

# LIFE SCIENCES TALENT & INDUSTRY TRENDS

Q3 2024



**PHARMIWEB.JOBS**

Global Life Science Jobs

**25**  
Years



# CONTENTS AND INTRODUCTION BY SIMON BROUGH, HEAD OF BUSINESS DEVELOPMENT

“Things have changed in the way we work today, with many people saying that they are busier than ever before, with less time to be able to keep up with what is actually going on around us in our industry.

With that in mind, we created this report. In it you will find information about what’s going on in the industry, as well as candidate insights and our own findings from the job board we run on a daily basis.

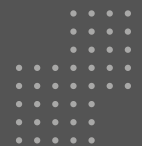
The aim here is to give you something that you can sit down with that will keep you updated on all things life science, all in one place. PharmiWeb is more than a job board, and the information included in this report is intended to help you at each and every stage of your hiring journey.”

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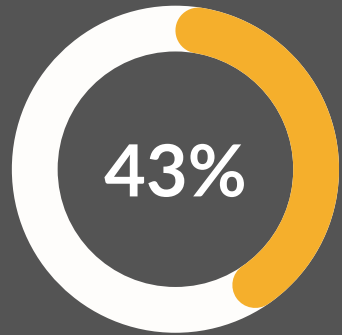
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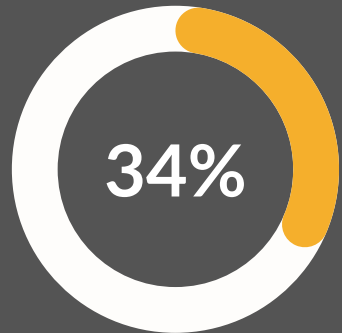
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# ATTITUDES TOWARDS LIFE SCIENCES



43% of life sciences professionals are currently considering a career outside of the industry.<sup>1</sup>

