



LEAP HR Life Sciences
Searchlight
by hansonwade
HR | TA | TR | BP

2024 Talent Acquisition Benchmarking Report

LEAP HR Life Sciences Searchlight network

About this report

In September 2024, we asked the member organizations who make up the *LEAP HR Life Sciences Searchlight network* to identify the metrics that matter to them that they would benefit from benchmarking with their peers.

Over the last four weeks, we collected unaided survey responses from some of the most progressive life sciences organizations in the *LEAP TA* community.

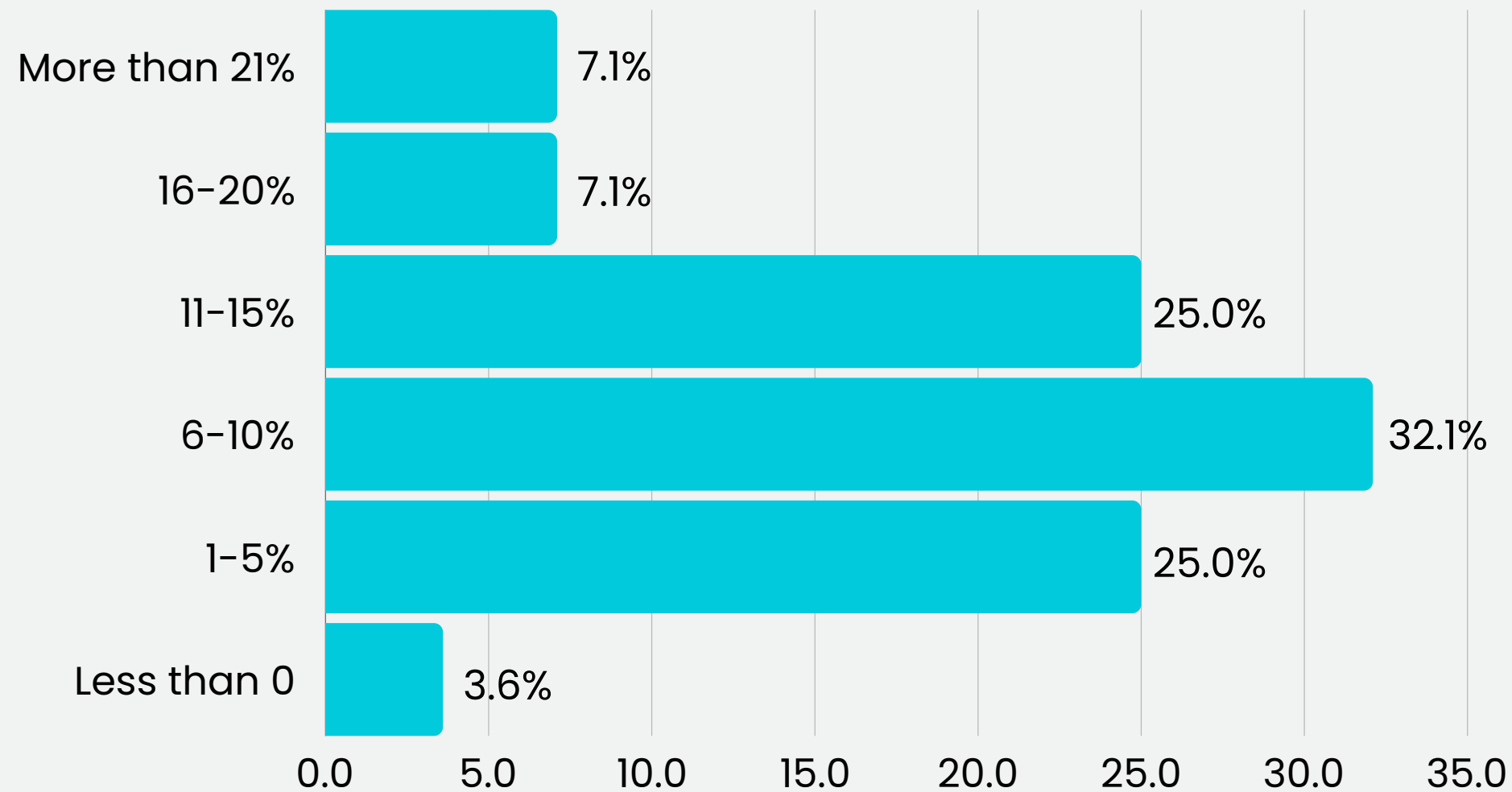
This report, designed for the benefit of the entire industry, offers insights to help you compare your life sciences organization's performance across 10 key metrics.





