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New trends for Biomedical Sciences recruitment in Asia

Singapore and Asia see growing demand for fresh and junior level positions

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Do head-hunters only hunt for “heads”? Not so in Asia’s dynamic biomedical sciences industry, where rapid growth in the sector has led to an increased demand for junior and middle level scientists and executives. In order to meet this demand, ScienTec Consulting Pte Ltd has launched a new division, called the ScienTec Personnel Division, for the placement of junior positions. ScienTec Consulting is a leading Global Headhunting Service Provider, focusing on the biomedical sciences in Asia.

ScienTec Consulting expects its new division to service both new and existing clients, who are based in the U.S., Europe, Australia, Singapore and Greater China, with recruitment needs throughout the Asian region. The new ScienTec Personnel division joins ScienTec Consulting’s other division, the ScienTec Search Division, which handles specialist and executive search for senior positions. The launch of ScienTec Personnel was fittingly made during Biomedical Asia 2008, the largest biomedical science event in Asia.

“When the biomedical sciences initiative began in year 2000, our clients were mainly focused on hiring senior level management, in order to spearhead their scientific activities. However, as the industry has matured and developed further, many of our clients, with whom we had successfully placed a senior management team, have come back to us with the need for fresh and junior level positions. As it is these individuals who are responsible for much of the scientific ground work or who generate sales activities, it is crucial that companies are able to hire the right staff even at the junior level,” said Ms Karen Tok, Managing Director, ScienTec Consulting. “I look forward to better meeting the recruitment demands of our clients, through the launch of our new division. This division will not only provide the typical recruitment service by sourcing candidates from advertisements and databases, but also headhunt junior level talents globally for critical talent shortage positions as well as provide short and long term contract outsourcing services.”

ScienTec revealed that the areas where there is a strong demand for junior level staff include clinical research, lab instrument, medical devices, bio/manufacturing, sales and marketing and research. ScienTec has successfully placed such candidates, frequently after a local and regional search execution.

“The global talent war has started. We are seeing an increasing number of junior Asian expatriates being hired by organisations and brought into their countries in Asia, the U.S. or Europe. It is no longer a strategy for cost cutting, but an issue of real talent shortage. The success of biomedical development in Singapore has made the country a popular talent hunting ground for both locals and foreigners working here. Generally, Singaporean

candidates are viewed favourably by the region, due to their multi-lingual abilities, quality of work, discipline and management experience,” explained Ms Tok.

Biomedical talents command higher salaries

In order to find the right staff, organisations may need to consider recruiting from the international market even for the junior level. Therefore, attractive remuneration is often one of the key factors in recruiting the right staff. ScienTec revealed that within Singapore, starting salaries for graduates entering the biomedical sciences sector are typically higher than those of graduates entering other sectors. The average salaries of individuals are shown in the table below:

	<b>Starting monthly salary (S\$)</b>	<b>Average monthly salaries (S\$)</b>	<b>Hot jobs for junior employees with average monthly salaries (S\$)</b>
BMS related jobs (graduate level)	\$2,500 to 3,000		*Clinical research associate – \$2,500-3,500 *Senior Clinical research associate (2.5 years & above experience) - \$3,200-4,500 * Drug Regulatory (pharmacy deg) - \$3,000 - \$5,000 *Research associate – \$2,900-3,750 *Medical writer – \$3,000-5,000 *Sales rep (pharma/ med tech) – \$2,500-4,500 * Marketing & PR - \$3,000 - 5,000 * Presales / Field engineering - \$2,800 - 3,500
BMS related jobs (PhD graduate level)	\$4,000 to 5,000		*Presales / Field engineering with Phd (scientific instrument/ lab equipment) – \$4,000 - 5,500 *Research scientist (with commercial experience) \$4,500 - 6,000 * IP liaison/Officer - \$4,000 - 6,000
Other sectors (graduate level)	\$1,800 to 2,500		
Other sectors (PhD graduate level)	\$3,500 to 5,000		

"Due to our aggressive expansion and the volume of new projects, global talent hunting and retention is our top priority. We currently have about 30 new openings to fill in the region. We offer extremely attractive remuneration to suitable talents from any part of the world, regardless of their level of experience, as long as they have a good attitude and relevant skill sets. Our multinational team provides cultural diversity and exposure that makes the work environment more interesting. Working with ScienTec, we managed to

find qualified clinical research professionals from the region," said Sebastian Yeoh, Director of International Clinical Operation, PAREXEL APEX International.

"While our senior scientific staff set the direction for R&D in the company, it is our junior scientists that carry out much of the scientific activities. The talent and commitment of its employees is key for any company working at the cutting edge of science and technology. At Dx Assays, we are currently looking out to attract and assess only the best and most talented scientists and research associates. An important element in our recruiting strategy are professional recruitment agencies, like ScienTec Consulting, to help us meet these goals," said Michael Paumen, CEO of Dx Assays, a QIAGEN and Bio\*One Capital joint venture start up, developing assays for the molecular diagnostic market.

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### **About ScienTec Search and ScienTec Consulting**

Set up in 2001, ScienTec Consulting Pte Ltd is a leading global executive and specialist search and HR consulting provider for the biomedical sciences and technology industry in Asia. Based in Singapore, ScienTec's unique value proposition lies in its in-depth understanding of the industry and specific human resource needs, access to a large network of international talent and delivery of professional requirements across the organisational hierarchy. ScienTec works with biotechnology associations across Asia, while consulting with government organisations and foreign companies on talent issues and strategic human capital challenges related to biotechnology. ScienTec services include: Executive and Specialist Search, Employee Optimisation, Market Research, Recruitment Strategy Development, Job and Competency Profiling, Performance Management, Assessment and Development and Interim Management. The company's international client list includes GlaxoSmithKline, Novartis, Illumina, Applied Biosystems, Servier, Dx Assays, Elsevier, Sigma-Aldrich, Thomson Scientific, Becton Dickinson, Wyeth Pharmaceuticals and Nutritionals, PAREXEL APEX International and Quintiles

For more information, please visit [www.scientecsearch.com](http://www.scientecsearch.com) & [www.scientecpersonnel.com](http://www.scientecpersonnel.com)

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