



LIFE SCIENCES TALENT & INDUSTRY TRENDS

Q4 2024



PHARMIWEB.JOBS

Global Life Science Jobs

25
Years



CONTENTS AND INTRODUCTION BY VINCENT LODY, MANAGING DIRECTOR

As 2024 draws to a close, I want to take a moment to personally thank all of our clients, partners, and longstanding friends for your ongoing support throughout this year. It's no secret that 2024 has been a testing year for the life sciences industry; but together, we've navigated these challenges, turning them into opportunities to grow, adapt, and find innovative ways to address the needs of our industry, and that has been a real pleasure.

Even more pleasing has been watching the daring startups that have defied the odds and thrived in a challenging environment. I've been personally inspired by the captains of industry that have refused to let a bad year scarp their ambition. This is something wonderful we can all draw from when reflecting on 2024.

As we move into 2025, PharmiWeb remains committed to serving as a trusted partner and advocate for the life sciences industry. We are proud to have played a role in helping you achieve your goals this year, and have plenty planned for 2025 to help us continue to do so - so keep your eyes peeled!

Myself and the entire PharmiWeb team wish you a very happy new year.



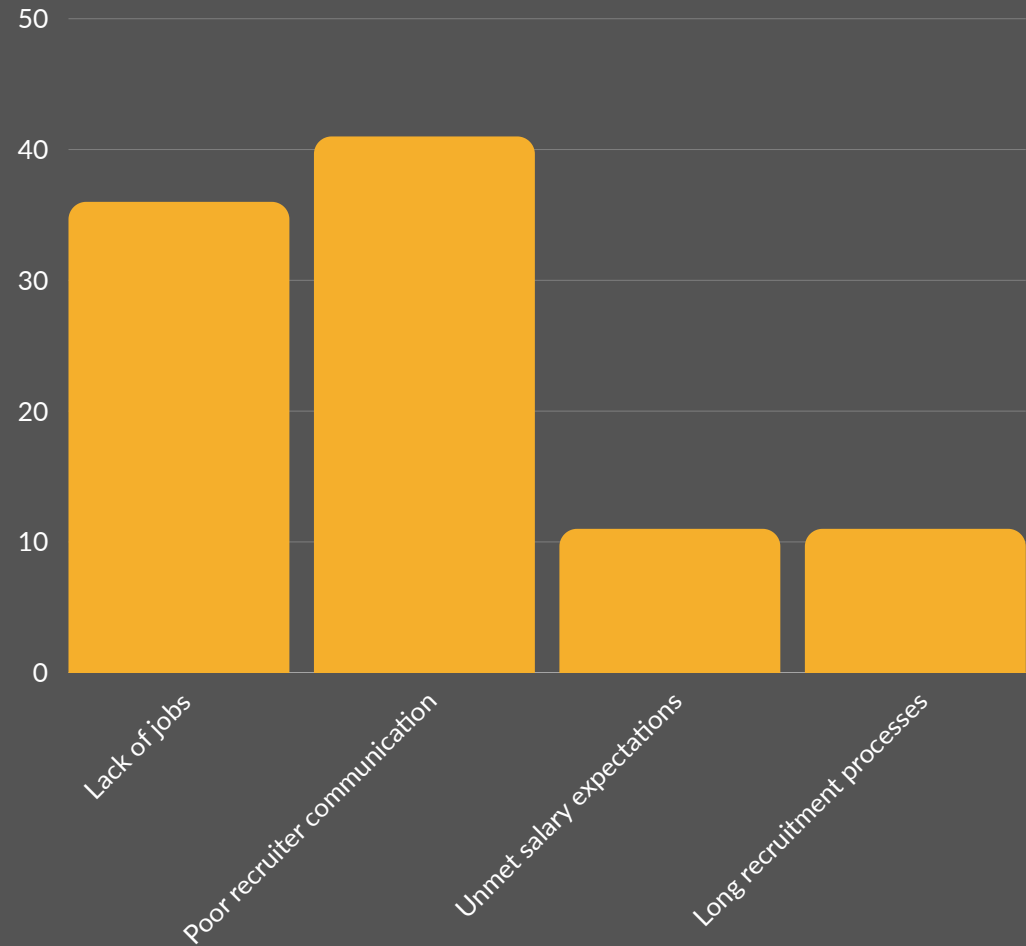
CONTENTS

- 03 Thoughts on the current job market
- 04 Job searching behaviours in 2024
- 05 Job searching behaviours in 2025
- 06 2025 life sciences outlook
- 07 Artificial intelligence
- 08 Skills-based hiring
- 09 Flexible working
- 10 References and more information



