



Join our
growing team

About us

As *Global Growth Partners*, we provide a unique proposition: delivering on every stage of the life science process to help individuals, teams, and whole organisations reach their goals faster. Through our solutions we help them to grow so that they can bring about a positive impact on global health.

And, just as we help our life science partners with their businesses and careers, we cultivate an environment for personal and career growth within our own company too. Our values: **Long-term partners**; **Tireless experts**; and **Promises delivered**; form the basis of what we look for in new team members. These values are engrained in every part of our business, from how we run our learning and development programmes to how we define criteria for reward and recognition.

We're always on the lookout for talented individuals to introduce fresh thinking to the team and make an impact on the industry through helping to solve our partners' challenges. Read on to find out more about why you should consider joining our growing team...

Part of Acacium Group

Acacium Group's market-leading brands operate across three distinct areas of expertise – healthcare, social care, and life sciences. We are united in our collective vision to be the leading global healthcare solutions partner.

“

Ever since I joined Proclinical's graduate recruitment programme, I've always been encouraged to build on my successes and rewarded well for them. I jumped at the chance to relocate to New York and progressed to Senior Director level.”

Sam Barry

Vice President, Global Client Services
Proclinical Group



Life science specialists

Our suite of services



Helping our partners with permanent and contract vacancies by connecting them with specialist talent across the globe.



Bringing together innovative search methods and a refined, scientific approach to engage tomorrow's leaders.



Providing our partners with end-to-end strategic, operational and commercial guidance to develop, register and launch products.



Supporting our partners as they grow with expert managed services to build specialists teams for their wider-scale ventures.

Life sciences industry



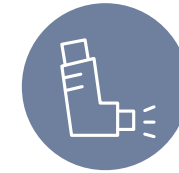
BIOPHARMA



DIGITAL HEALTH



CONSUMER HEALTH



MEDICAL DEVICES

Specialist functions



REGULATORY AFFAIRS



CLINICAL R&D



MEDICAL AFFAIRS



QUALITY ASSURANCE



COMMERCIAL OPERATIONS



COMPUTER SCIENCE



DATA SCIENCE



BIOMETRICS



DRUG SAFETY



IT



SCIENTIFIC & PRECLINICAL



H.E.O.R.



MEDICAL COMMUNICATIONS



PROCUREMENT & SUPPLY CHAIN



ENGINEERING

Our growth story (so far)

We have expanded into every corner of the globe, joined forces with Acacium Group, and grown our capabilities to become one of the leading staffing and consulting companies in the world. Throughout our journey, we've always maintained our vision and commitment as life science specialists.

2007: Grew rapidly and organically to a turnover of £1M

2007: Deliver retained search offerings for senior level vacancies

2009: Supplier terms and conditions with over 200 companies and increased the database to over 10,000 candidates across Europe

2005

Open for business

2008: Secured preferred supplier status with major global pharma companies.

2008: Partnered with emerging biopharmaceutical companies for key employee talent acquisition projects

2009

Expansion into European markets

2011: Proclinical's turnover reached £6M

2012: Further Tier 1 PSL agreements signed on a Pan-European basis

2013: Open offices in Munich & Brussels

2014: Launch of Singapore office

2014: Became a certified member of the Association of Professional Staffing Companies (APSCo)



Kelly OCG | 2017
Supplier Excellence Awards

2016: Proclinical welcomed
29 additional members of staff globally
2017: Company grow by 46
personnel globally



2018: Acquired by Acacium Group (formerly known as Independent Clinical Services)

2018: APSCo winner of Recruitment Company with the most Sustainable Growth award
2018: Launch of first team in China with offices opening in Shanghai and Beijing
2018: Acquired Boston office

Surpassed 200 employees globally

2020: Supported Covid-19 vaccine development
2020: Opened offices in Cambridge, UK and Los Angeles, CA
2020: Surpassed 500 contractors globally
2020: Acquired Sydney and Melbourne offices

2014

Expansion into Asia-Pacific markets

2016

Launch of US offices in New York and Philadelphia

2019

Official launch of Consulting and Engage brands

2020

Paul Strouts takes over as CEO for the group

2015: Legal entity established in Switzerland and offices open in Basel and Zurich

2015: Global growth of over 45 personnel in Proclinical team
2016: Two-time APSCo award winners
2016: Awarded 'Supplier Excellent Award' by Kelly Services



2017: Launch of Executive search brand

2017: APSCo award winner for 2nd consecutive year

2017: Granted Swiss staffing membership and SECO licence

2017: Passed the 300 contractor mark



2019: Launch of offices in San Francisco, Chicago, Beijing and Tokyo

2019: Recognised with the Kelly OCG Supplier Award for Excellence for the 5th year in succession

