

LEAMAN
Life Sciences

Life Changing
Recruitment

WE MAKE HIRING SIMPLE



LEAMAN

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THE INTRODUCTION

Leaman Life Sciences is a trusted, professional and experienced life sciences recruitment company based in London and New York. We match candidates and clients across a specific range of fields in the pharmaceutical industry, prioritising trust and transparency to make the recruitment process as seamless and stress-free as possible for both sides.

WHAT WE DO

Leaman Life Sciences is a recruitment consultancy offering contract and permanent recruitment services to our clients globally. Some of the services we offer include contingent recruitment, retained search, project solutions, marketing campaigns and market mapping.

We are also on hand to discuss more bespoke solutions to suit our clients' needs. Our clients can rest assured that any candidate received from LLS is committed to the role and will be fully prepared and managed throughout the process.

Our consultants specialise in vertical markets and are tasked with bringing the best passive candidates to our clients.

We have a rigorous qualification process with our candidates and have a very proactive approach to both headhunting and business development.

Due to the strength of our relationships, we are often the first to know about any changes in circumstances with both our candidates and clients to avoid any hiccups along the way.

“We recruit life sciences professionals into leading global pharmaceutical, biopharmaceutical, biotechnology, medical device and CRO companies.”

OUR PHILOSOPHY

Finding a job and recruiting suitable candidates for a position are undoubtedly stressful processes. We aim to take the strain, stress and tension out of these processes for both candidates and clients. We significantly value the personal touch when dealing with our clients and candidates and have been incredibly selective with the people we've chosen to hire as a result of this philosophy.

For Leaman Life Sciences, there is an absolute emphasis on quality, as opposed to quantity, with everything we do. Consequently, we are just as selective with the candidates we choose to work with, as we are with the clients we choose to work for. Our consultants and researchers are highly trained, experienced and professional, and this is what separates our service from the rest.



THE COMPANY

About Us

Leaman Life Sciences launched in 2014 after our founder saw that he could offer a better service than our competition by delivering top quality recruitment services through an excellent client and candidate experience.

We have since been building relationships with our ever-returning customers from our offices in Marylebone, London (HQ) and Manhattan, New York. We are a small and growing expert consultancy with plans for growth - but only to a size that allows us to retain our quality and expert edge.

Through our hard work and quality-driven approach we are fortunate enough to work with the most innovative, interesting and successful companies globally, ranging from one person to 50,000 people. Our clients come to us because of our reputation and stay with us because of our exceptional delivery and efficient working processes.



OUR MISSION

We're in this industry because we believe in - and care about - the difference it can make to global health. We realise that the value of our work is in its benefit to patients.

OUR VISION

We strive to become the single most trusted recruitment and talent acquisition partner in the life sciences industry.



OUR VALUES

Too often in our industry, candidates and clients are led by false promises and a lack of transparency. At Leaman Life Sciences, we are not the priority, you are. Our culture is one of transparency and trust. Recruitment can be exhausting. It can also be time-consuming and expensive. We take a fresh approach to make life as easy as possible for both our candidates and our clients.