Turnover

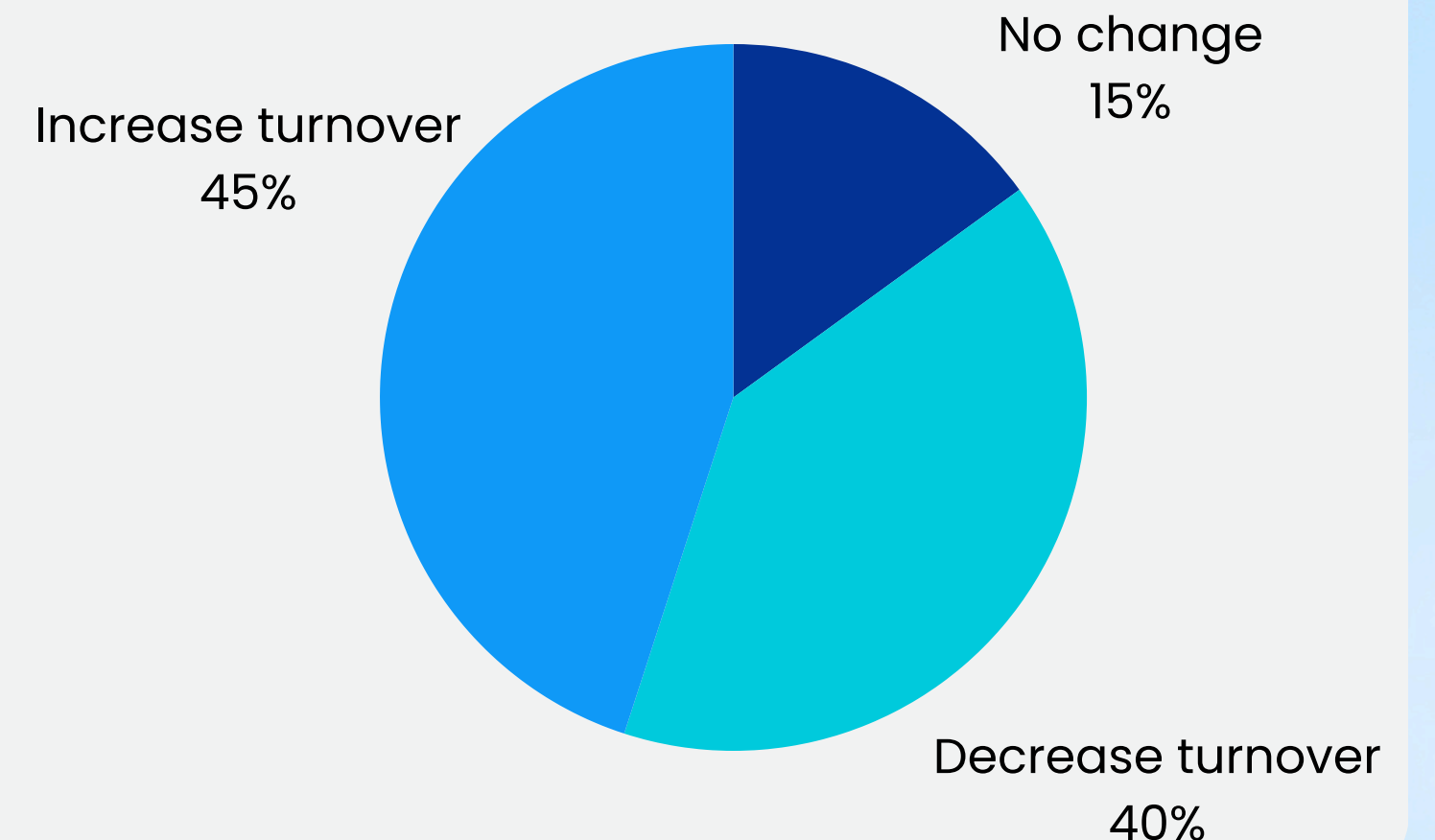
Turnover rate in the last 12 months



Over half of the companies that reported an increase in turnover stated that these were mainly involuntary due to RIF and low cash positions.