2019: Proclinical Staffing again awarded Most Sustainable Growth Award by APSCo



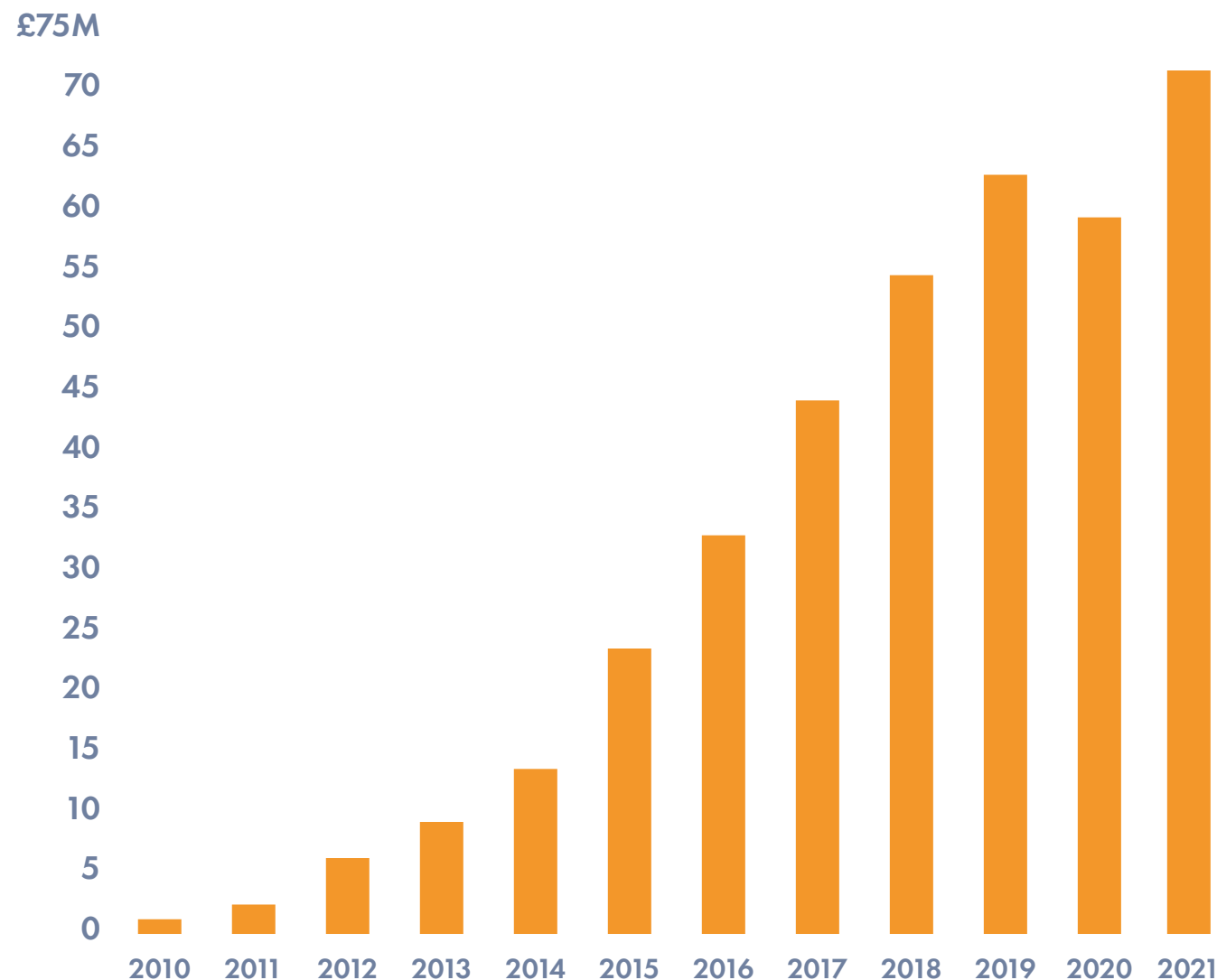
2021: Launched new office in San Diego, CA
2021: Awarded AUG labor licence in Germany

2021: Named APSCo Recruitment Company of the Year

2021: Acacium Group acquires DRA, a regulatory consultancy partner for Proclinical

Be part of our future story....

Group turnover



“

Since I joined Proclinical in 2009, the transformation has been incredible. I feel privileged to have been part of that journey and I'm hugely excited about the company's future too.”

Jade Kinsella

*HR Director
Proclinical Group*

Market opportunities

“

The earning potential at Proclinical is enough to make getting on the London property ladder a reality for anyone.”

