAL



EARLY STAGE



LATE STAGE



ANY STAGE

Deep life science experience – customized to fit your organization's needs

100%
LIFE SCIENCE
FOCUS

CLIENTS SPAN EARLY
STAGE TO
FORTUNE 100 COMPANIES

30 YEARS'
EXPERIENCE
IN THE INDUSTRY

To learn more, head over to mix-talent.com, find us on LinkedIn, or email us at info@mix-talent.com.

Field Builds



A flexible, fully-customizable solution to support your launch, expand your team, or back-fill roles.

A relentless focus on your culture – and the candidate experience

Starting with a deep understanding of your company's culture and values, we develop unique job profiles and custom assessments, amplify your talent brand and culture, and execute a nationwide search to find both active and passive talent to fill your roles. Our recruiters build relationships with candidates (our process is highly focused on the candidate experience) meaning you get much more than a résumé – you get holistic candidate profiles. You get quicker access to **the right candidates who will help your organization thrive in the long-term.**

A High-Level Overview of Our Build Process



Prepare

- Develop search strategy, candidate experience profiles, behavioral models, and custom assessments
- Define employee value proposition, job descriptions, compensation, and timelines
- Advise on and implement key processes, technology, and logistics
- Define diversity recruiting strategy and create targeted company list



Search

- Launch a campaign to amplify your brand, your story, and your jobs
- Actively search for both passive and active talent with our network
- Present only the most qualified candidates for the position



Assess

- Conduct phone screens and administer custom assessments developed by I/O psychologists
- Translate findings from assessments into interview guides for each candidate
- Present candidates, coordinate logistics, and share process guidance with managers



Hire

- Extend offers (recruiters personally contact each candidate in the process)
- Issue executive summary of key metrics
- Share assessment data to accelerate coaching / development
- Support the offer to onboarding process

Our Network to Amplify Jobs

Our recruiters have 10 years of average recruiting experience and will help to find the best passive and active talent for your roles through:



Our proprietary database of candidates



Our 18,000+ LinkedIn followers



Over 15 million job impressions last year

Our Build Experience

Our team has completed over 100 individual builds and has experience with dozens of therapeutic classes and specialties including:

- Oncology
- Neurology
- Rare Disease
- Gene Therapy
- Hematology
- Immunology
- Dermatology
- Diabetes
- Ophthalmology
- Pain
- Nuclear Medicine
- Combination Therapies

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Search



From preclinical R&D to commercial, our team of highly-specialized recruiters has expertise across all life science verticals, helping you identify, recruit, assess, select and develop the right talent for your organization.

Our Search Process

Building off a deep understanding of your company's culture and values, we will start by creating a job profile based on your organizational needs. From there, we will assign a recruiter that specializes in the vertical you are hiring for then search for, connect with, and find qualified candidates for the position. We build relationships with them so you get much more than a résumé. You get a holistic candidate profile that will help you assess which are best-suited **to help your organization thrive in the long-term.**

Areas of Expertise

Preclinical

- Discovery Science
- Preclinical Research
- Translational Medicine
- Technical Operations
- Program Management

General & Administrative

- Finance
- Human Resources
- IT / Project Management
- Legal
- Procurement

Commercial

- Sales
- Market Access
- Marketing
- Market Research
- Training & Development
- Insights & Analytics

Clinical/Medical

- Clinical Development
- Medical Affairs
- Regulatory Affairs
- Quality Affairs
- HEOR
- Clinical Operations
- Bioinformatics
- Data Management
- Program Management
- Pharmacovigilance

Digital Therapeutics & MedTech

- Regulatory Affairs
- Quality Assurance
- Software Engineering
- Electrical Engineering
- Mechanical Engineering
- System Designs Engineering
- Data Science
- Business Intelligence
- Analytics

Leveraging Our Network to Amplify Jobs

Our recruiters have 10 years of average recruiting experience and will help to find the best passive and active talent for your roles through:



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Front Line Leader Assessment



Designed to help organizations evaluate candidates, analyze existing talent for succession planning, and bring greater focus to coaching and development efforts.

Background: Six Behaviors

Our experience and research have allowed us to identify six key behaviors critical for success in pharmaceutical and biotech Front Line Leaders. Our behavioral model can also be aligned to your leadership model.

 Coaching and Developing	 Leveraging Business Acumen and Market Knowledge	 Inspiring Resilience and Perseverance
 Building and Implementing Strategy	 Forming Highly Effective Teams	 Collaborating and Cooperating

The purpose of the FLL Assessment is to measure capability in these key behaviors to determine how well-suited the individual is for a leadership role and where coaching and development should be focused.

Methodology: Three Steps

Our FLL Assessment leverages three methods to fully gauge how the leader performs in these six key areas. The three steps of the assessment are delivered in a participant-friendly, time-efficient manner.

1. Personality Assessment

The assessment process begins with a personality questionnaire measuring a participant's work-related behavioral tendencies.

2. Situational Exercises

In the next step, the participant reviews real-world information about leadership situations and answers questions via our online tool regarding how they would approach those situations as a leader.

3. Situational Discussion

In the final step, the participant has a discussion with a trained assessor about their answers to the exercises to provide further context about how they responded.



Output: One Report

A final report is delivered outlining alignment with each of the six key behaviors based upon a review of all three parts of the assessment. This report identifies where the candidate is strongly aligned to the behaviors – and where there may be misalignment – with specific examples provided from each area of the assessment. For executives, an organization-wide view of talent can be used in talent planning exercises.

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Thanx

For more information — or to set up a time to get to know us in person — email Greg at greg@mix-talent.com

