



ZRG PARTNERS GLOBAL HIRING INDEX

Life Sciences

Life Sciences Quarterly Index Posts All-Time High

Overall activity highest in history

What's Hot?

All sectors and regions posted strong hiring growth for Q1 2018, showing over 10% quarter-over-quarter gains. The Medical Device sector rebounded strongly with a 27% quarter-over-quarter increase. Outsourced Services continued their momentum, posting a 25% year-over-year change in hiring demand.

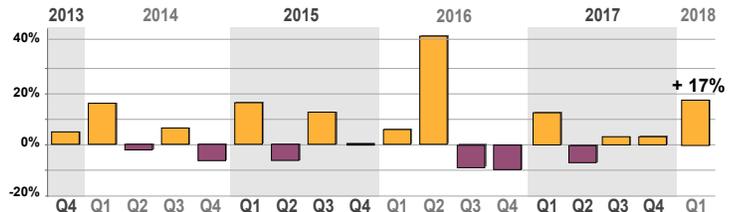
What's Not?

With all roles, sectors and regions posting positive gains for Q1 2018, it's hard to cull out what is not hot this quarter. Sales and marketing positions, though carrying some of the largest number of postings showed the least amount of growth this quarter (almost 30% of all BioPharma and Medical Device positions are in sales and marketing).

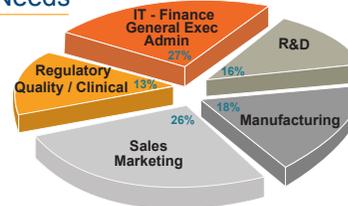
Functions

Sales and Marketing along with IT hiring activity hit all-time index highs for the second quarter in a row, however Regulatory roles showed the strongest growth (48%) coming off of the 14% loss the prior quarter.

ZRG Partners GLSHI Quarterly Change

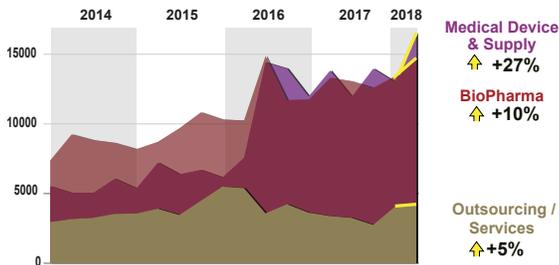


Functional Needs

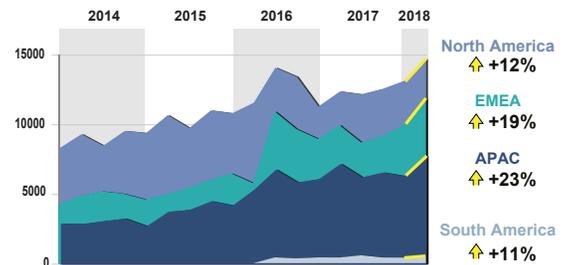


Trends and Highlights

Sector Quarterly Hiring Trends



Regional Quarterly Hiring Trends



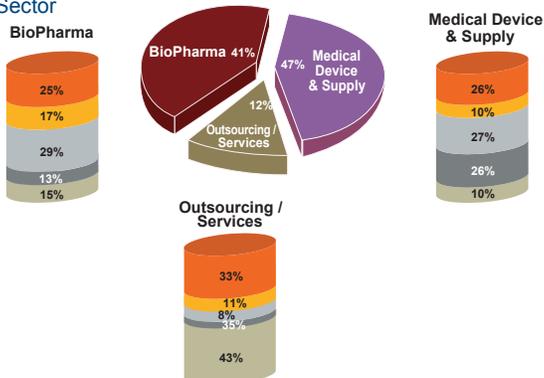
Snapshot

All three sectors showed strength, with Medical Device posting an all-time high and BioPharma narrowly missing a record high. To add context, the total number of postings was twice as high this most recent quarter that of the same period just three years ago.

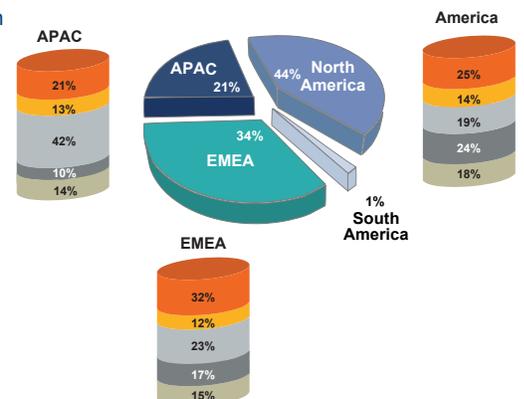
Snapshot

There was a slight shift in manufacturing hiring within the America's this quarter, with close to 50% of all positions residing there, compared to last quarter. All regions posted 10% growth over last quarter, and APAC recovered from the dip last quarter with a 23% increase in Q1.

Jobs by Sector



Jobs by Region



Private Equity Snapshot

VC investment in Pharma and Life Sciences companies continued its tear into 2018. We remarked at the end of 2017 that Pharma/Life Sciences activity ended on a strong note. Oftentimes, investment activity takes a breather heading into a new year. Not so with this sector, which continues to garner a healthy amount of interest even at the earliest stages. The largest first-quarter round went to Moderna Therapeutics, which secured \$500 million in Series G capital at a \$7 billion valuation. That round alone accounted for about 10% of total quarterly activity, but many of the next largest financings went to early stage startups like Viela Bio (a \$282M Series A) and Celularity (\$250M Series A). Three other Pharma/Life Sciences raises went to Series A or B rounds—Helix's \$200M Series B, Tmunity's \$135M Series A, and TCR2 Therapeutics' \$125M Series B.