Decreases in turnover were attributed to two major factors: employee satisfaction and lack of opportunities in the industry.

Turnover observations in the last 12 months



The turnover rate responses ranged from -5% to 23% (Year to Date), with an average of 9.3% and a median of 10%.

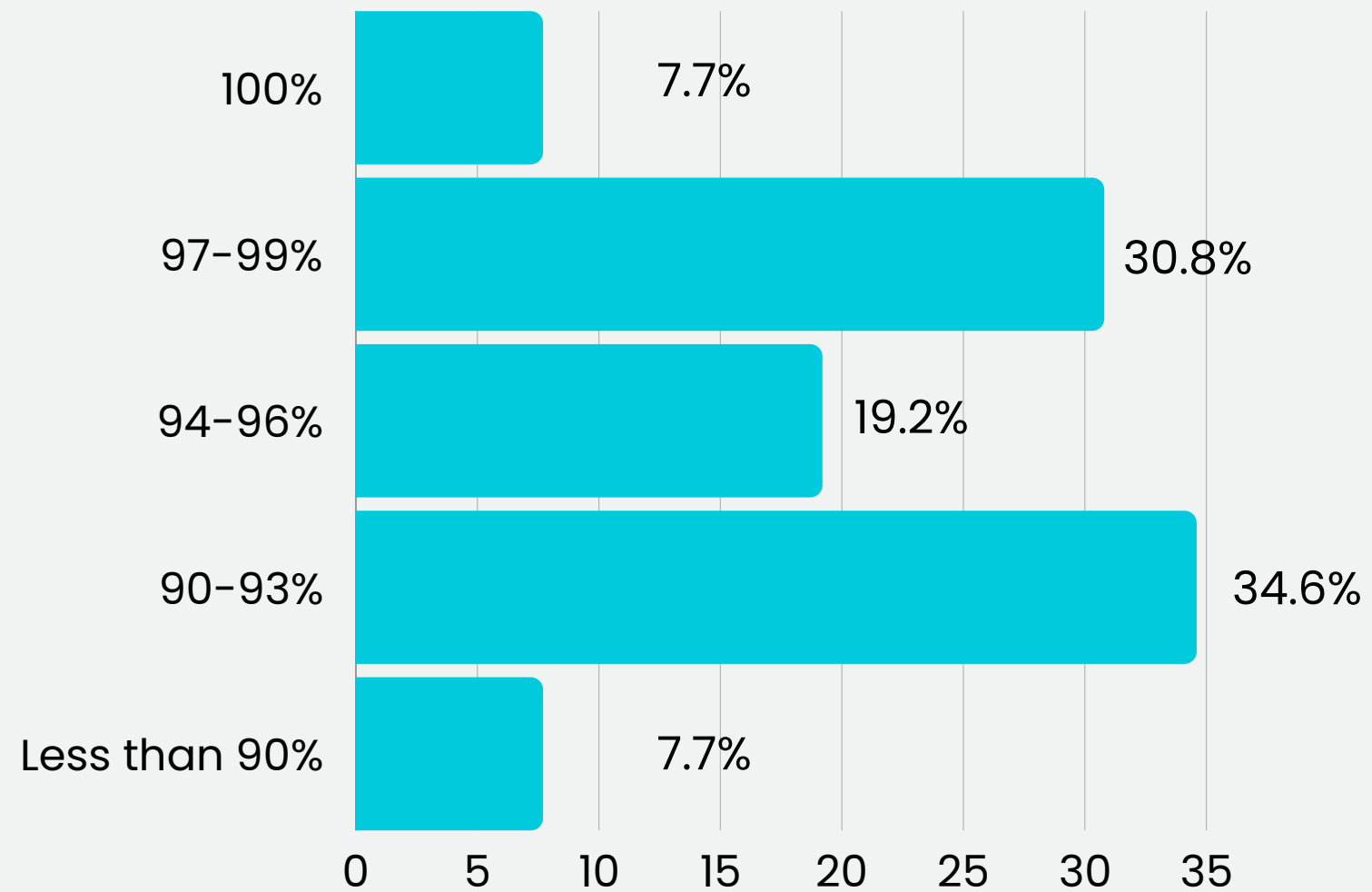


Small biotech organizations with fewer than 100 employees were more likely to have turnover rates higher than 15%



