



More Talent, More Complexity: Why Precision Hiring Still Matters in Biotech

Today's evolving biotech landscape has created a shift with more executives actively seeking roles than there are opportunities available. While this might suggest an ideal environment for hiring future leaders, the reality is far more nuanced. A larger candidate pool does not guarantee better hiring outcomes—it introduces complexity including:

- Increased volume of applicants with varying levels of relevance, requiring significant time and resources to vet
- Greater risks of misalignment, especially in highly specialized, leadership or scientific roles
- Strain on internal teams, who are already managing critical priorities across the organization

GSS is Your Strategic Talent Partner:

At GSS, we help biotech companies thoughtfully navigate this surplus, ensuring you don't just fill roles, but hire the right talent to drive critical innovation forward. Recognizing the time, attention and strain on internal teams caused by the surplus of available executive talent, GSS offers services beyond traditional retained search.

For a Flat Fee GSS will:

- Partner with TA, Hiring Manager and Internal Stakeholders to elucidate desired candidate qualifications and key deliverables for the role.
- Leverage our expertise across therapeutic areas and functions (R&D, Clinical, Medical, Regulatory, Technical, Commercial) to qualitatively and quantitatively assess your talent applicant pool for experiential, cultural and leadership criteria.
- Provide detailed reporting on key metrics, efficiently screen candidates against qualifying criteria and present your team with a refined shortlist of the top available talent, thus expediting the recruitment process--saving time, money and ensuring you make the right hire.

The Numbers Tell the Story:

- 67% of hiring managers say sorting through unqualified applicants is a top challenge¹
- The cost of a single mis-hire in a specialized scientific or executive role can exceed \$50,000²
- Biotech teams spend an average of 30–50% of their time on non-core activities during talent searches³

Especially in a surplus, hiring the right talent is complex and critical to the mission and health of your organization. GSS helps biotech leaders cut through the noise—bringing clarity, speed, and precision to every search.



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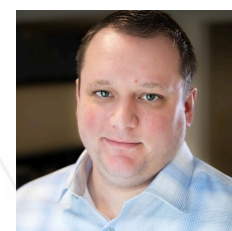
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