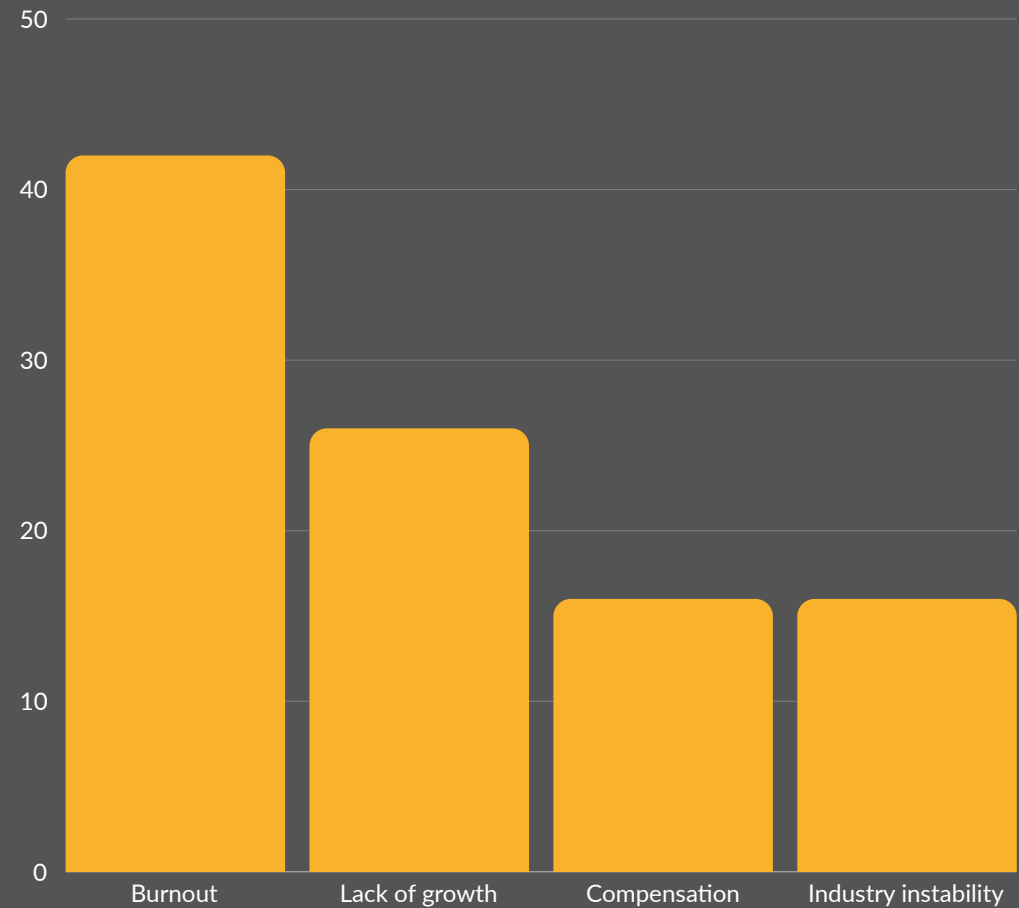


34% of life sciences professionals said their biggest challenge in the industry recently has been limited career growth.<sup>1</sup>



20% of life sciences professionals have experienced an increased workload and expectation in the industry recently.<sup>1</sup>

## WHY ARE PROFESSIONALS LEAVING THE LIFE SCIENCES INDUSTRY?<sup>1</sup>



# MENTAL HEALTH AND WELLBEING



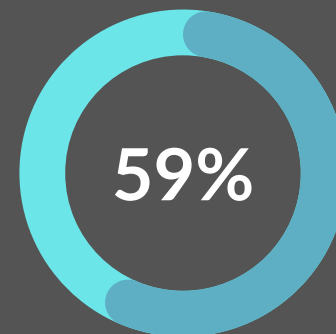
Only 12% of people across all industries experience no stress at work. 51% experience the perfect amount of stress that helps them thrive, 35% feel stress has a negative impact but they can cope, and 3% are overwhelmed and cannot cope<sup>2</sup>. Whilst this might seem like a small figure, levels of negative stress at work are on the rise, which is no surprise given the global events of recent years. Between 2022 and 2023, stress levels amongst workers increased by 14%, and 79% of employees today are experiencing moderate-to-high stress levels<sup>2</sup>. Symptoms of depression also increased by 11% over this period, with nearly 2 in 3 workers now experiencing at least mild symptoms of anxiety and depression<sup>2</sup>.

It is young people who are struggling more than any other age group. The number of 16 to 24-year-olds experiencing negative stress at work increased by 50% between 2022 and 2023, with 74% of this age group also experiencing at least mild symptoms of anxiety, and 40% experiencing clinically-relevant symptoms<sup>2</sup>. Additionally, 67% of 25 to 34-year-olds experience at least mild symptoms of depression<sup>2</sup>.

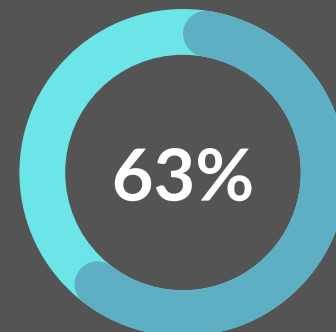
Symptoms of stress, burnout, anxiety, and depression are becoming more severe, with 24% of people in 2023 reporting a mental health diagnosis compared to 19% in 2022, representing an increase of 26%<sup>2</sup>. The rate of employees experiencing suicidal ideation or thoughts of self-harm has also increased from 9% in 2023 to 13% in 2024, with 32% of those who had experienced negative stress reporting having experienced suicidal thoughts and feelings and 16% having self-harmed<sup>2</sup>.



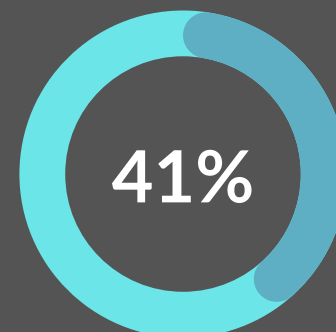
59% of life sciences professionals are experiencing more stress compared to this time last year<sup>1</sup>.