STATEMENT

Words from Oliver



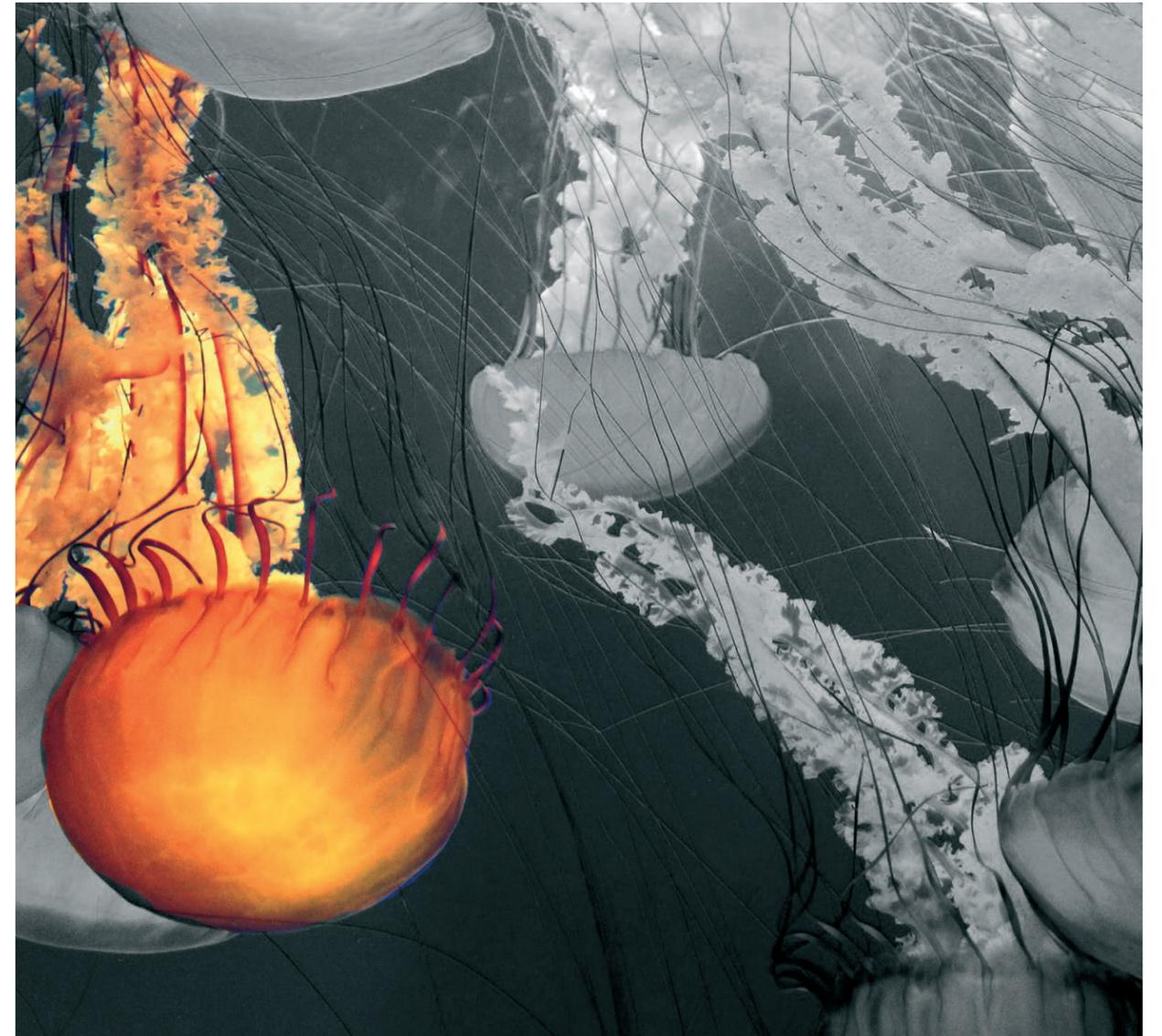
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When I started my recruitment career as a raw 17-year-old, straight out of school, it was difficult to imagine that over a decade later I'd be running one of the most progressive, exciting, boutique recruitment agencies in the life sciences space. Having worked in a far larger and significantly more corporate organization for a number of years, it opened my eyes to the shortcomings in their customer service coupled with the severe lack of personal touch.

It was at that moment of realisation that I decided to embark on a career-defining decision to start LLS with the core aim to offer our clients the same level of delivery achieved from a larger organization, but to replace the corporate approach with a far more personable, bespoke and quality service.

To date, I have had the privilege of managing an exceptional team of consultants dedicated to delivering the highest level of quality service to both our candidates and clients. For me, the journey thus far has been non-stop and exciting, but the future of Leaman Life Sciences is what excites me the most.

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“We believe success will come from passion, expertise and hard work”

OUR LEADERSHIP TEAM



OLIVER
Board of Directors

Oliver is the joint founder and director of Leaman Life Sciences, a solution-driven pharma recruitment and talent acquisition company. His first ever job was in Life Sciences recruitment at the tender age of 17, and he hasn't looked back since.

Since LLS's establishment, Oliver has taken a joint strategic and hands-on role in the oversight and growth of the business; resulting in LLS quadrupling in size and establishing itself as a reliable and authoritative partner to some of the world's largest and most successful pharma and biotech companies.



STUART
Board of Directors

Stuart is a veteran in the fields of recruitment and financial services, having been involved in both industries for the past 35 years and counting. He is a chartered tax advisor, having qualified with the Chartered Institute of Taxation in 1978.

He is also a member of The Association of Taxation Technicians and a member of The Society of Trust and Estate Practitioners. Stuart's role as director of LLS includes the day-to-day management and oversight of the recruitment team as well as the overall guidance of the global business strategy. Stuart is a regular media commentator on matters of tax and has appeared on BBC's Newsnight.



ADAM
Board of Directors

Adam studied Geography at the University of Birmingham. He then worked at Hays Recruitment placing financial technology contractors. He subsequently trained as a chartered accountant furthering his understanding of business strategy and technical accounting.

Adam has a very keen interest in the life sciences market and is heavily involved in market mapping projects ensuring LLS is up to date with the latest industry trends. His recruitment background enables him to advise on both internal and external recruitment strategy.