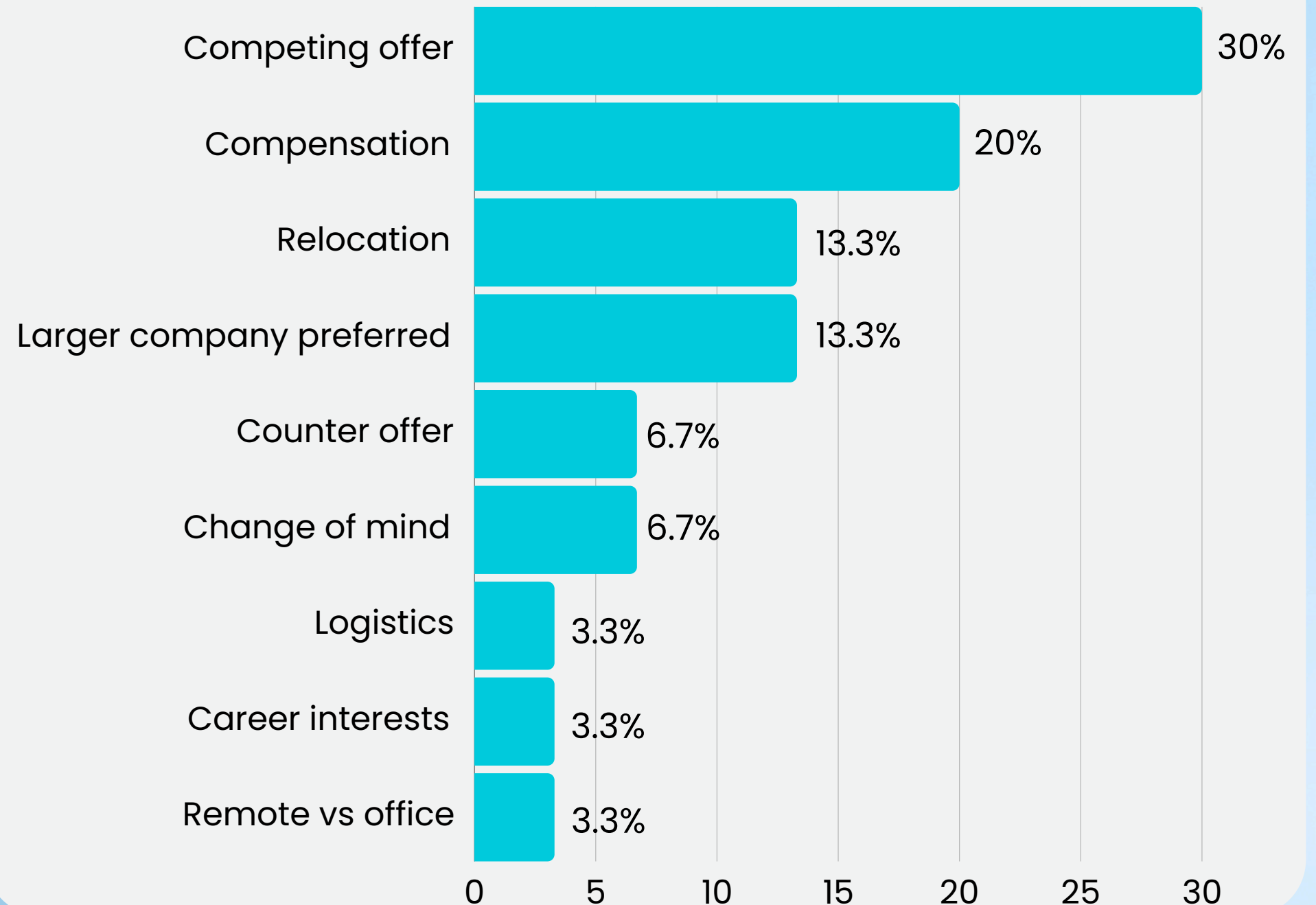
Acceptance rate

Acceptance rate over the last 12 months



88% of participating companies tracked reasons for declines, with the most common reasons being competing offers, issues with compensation, and a preference for larger companies.

Main reasons offers were declined



The acceptance rate ranged from 88% to 100% (YTD), with an average of 94% and a median of 95%.