THOUGHTS ON THE CURRENT JOB MARKET

WHAT CHALLENGES HAVE LIFE SCIENCE PROFESSIONALS FACED THIS YEAR?¹



83%

83% of life science professionals describe the current job market as very competitive. Only 5% feel there are plenty of opportunities for them.¹

35%

35% of life science professionals claim to have submitted more than 51 job applications during their job search in 2024.¹

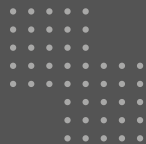
41%

41% of life science professionals cite poor recruiter communication as the biggest challenge they have faced in their job search this year.¹

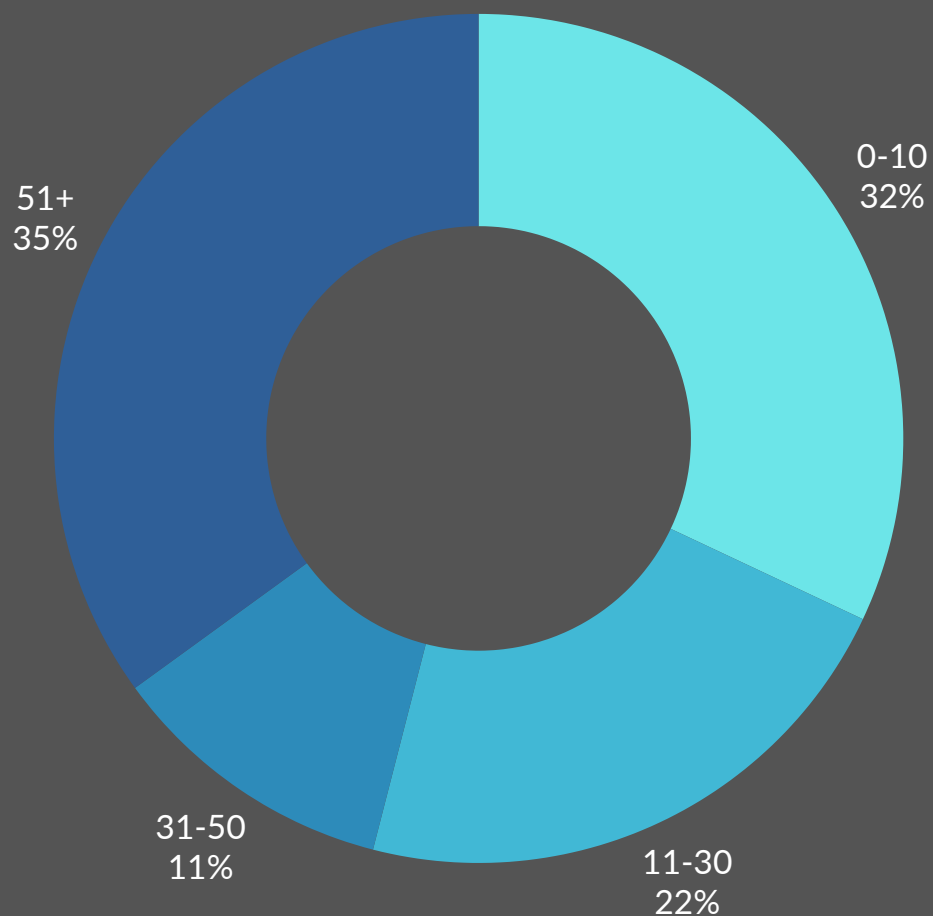
33%

33% of life science professionals do not trust AI use in recruitment at all, and 38% only trust it somewhat.¹

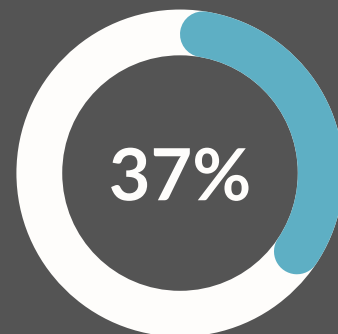
JOB SEARCHING BEHAVIOURS IN 2024



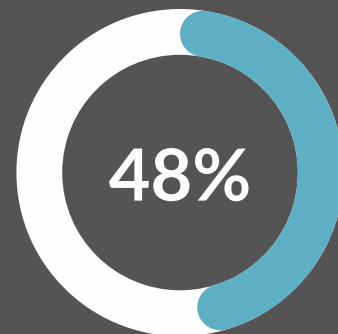
HOW MANY APPLICATIONS DID LIFE SCIENCE PROFESSIONALS SUBMIT IN 2024?¹



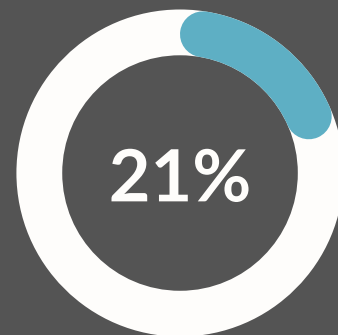
37% of life science professionals stated that job boards were the most effective platform for job searching in 2024, closely followed by networking¹.