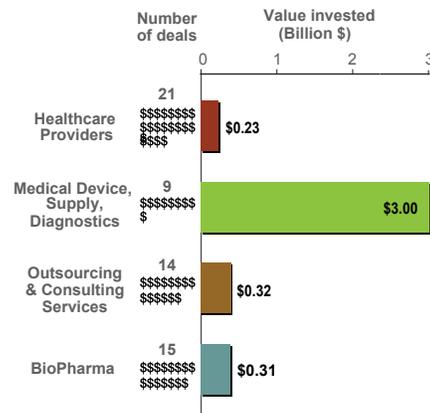


As discussed last quarter, generalist investors are starting to pay more attention to the space. Healthcare in general certainly offers scale, and Pharma/Life Sciences startups offer (arguably) the highest ceilings of any healthcare-related sectors. That said, the complexities of investing in unproven technologies and therapies make early stage rounds fret with risk. Life sciences companies often stay private for upwards of a decade before getting acquired or, more likely, going public. That extended timeline has a large impact on any eventual venture returns. Exiting in Year 5 versus Year 7 can make a very big difference.

Some of the biggest VC exits in recent years have been returned not to generalists but to dedicated healthcare investors. Two of the largest exits last year were for young startups that didn't stay private for long. IFM Therapeutics is one—founded in 2015, the drug developer raised a \$27M Series A in Q2 2017 before getting acquired by Bristol-Myers Squibb for up to \$2.3 billion in Q3 2017. Three venture investors were paid off, and all focused exclusively in healthcare: Atlas Venture, Novartis and Abingworth. Atlas, as it happened, was also an investor in the second exit mentioned. Delinia was a privately held biotech company focused on autoimmune disease treatment. Life IFM, Delinia only raised a Series A (\$35M in Q3 2016) before getting acquired by Celgene for up to \$775 million in Q1 2017. It seems, then, that much of VC's success in Pharma/Life Sciences goes back to pinpoint accuracy among the most knowledgeable healthcare investors around. The best exits are large and early, but the investors getting paid off have also been around the longest. Expertise matters here.

Alex Lykken, Senior Analyst of Custom Publishing

Q1 2018 Growth Capital Investments by Global Life Sciences Hiring Index Sectors

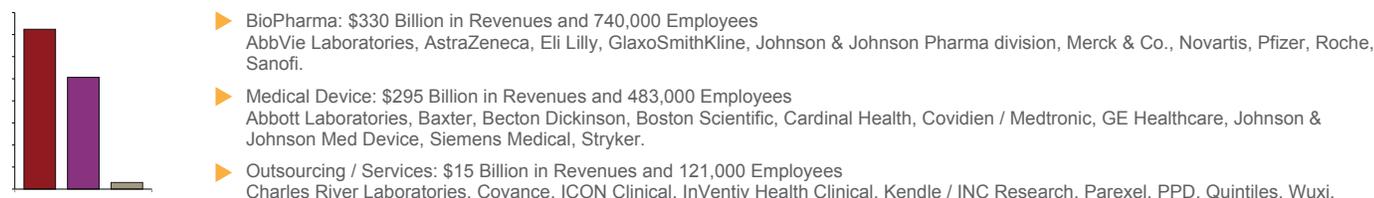


Data provided by PitchBook (www.pitchbook.com)

About the Global Life Sciences Hiring Index (GLSHI)

The Index utilizes a proprietary algorithm that looks at hiring within selected benchmark companies in three distinct Life Sciences segments: 1) BioPharma 2) Medical Devices and Supply 3) Outsourcing / Services. The indexed participants represent 30 global organizations widely considered leaders in their respective fields. The companies in the Index generate over \$640 billion in revenues and employ over 1.3 million people globally. ZRG Partners conducts extensive direct market research in developing the data that drives the Index.

Here is a list of firms by segment that are part of the ZRG Global Life Sciences Hiring Index:



In addition to providing a Pharma / Medical / Outsourcing Services cross section in this Index, we also track and monitor functional hiring trends. The Index looks specifically at jobs that would fall into one of five primary categories for analysis: 1) Research and Development, 2) Manufacturing / Operations, 3) Sales and Marketing, 4) Regulatory / Quality and Clinical, 5) General including Accounting, Finance and IT.

About ZRG Partners

ZRG Partners, LLC is a global authority on talent management within the Life Sciences, Pharmaceutical and Medical markets. ZRG provides its clients with specialized market expertise in executive recruitment, consulting and advisory work, with a focus on data and analytics to drive great business decisions. ZRG brings patented solutions that are changing how companies approach talent in the Life Sciences sectors. Our value proposition is centered around providing data and analytics that compliment the market expertise we bring in this sector. With offices throughout the world, ZRG can bring global expertise with local market talent knowledge to solve human capital challenges.



Z Score brings data and analytics into the hiring process to ensure you are making the best possible decision with every hire. Compare potential new candidates to our "global hiring scorecards" that we have developed for all of the key roles in Life Sciences.

Our Life Sciences Human Capital Solutions Service offering includes:

- ▶ Talent Management solutions leveraging our tools and processes
- ▶ Strategic Human Capital consulting
- ▶ Retained Search for roles ranging from C-level leaders, VP, Director and hard-to-fill management roles
- ▶ Compensation and external competitiveness benchmarking
- ▶ Talent Identification and Talent Mapping projects
- ▶ Recruiting Process Outsourcing solutions

We support global, institutional clients as well as many early stage and private equity backed companies.

For more information, visit www.zrgpartners.com. For press requests or for permission to use this data in other media form, contact David Fortier in the USA at +1-202-525-1341 or Adam El Din in Switzerland at +41-22-319-3304