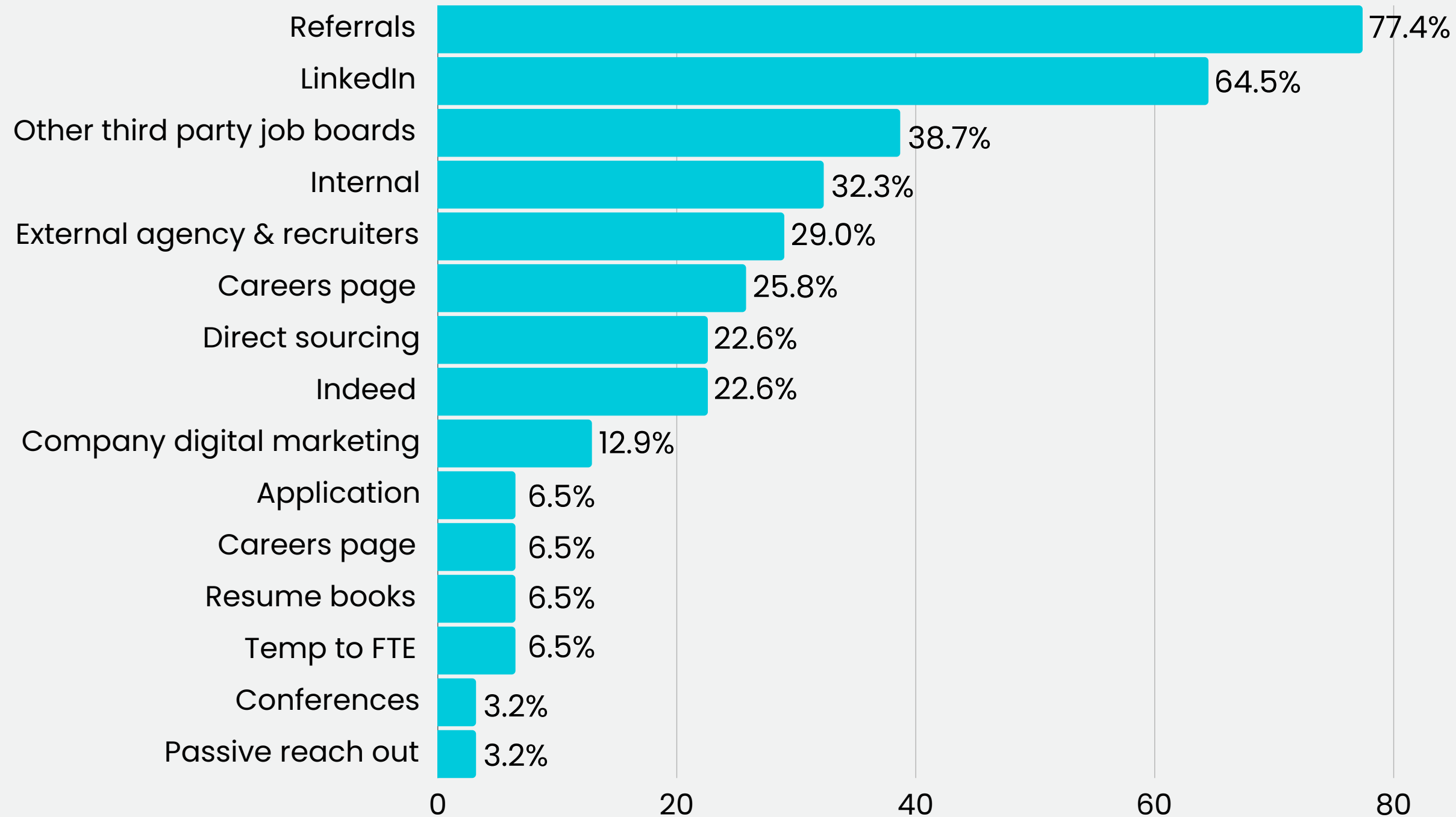
Every company with a 100% acceptance rate were small biotech with fewer than 100 employees; one stated they do not give offers unless they are certain of acceptance.



Sources of Hire



What are companies using as their main sources of hire?