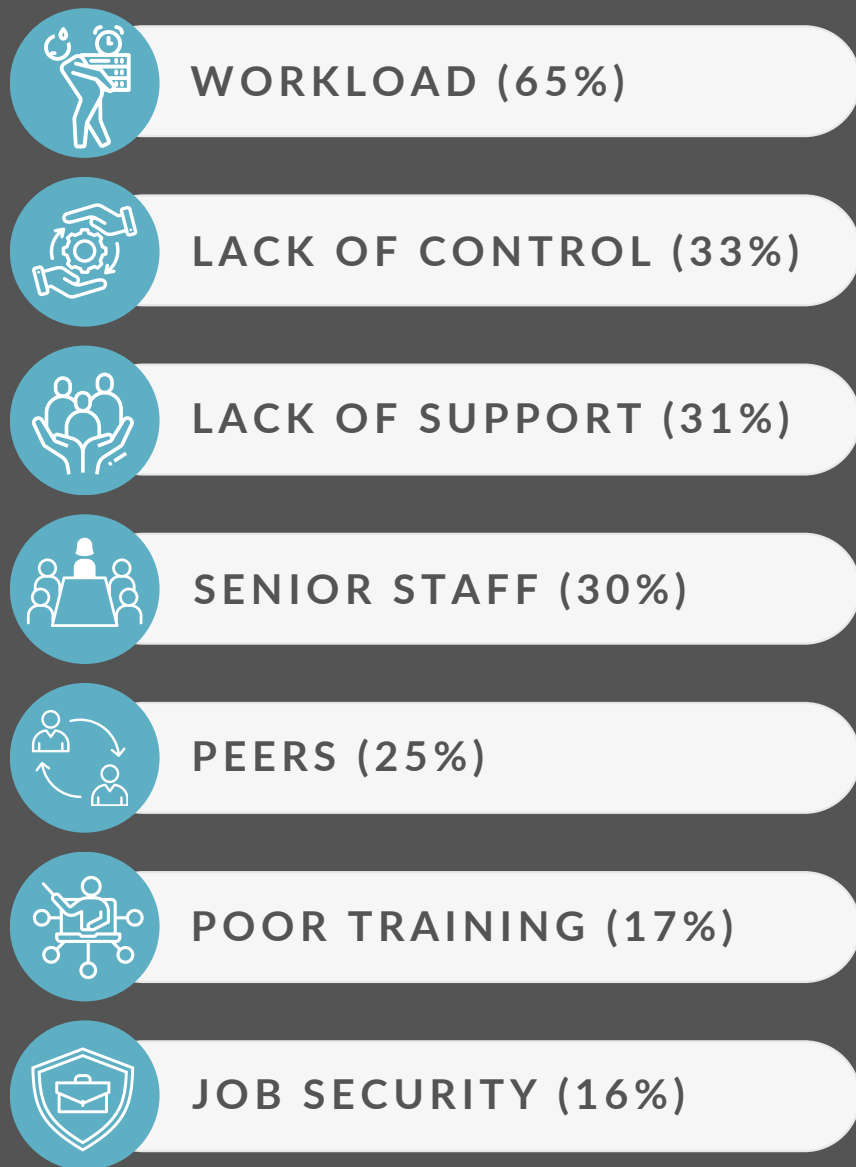
63% of life sciences professionals have experienced burnout so far in 2024<sup>1</sup>.