PAUL
Board of Directors

Paul is a director at LLS and has been strategically involved in recruitment for the past 15 years working with corporate clients and providing expertise in financial services and business management. He qualified with the Association of Chartered Certified Accountants in 1991, becoming a fellow in 1997.

He subsequently qualified as a member of the Institute of Chartered Accountants in England and Wales in 2011. Paul has a hands-on involvement in the day-to-day operations at LLS, working closely with the sales team and partaking in the key strategic decision-making processes.



LAURA
Associate Director

Laura's role at Leaman Life Sciences is to grow the company's contract and consulting business. She manages the strategy of the contract business and will grow the team to complement the permanent business already established by Oliver. She implements project solutions as well as managing contingent contract recruitment.

She started her career in recruitment in 2012, most recently within regulatory affairs, which will form the basis of the new growth market for this division as well as other markets. She is a truly dedicated expert in recruiting and networking with consultants and developing business in this area.

Clinical Operations

Medical Affairs

Marketing

Sales and Commercial

Clinical Development

Regulatory Affairs

“We are here to make the process as easy as possible for everyone involved”

OUR SERVICE

Our service is highly detailed, skilled, efficient and perhaps most importantly, easy. We can find a solution to even the most difficult of requirements. Finding people is straightforward; understanding and managing their personal motives is what we specialise in.

→ Project Solution

A project solution is an efficient option when numerous people are required for a fixed period to complete a time-based project or specific task which cannot be covered internally. The hiring of the consultants will be managed by Leaman Life Sciences and, if required, supported by a mutually agreed project manager.

The benefits

Time - A project solution can be implemented as quickly as two to four weeks and can be built up with niche consultants working full time, on an ad-hoc basis or a mixture of the two.

Tailored - It is a bespoke solution to suit your needs.



→ Retained Solution

A retained search is the most rigorous type of search, and is best for circumstances that involve a specific skill set, tight time-frames or a particularly senior role.

A search consultant operates on an exclusive basis for a client. We produce a shortlist of around three to six candidates with the exact skills, personality and experience required.

The benefits

Less Risk - The consultant works exclusively for you so we can spend more time meticulously qualifying the job and candidates for a successful result

Lower Cost - In the long run, retained searches will complete faster and provide better-qualified candidates at a lower price

Larger Search - Retained searches produce a wider range of possible candidates

Excellent Candidates - Only the top three to six candidates will be shortlisted so that there is no need to interview unsuitable candidates

Extended Guarantee - We guarantee a longer rebate period of 18 weeks

→ Contingency Solution

Contingency staffing is the single most common method of permanent recruitment. It takes between three to six weeks to complete and is significantly more detailed than a simple database search. We encourage proactive approaches to both passive and active candidates to ensure that they are kept up to date with the best opportunities on the market.

The benefits

Advertising - The more consultants you have talking about your role, the stronger your brand will become

Speed - You'll get a fast route to an abundance of candidates

Cost-saving - Low fees can be driven down by market competition

Volume - No commitment or exclusivity to one agency; you can use as many resources as you wish. This is particularly good for non-confidential, volume recruiting

→ Talent Mapping Solution

A custom-made solution designed to identify specific targets and engage people with skills to fill existing, new and future roles. We collect market information by confidentially assessing prospective candidates from a distance. It saves time, reveals the big picture and identifies target professionals.

The tailored report highlights who does what and where they do it. It's an in-depth analysis of market conditions, salaries and competitor activity.

The benefits

Insight - Vital information on talent pools, research and intelligence about other organisations

Catch All - Identify target candidate population of both active and passive candidates

Competitors - Understand why they are securing the talent that you're not

Affinity - Identify the likelihood of an individual joining your organisation

Informed - Make the right decisions on your life sciences staffing now and in the future



“Our service is highly detailed, skilled, efficient and perhaps most importantly, easy”



FUTURE PLANS

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LLS has recently opened up a new division servicing our clients' and candidates' contract, temporary and freelance employment needs. The offering is predominantly focused in the regulatory affairs space, but there are plans to expand this into the clinical, medical and sales sphere.
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Having started with one person focussing in one core area, we now have 12 fantastic consultants working across six different areas in pharma globally.
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LLS has concrete plans in place to open up a brand new desk servicing the commercial, sales and marketing needs in pharma for our clients across Europe and the U.S.
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We have plans to double in size before mid-2021, but are not planning on exceeding 30 people in the business because we want to maintain our high level of personal service.
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As well as our New York (Manhattan) and London (Marylebone) offices, we have contingency plans in place to open an office in Switzerland (Basel or Zurich) and an office in Boston, MA.



100%
of retainers placed



100%
of exclusive roles placed before reaching the market



30
countries placed in



3
quality CV's within 48 hours average for consulting



100%
interview rate for roles worked on



100%
returned customer rate



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