Recommended party job boards in the survey:

Handshake

Find your future workforce, fast. Source, engage, and build your brand with 15M+ validated job seekers on the largest, most active early talent network in the US

NUworks

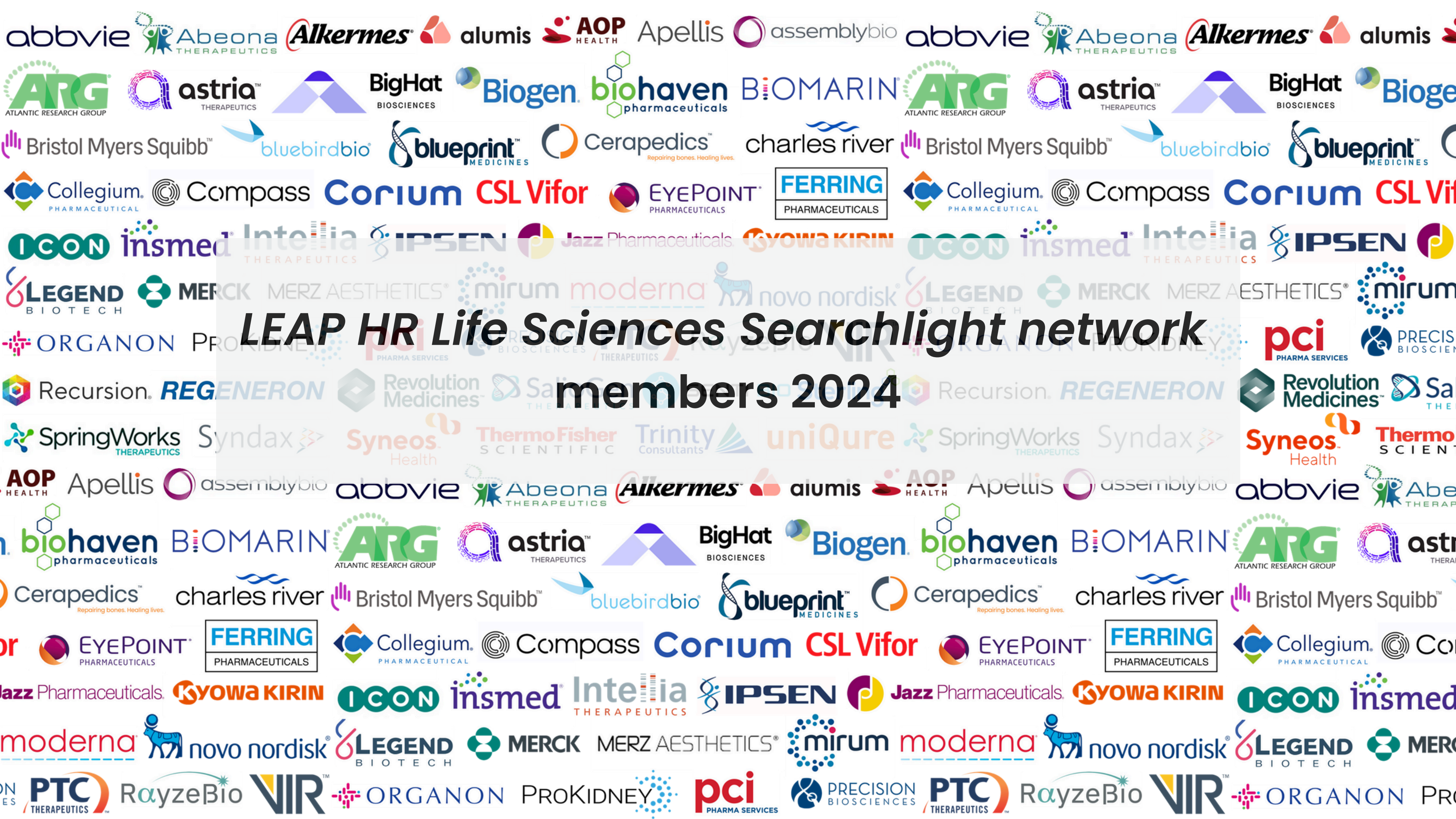
Use NUworks to post/promote post-graduation and co-op jobs, review job applications, and manage their participation in career-related events sponsored by Northeastern.

seekout

SeekOut's AI-powered platform helps you find the talent you need. Let's see how fast you can find and hire candidates for any open role.

untapped

Untapped.io partners with top US companies from early-stage startups to Fortune 500 companies to bring the best jobs in tech and finance to you.



LEAP HR Life Sciences Searchlight network members 2024



To see the full report contact
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