Matthew Pike

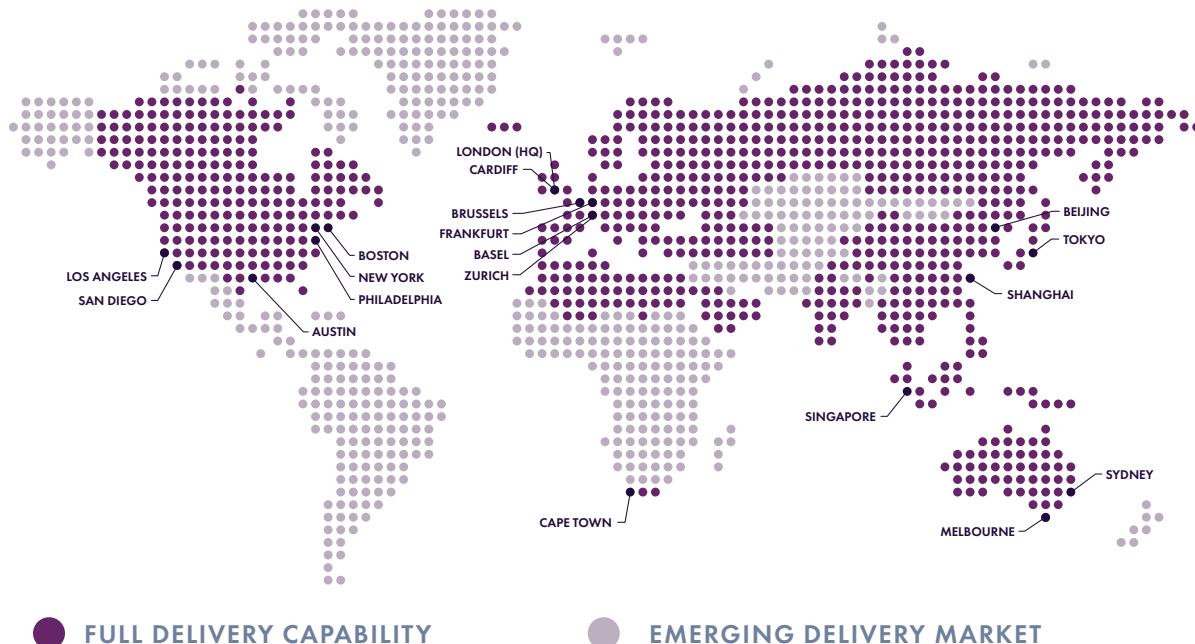
*Senior Director
Proclinical Staffing*

- Deloitte Life Sciences Outlook on Health Spending 2021:
 - Health care spending is expected to rise at a CAGR of 4% over 2020–24
 - Global health care spending as a share of GDP will likely remain at around 10.3% through 2023, slightly ahead of 2019's ratio
- Ageing global population and lengthening life expectancies
- Population growth and urbanisation
- Rising wealth, particularly in emerging markets
- Chronic/lifestyle diseases
- Treatment and technology advances
- New regulations: GVP, falsified medicines directive, ASEAN economic community, combination products

We think globally

The life science industry is global, and **we operate and think globally** too. Unlike our peers, it's a team effort. We actively relocate our staff abroad and encourage a **culture of collaboration** between our global offices, right down to the sharing of any commission earned, to minimise unhealthy competition. This bigger-picture thinking enables us to form **stronger partnerships with our clients** across different teams and sites, and allows everyone to benefit from local knowledge of markets and regulations.

By utilising the full **capacity of our global network**, our dedicated head hunters can scout the world's life sciences talent and **ensure the right candidates are placed in highly specialised roles**.



“

I love working in such a diverse environment. I can be on the phone with a candidate speaking German one moment, conversing in English with a colleague the next, and later boarding a plane to Switzerland for a meeting in French.”

Olivia Anton
Principal Consultant
Proclinical Staffing

“

When I suddenly needed to have an urgent operation, I felt very lucky that Proclinical provides quality private healthcare. My manager and HR were unbelievably supportive too.”

Peter Hogg

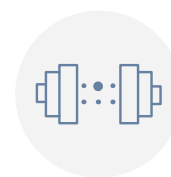
Head of Marketing
Proclinical Group

Employee benefits

Benefits vary depending on the country but are always focused on providing **support for our employees physical, mental and financial wellbeing**, rather than offering the latest gimmicks or perks. This might include helping with the cost of travel to work with seasonal loans, subsidised tickets and cycle scheme, or with healthcare packages, extended lunch breaks to get active, and Health Assured employee assistance programmes, which offers a discreet and confidential way to seek advice and counselling should they ever feel they need it.