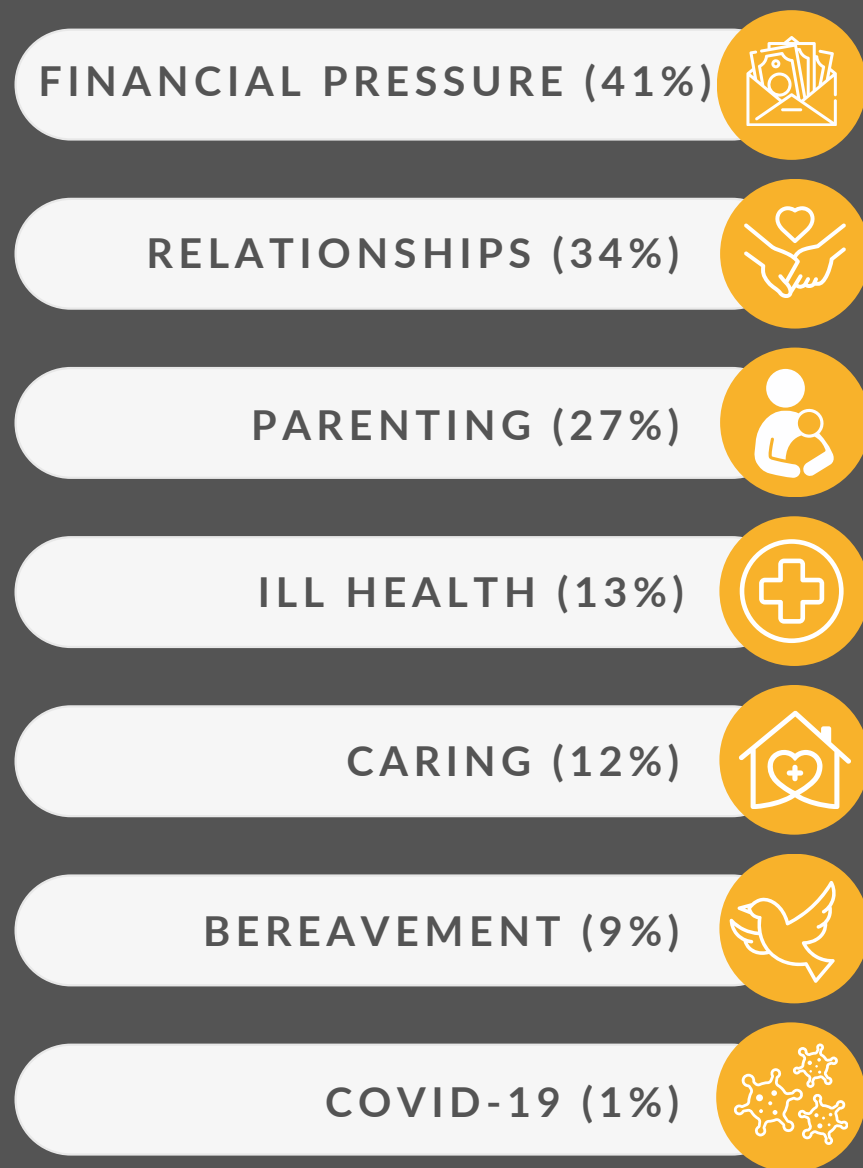
41% of life sciences professionals say that their mental health is worse now compared to this time last year<sup>1</sup>.

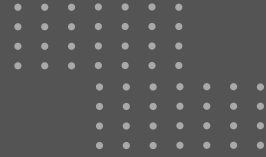


## LEADING CAUSES OF NEGATIVE STRESS AT WORK<sup>2</sup>

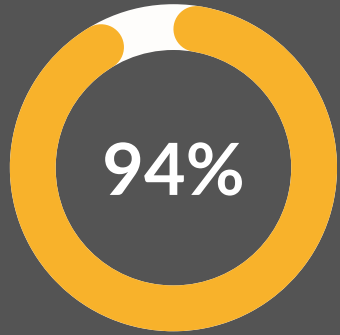


## LEADING CAUSES OF NEGATIVE STRESS OUTSIDE OF WORK<sup>2</sup>

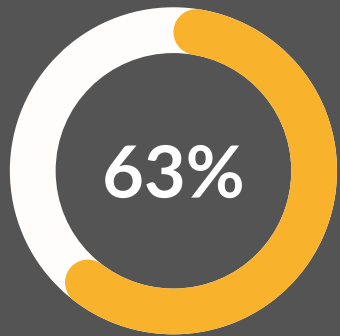




70% of life sciences professionals see themselves changing jobs some time in the second half of 2024.<sup>1</sup>



94% of life sciences professionals are open to having conversations with recruiters.<sup>1</sup>

