



HIRING INSIGHTS REPORT

Clinical Operations

September 2020

About this report



Compiled from a number of sources including our professional network of over 300,000 individuals, SEC Pulse sets out to aid your decisions when it comes to hiring strategy.

Understanding where your competitors are hiring from, what the key locations for your desired talent pool are

and what key skills and values are within this workforce will enable you to begin a targeted and more efficient hiring process.

For this report we've looked into clinical professionals based across Europe, with seniority ranging from CRA to Director of Clinical Operations.



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At a glance



24,592

Professionals



5,895

Changed jobs in the last year



1,102

Current vacancies within this market

Key Locations

The top cities/territories by number of professionals that meet your criteria. Hiring demand compares this number by the amount of open job vacancies in each area.

Location	Professionals	Hiring Demand
Paris, France	2,331	Moderate
Madrid, Spain	1,361	High
Warsaw, Poland	906	High
Milan, Italy	704	Moderate
London, UK	677	Very High

Talent Hotspots

Locations where the supply of professionals is higher relative to hiring demand.

- Greater Paris
- Greater Madrid
- Ukraine

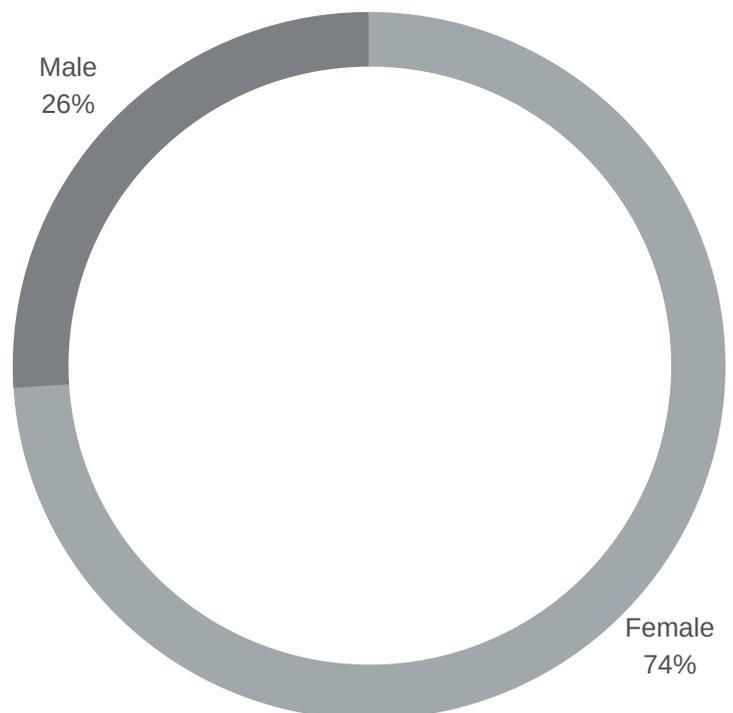
Average Tenure

When professionals in this market are most likely to change jobs.

1.8 Years

*Less than 1% could be identified as another gender identity, so we have shown gender composition using only male and female data points.

Gender Diversity*



Fast Growing Skills

A look at the most sought after skills of the last 12 months

Skill	1y growth
Close-out	+75%
Case report forms	+71%
Site management	+63%
Informed consent	+45%
Analytical skills	+40%

Employer Value Propositions

What are the most important propositions for this talent?

Value proposition	% agree in importance
Good work-life balance	67%
Flexible work arrangements	58%
Excellent pay and benefits	50%
Challenging work	44%
Inspiring colleagues and culture	42%

Top Employers

Who are you up against when it comes to attracting candidates? Here's a look at the top employers by number of professionals in this talent pool.



Employers to Watch

These organisations have recently invested more in hiring from this talent pool. Here's a look at how much of this talent they've hired in the last 12 months compared to the previous 12 months.

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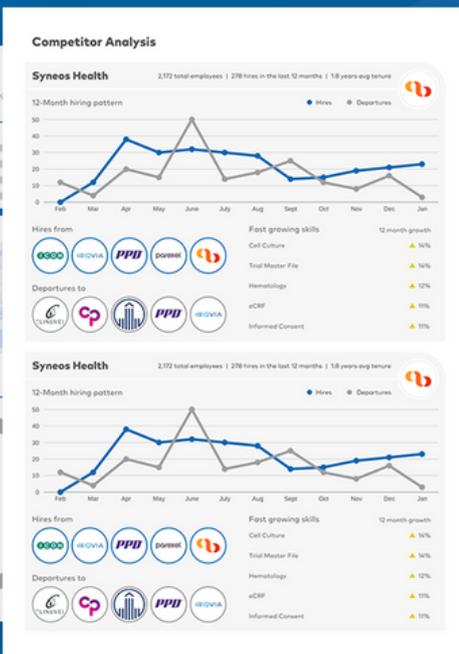
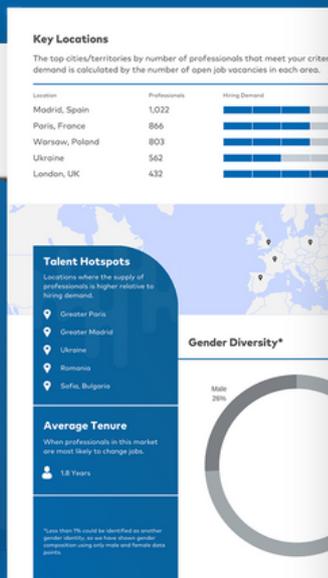
▲ 79%

enterome

▲ 60%

CRISPR
THERAPEUTICS

▲ 49%



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55 marks
5,912 Changed jobs in the last year
1,178 Current vacancies within this market

Request a report tailored to your hiring need, with in-depth competitor analysis.

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