HEALTHCARE



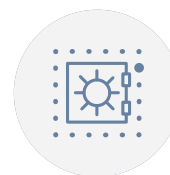
SUBSIDISED GYM
MEMBERSHIP



DENTAL CARE
& HYGIENE



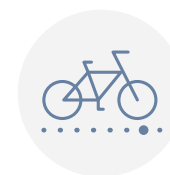
HEALTH
ASSURED



CONTRIBUTORY
PENSION SCHEME



EXTENDED GYM
LUNCHES



CYCLE TO WORK
SCHEME



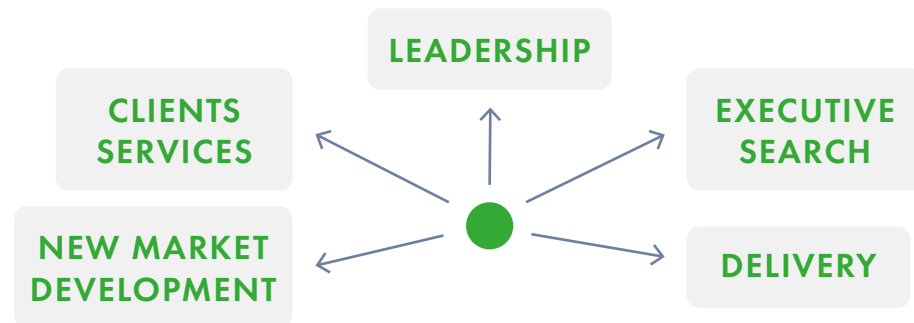
SEASON TICKET
TRAVEL LONDON

*Please note that benefits may vary depending on the location.

Learning and development

Tireless experts: We're life science experts – it's our sole focus – but we don't rest on our laurels. We stay at the top of our game. Always learning, always hungry to perform better and find new ways to achieve more for our clients and candidates.

We've always sought individuals with life sciences degrees or industry experience to join our team, so there is a **wealth of knowledge** within the business that everyone benefits from. In addition to training sessions run by subject matter experts, our **learning and development team** support the continuous learning and career progression of our sales team.



We offer a range of options for **career progression** within sales, which is based on clear objective criteria. This gives individuals an **opportunity to follow a path that is right for them**, whether it be progression to leadership, diversification into new markets or a transition to another brand within the Proclinical Group.

“

Unlike many of my colleagues I had no background in life sciences when I joined Proclinical. However, the training programme and sharing of knowledge amongst colleagues here is brilliant.”

Joe Emmott

Client Services Manager
Proclinical Staffing

“

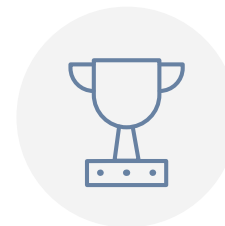
When things got tough, I got the help and encouragement I needed to hit my target and qualify for the most amazing incentive of going on safari in South Africa – a lifelong dream of mine!”

Numhom Sudsok

*Senior Consultant
Proclinical Staffing*

Reward and recognition

Everyone would like to be recognised for a job well done. Our awards and incentives provide regular positive **public recognition** for outstanding achievements at the end of **each quarter**. **Individual honours** include employee of the month, resource consultant of the quarter, consultant of the quarter, and support staff of the quarter. Our **annual super incentive** is designed to reward those who perform consistently at a high level.



INDIVIDUAL HONOURS

Award, champagne and shopping voucher.



TEAM OF THE QUARTER AWARD

Award and Team budget for an incentive held during working hours.



HIGH-PERFORMER SUPER INCENTIVE

Luxury 4 day all-expenses group holiday during working hours.

Social responsibility

Our corporate social responsibility programme is **driven by our employees**, who care deeply about the social impact we make. Initiatives are employee-led and charities are **voted for to make it fair and meaningful for everyone**.



“

Everyone gets to vote when deciding which charities to support and the fundraising events at Proclinical are always fantastic. Everyone gets really into it.”

Jack O'Neill

*Principal Consultant
Proclinical Staffing*

“

The people and culture are worlds apart from other recruitment companies I've worked for. Consultants work together instead of against each other, which benefits everybody.”

Harry Williams

Global Director Commercial & HEOR
Proclinical Staffing

Get in touch



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“★★★★★

They are a very professional company who provide a good foundation for any recruiter to build, or continue to build, a great recruitment network. The L&D Director is fantastic, and the HR team are an absolute delight.”

Glassdoor Review

“★★★★★

You are surrounded by credible and professional consultants, who are given excellent training and all the tools to do their jobs really well, such as LinkedIn Recruiter as a standard for all.”

Glassdoor Review

www.proclinical.com/join-us