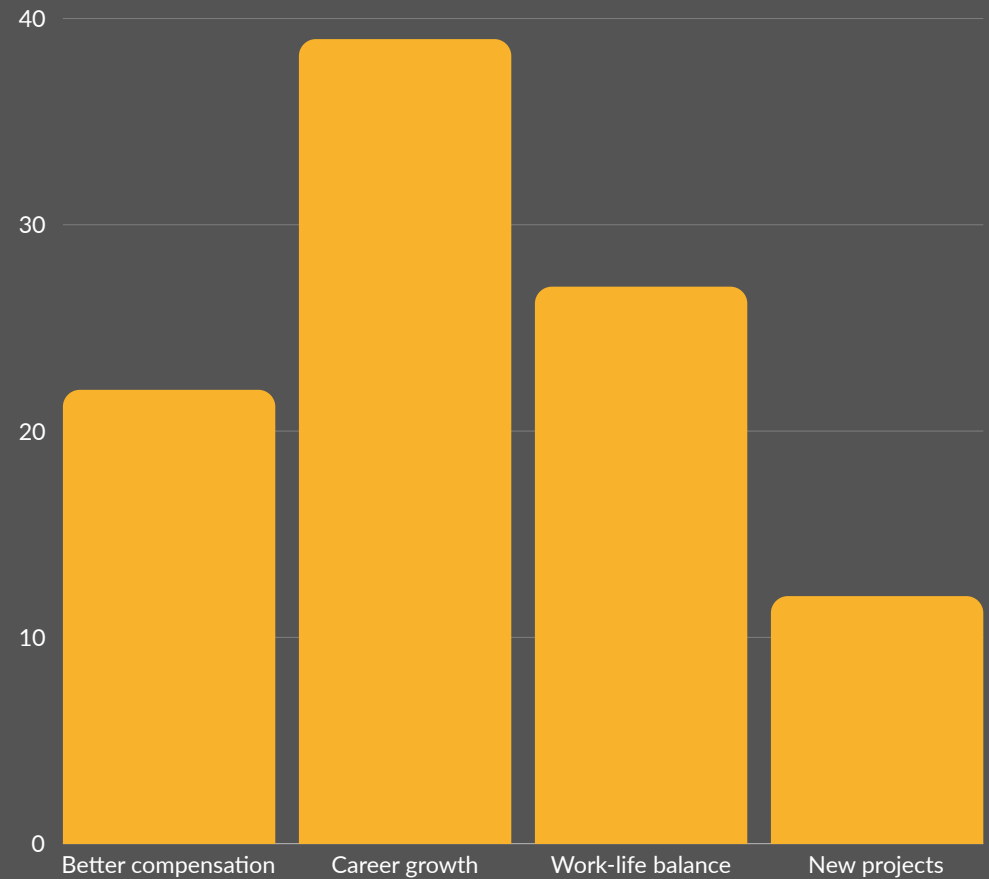


63% of life sciences professionals keep their profiles on job boards even when not actively job searching.<sup>1</sup>

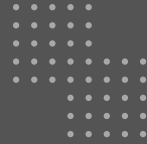


# JOB SEARCHING

## WHY ARE LIFE SCIENCES PROFESSIONALS CONSIDERING A NEW ROLE?



# NEURODIVERSITY



As a recruiter or hiring manager working within the life sciences industry, deepening your understanding of neurodiversity and how this impacts your current and future employees is crucial for fostering an inclusive - and productive - workplace. Currently, just under half of employees say their organisation has an open and supportive climate where they are able to talk about neurodiversity, with only 38% saying their organisation provides meaningful support to neurodivergent individuals.<sup>3</sup>

Around 3 in 10 neurodivergent employees haven't told their line manager or HR about their neurodivergence.<sup>3</sup> When asked why this was, employees said:

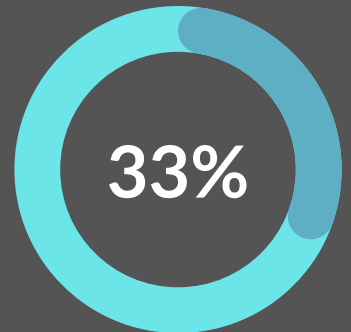
- It's a private matter that I don't want to share (44%)
- I am concerned about people making assumptions based on stereotypes (37%)
- I don't feel a need to tell my manager or HR (36%)
- I feel there's too much stigma (34%)
- I am concerned about the possible impact on my career (29%)
- I don't think my organisation would be understanding or offer support (18%)
- I am concerned about prying questions (14%)
- I don't feel I've had the right opportunity yet (13%)

Encouraging neurodivergent employees to be open about their neurodiversity and any additional support needs is key in fostering a supportive and productive workplace. 63% of employers who have taken some action to create a neuroinclusive organisation have seen a positive impact on employee wellbeing, and 59% have seen a positive impact on the level of appreciation of different thinking styles within their organisation.<sup>3</sup>