48% of life science professionals said that poor management was the most common reason for leaving a job in 2024¹.



21% of life science professionals said that work-life balance issues was the most common reason for leaving a job in 2024.¹



JOB SEARCHING BEHAVIOURS IN 2025



48%

48% of life science professionals say they are not very confident about finding a job that meets their expectations in 2025¹.



81%

81% of life science professionals state that they will be searching for a new role in 2025¹.



82%

82% of life science jobseekers will be prioritising remote or hybrid working in 2025.¹



41%

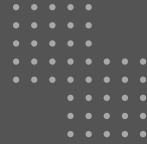
Less than half of life science professionals would apply for a job if the salary wasn't disclosed.¹

Despite 48% of life science professionals stating that they are not very confident about finding a job that meets their expectations in 2025, 81% are still planning on searching for a new role this year. Whilst confidence in the current job market is shockingly low, so it seems is current job satisfaction.

In response to a LinkedIn poll asking life science professionals if they plan on searching for a new role in 2025, one respondent commented that, "I don't want to, but I don't really have a choice." This is a sentiment that appears to be shared by many across the industry, with 61% of life science professionals also saying that they are not expecting to receive a promotion in 2025.

Despite a year that has inflicted a huge amount of turbulence on the life science industry due to geopolitical tensions, economic uncertainties and more, it seems that jobseekers have more faith in progressing their careers outside of their current company than they do in staying in their current position. To retain talent in 2025, personalised development and internal mobility strategies will play more of an important role than ever, as professionals will be looking to their employers for reassurance that staying with them will be a help, rather than hinderance, to their career trajectories.

2025 LIFE SCIENCES OUTLOOK

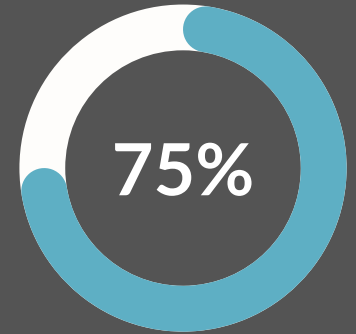


Deloitte's 2025 Life Sciences Outlook² highlights a transformative period ahead for the industry, marked by technological advancement, competitive pressures, and strategic realignments. Digital transformation sits at the forefront, propelled by a strong focus on integrating Gen AI across various functions, with 60% of life sciences executives planning to scale their investments in this technology in 2025, moving beyond pilot projects to large-scale applications. With this, we can expect to see increased competition for digital talent capable of driving innovation and supporting digital transformation initiatives. These are expected to enhance efficiency in R&D, streamline back-office operations, and improve customer engagement, with demand for talent in these areas also predicted to rise.

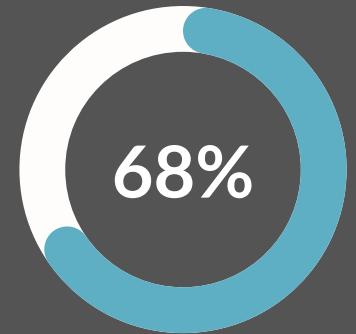
The industry is also facing mounting competitive pressures. Pricing and access challenges remain significant concerns, with nearly half of life science executives emphasising their impact on strategic planning. The looming expiration of patents also poses a substantial revenue risk, potentially affecting over \$300 billion in sales by 2030. To navigate these challenges, companies are increasingly turning to mergers and acquisitions, and 77% of industry executives anticipate heightened M&A activity in 2025. This may create more demand for professionals with expertise in corporate integration, change management, and strategic planning to facilitate seamless transitions and ensure value realisation.

There's no doubt that these trends will shape a dynamic talent market in 2025. Life science organisations will need to adopt forward-looking recruitment strategies and invest in workforce development to attract, retain, and nurture the expertise required to succeed in this transformative era.

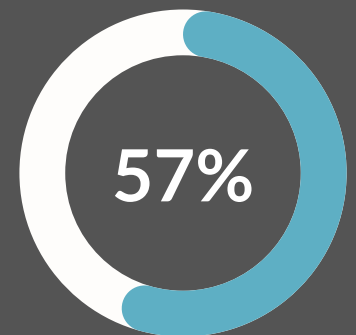
75% of global life science executives are optimistic about the year ahead.²



68% of life science executives anticipate revenue increases in 2025.²



57% of life science executives predict margin expansions in 2025.²



ARTIFICIAL INTELLIGENCE



67%

67% of surveyed TA professionals see increased AI usage as a top talent acquisition trend for 2025.³



40%

40% of talent specialists worry that too much AI in recruitment could make the process impersonal, causing them to miss out on top candidates³.