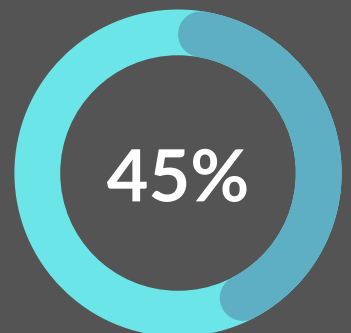
Around 20% of people identify as being neurodivergent in some way.<sup>3</sup>



33% of neurodivergent employees say their experience at work in relation to their neurodivergence has had a negative impact on their mental wellbeing.<sup>3</sup>



45% of neurodivergent employees report feeling exhausted at work, compared to 30% of neurotypical employees.<sup>3</sup>



On the 1st of August, the European Artificial Intelligence Act (AI Act)<sup>6</sup> entered into force, aiming to foster responsible AI development and deployment in the EU. It provides developers and deployers with clear requirements and obligations regarding specific uses of AI, whilst reducing administrative and financial burdens for businesses. The Act introduces a uniform framework across all EU countries, based on a forward-looking definition of AI and a risk-based categorisation approach:



**MINIMAL RISK:** Most AI systems such as spam filters and AI-enabled video games face no obligation under the AI Act, but companies can voluntarily adopt additional codes of conduct.



**SPECIFIC TRANSPARENCY RISK:** Systems like chatbots must clearly inform users that they are interacting with a machine, while certain AI-generated content must be labelled as such.



**HIGH RISK:** High-risk AI systems such as AI-based medical software or AI systems used for recruitment must comply with strict requirements, including risk-mitigation systems, high-quality of data sets, clear user information, human oversight, etc.



**UNACCEPTABLE RISK:** AI systems that allow 'social scoring' by governments or companies are considered a clear threat to people's fundamental rights and are therefore banned.

## ARTIFICIAL INTELLIGENCE

In March 2024, the UK government published new guidance on responsible AI in recruitment.<sup>7</sup> This guidance identifies potential ethical risks of using AI in recruitment and hiring processes, and outlines how AI assurance mechanisms can provide organisations with the tools, processes, and metrics to evaluate the performance of AI systems, manage risks, and ensure compliance with statutory and regulatory requirements. The guidance covers every stage of the recruitment process, including sourcing, screening, interviewing, and selection.

SOURCING



SCREENING

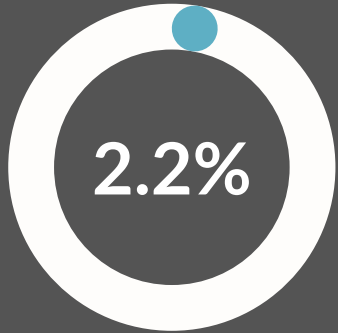
INTERVIEW



SELECTION



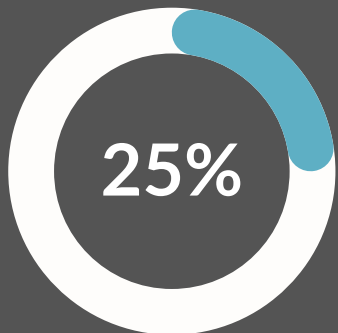
# EU ECONOMY AND LABOUR MARKET



The EU inflation rate is expected to continue to decrease, going down from 6.4% in 2023 to 2.2% in 2025.<sup>4</sup>



Unemployment rates are expected to remain relatively stable, with the EU seeing a slight decrease from 6.1% in 2023 and 2024 to 6% in 2025.<sup>4</sup>



Employment growth is expected to continue, with the EU expected to create 25% more jobs between 2023 and 2025.<sup>4</sup>

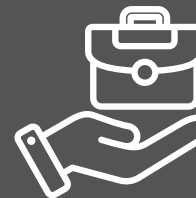
The EU Economy is expected to show signs of gradual expansion, despite continuing geopolitical risks. After a period of near stagnancy, there was a small boost in economic growth early in the year, with higher than anticipated GDP growth of 0.3% in the first quarter of 2024.<sup>4</sup> Key things to take away from the EU's Spring 2024 Economic Forecast<sup>4</sup> which give us an idea of what we can expect to see over the coming months are:



The economy had been relatively stagnant in 2023, with private consumption growth at only 0.4% and investment growth at 1.5%, primarily carried over from 2022. Externally, global trade slowdowns did not help the EU's economic situation, but a considerable decline in imports over exports did contribute positively to GDP growth due to net external demand.



Inflation rates are projected to decline. For the EU, the rate is predicted to go from 6.4% in 2023 to 2.7% in 2024, and further down to 2.2% in 2025. For the euro area, the expected rates are from 5.4% in 2023 down to 2.5% in 2024, and 2.1% in 2025. This decline is largely driven by a dramatic drop in retail energy prices, followed by easing underlying inflationary pressures.



Unemployment rates are expected to be relatively stable, with the EU seeing a slight decrease from 6.1% in both 2023 and 2024 to 6.0% in 2025, and the Euro area from 6.6% in 2023 and 2024 to 6.5% in 2025. Employment growth has been robust despite stagnant output, creating over 2 million jobs in 2023, with the EU expected to create another 2.5 million jobs by 2025. Real wages are also expected to recover by 2025 to their 2021 levels.

After winning a majority in the 2024 general election, the UK now has its first labour government since 2010. Prior to winning the election, Labour released their plan for the life science sector<sup>5</sup>, which included actions including:

- Create a Regulatory Innovation Office (RIO) to hold regulators accountable for driving innovation where appropriate and for delays that are holding back innovation
- Reform the Apprenticeships Levy into a 'Growth and Skills Levy' so it can be used on the greater range of training courses that businesses tell us they need, so workers can gain new skills
- Commit to long-term workforce planning across the NHS and social care, review training and look at creating new types of health and care professionals that draw on a diverse skills mix, including the skills staff need to support clinical trials and recruit patients
- Speed up recruitment by making sure that patients who are interested in participating in research can be reached quickly and easily
- Give more people the chance to participate wherever they live in Britain, rather than having research opportunities concentrated on where big centres are
- Improve the diversity of people who participate in research so treatments are tested on populations that better reflect the people who need them
- Strengthen the Office for Life Sciences, so that it is politically empowered to truly drive delivery across government

## NEW UK GOVERNMENT

- Place life sciences and innovation directly under the Health Secretary's ministerial responsibilities, representing a key priority for the department of Health
- Create a more certain funding environment and a more streamlined funding process, to end short-termism and attract long-term investment, and setting 10-year budgets for key R&D institutions
- Increase the number of spinouts coming out of universities, and structure the innovation funding system to ensure more of them successfully scale-up
- Ensure proper federation of data sets, with a single access point for researchers to use data from all our genomic resources
- Seize the opportunity NHS Federated data platform offers, using this platform to improve the way we use patient data in the NHS, in a safe and secure way, as a means to deliver better treatment and care
- Drive inter-operability between digital systems in the NHS and in care from the bottom-up, by making the NHS app a one-stop shop for health information
- Maintain the current structure and at least the current rates of R&D tax credits over the next parliament, while cracking down on fraudulent claims and those made in error

# REFERENCES AND MORE INFORMATION

Since 1999, PharmiWeb has been bringing the latest news and jobs in the life sciences industry to a global audience. Used by many of the world's leading life sciences organisations, as well as more than 580,000 jobseekers, PharmiWeb.Jobs is widely regarded as the leading global life sciences job board.

Designed for both direct employers and recruitment agencies within the life sciences, our portfolio of services includes Job Posting, CV Searching, Email Marketing, Job Scraping, Employer Branding, and Recruiter Training solutions.

## OUR Q3 STATS



75K JOB APPLICATIONS



19K NEW REGISTRATIONS



1.3M PAGE VIEWS



500K SITE VISITS



8M JOB ALERTS SENT



7.1M EMAILS SENT



24% EMAIL OPEN RATE



22K JOBS POSTED

## REFERENCES

### E&EO

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3. <https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2024-pdfs/2024-neuroinclusion-at-work-report-8545.pdf>
4. [https://economy-finance.ec.europa.eu/economic-forecast-and-surveys/economic-forecasts/spring-2024-economic-forecast-gradual-expansion-amid-high-geopolitical-risks\\_en](https://economy-finance.ec.europa.eu/economic-forecast-and-surveys/economic-forecasts/spring-2024-economic-forecast-gradual-expansion-amid-high-geopolitical-risks_en)
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