45%

49% of leaders spend over half their working hours on administrative TA tasks, which could be automated through AI⁴.

After the initial excitement around AI and its potential implementations in recruitment, we are seeing a growing awareness of the limitations as well as the opportunities this technology brings. Whilst 67% of TA professionals see increased AI usage as a top talent acquisition trend for 2025, 40% worry about it making the hiring process impersonal, and presenting a barrier to connecting with top talent.

As is highlighted by a recent report by Korn Ferry³, those who at first saw AI as a total game changer are now concerned about its inaccuracies. What's clear is that AI has solid potential for TA teams and can undoubtedly reduce hours spent on administrative tasks that could easily be automated. However, it's no replacement for the human side of recruitment, and must be managed carefully in order for it to add real value to the experience, for all involved.

For many, 2024 was the year to experiment with the hundreds of new AI tools and platforms coming out of the woodwork, promising to solve the recruitment challenges of today. Now that we've seen what is possible - and more importantly, what isn't - 2025 looks to be a year of settling down with the most effective of these tools and platforms, and ensuring their usage is responsible, efficient, and fair. Training TA teams on this new technology will play an important role in this, ensuring that each new tool that's invested in is being used to its full potential, and getting the maximum ROI possible on hiring activities.

SKILLS-BASED HIRING

The current life sciences skills shortage isn't showing signs of being fixed any time soon. In the UK alone, the life sciences sector is projected to face a massive shortfall of 133,000 skilled workers by 2030⁵. Whilst transforming our hiring practices and indeed our workplaces to meet the changing expectations of the next generations is key, so is a shift towards more skills-based hiring, ensuring that high-potential talent is not being overlooked.

Whilst hard skills such as digital, computational, and statistical skills will undoubtedly be important in 2025 as the industry continues on its digital transformation journey, soft skills are an increasingly important area of focus for TA teams. Skills such as inter-disciplinary working, leadership, and communication skills are all vital skills for the sector, particularly as the life sciences becomes more complex.

As well as focusing on skills externally, existing skills within the workforce should not be overlooked. According to LinkedIn, internal mobility has increased by 6% year-over-year, demonstrating how companies are already leveraging internal hiring to accelerate organisational agility, employee engagement and retention, and career development. This will be a key part of overcoming the life sciences skills shortages, and indeed gaps within your own organisation. In fact, research by Korn Ferry³ found that 32% of TA specialists plan to focus on upskilling to address skills gaps in 2025, with 30% working on career paths for long-term growth. To make this training effective, employers will need to invest in more innovative methods of L&D, including things such as gamification and virtual reality to engage new generations of talent.

Only 17% of talent specialists know where to start when it comes to skills-based hiring.³

17%

24% of talent specialists identify finding the right skills as a top two challenge for 2025.³

24%

69% of US executives say they plan to prioritise hiring candidates with soft skills, particularly transferable skills, in 2025.⁶

69%

FLEXIBLE WORKING

76%

76% of surveyed TA specialists say their employers have already adopted hybrid working.³

34%

34% of surveyed TA specialists see flexible schedules and personalised employee benefits as a key trend for 2025.³

14.6%

14.6% of UK job postings shared on Indeed at the end of October 2024 mentioned remote or hybrid working, compared to 3% pre-pandemic.⁷

Despite many companies pushing a return to office, remote and hybrid working remains an important benefit for the jobseekers of today. In the UK, whilst job postings shared on Indeed mentioning remote or hybrid working fell from 16.3% in May to 14.6% in October, the share of these roles sits well above the levels of around 3% seen pre-pandemic⁷.

However, as has been highlighted by Korn Ferry³, it's no longer just about where your people work, but rather offering them full-circle flexibility. They have named this trend Hybrid 360, which they state should be one of the most important parts of your TA strategy in 2025:

“Hybrid 360 is all about inclusion and flexibility - letting people work in ways that suit them best and unleash their full potential. Companies that cling to traditional ways of working will likely struggle to attract and retain people.”³

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 Q4 STATS



41K JOB APPLICATIONS



7.6K NEW REGISTRATIONS



1M PAGE VIEWS



400K SITE VISITS



7.4M JOB ALERTS SENT



6.2M EMAILS SENT



31% EMAIL OPEN RATE



12.6K JOBS POSTED

REFERENCES

E&EO

1. Research conducted on LinkedIn between October - December 2024 by PharmiWeb, through a series of polls and surveys.
2. <https://www2.deloitte.com/us/en/insights/industry/health-care/life-sciences-and-health-care-industry-outlooks/2025-life-sciences-executive-outlook.html>
3. <https://www.kornferry.com/insights/featured-topics/talent-recruitment/talent-acquisition-trends-2025>
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