



HIRING INSIGHTS REPORT

Biometrics

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 biometrics professionals across Europe, with seniority ranging from statistician/biostatistician to director of statistics/biostatistics.



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At a glance



8,378

Professionals



4,831

Changed jobs in the last year



430

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	516	 High
London, UK	445	 Very High
Copenhagen, Denmark	345	 Moderate
The Randstad, Netherlands	244	 Moderate
Basel, Switzerland	216	 High

Talent Hotspots

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

-  Paris, France
-  Copenhagen, Denmark
-  The Randstad, Netherlands

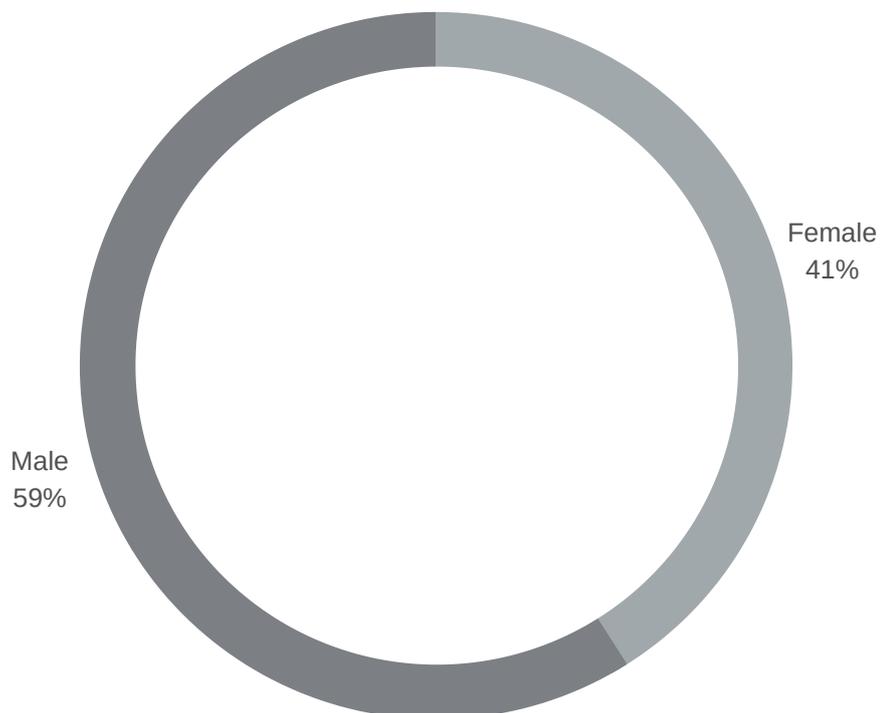
Average Tenure

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

 1.5 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
Data Analysis	+57%
Statistics	+51%
R	+50%
Python	+38%
SAS	+38%

Employer Value Propositions

What are the most important propositions for this talent?

Value proposition	% agree in importance
Good work-life balance	76%
Flexible work arrangements	61%
Challenging work	58%
Excellent pay and benefits	48%
Influence over tasks and priorities	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.



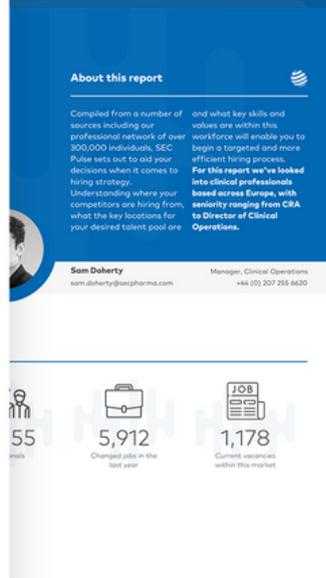
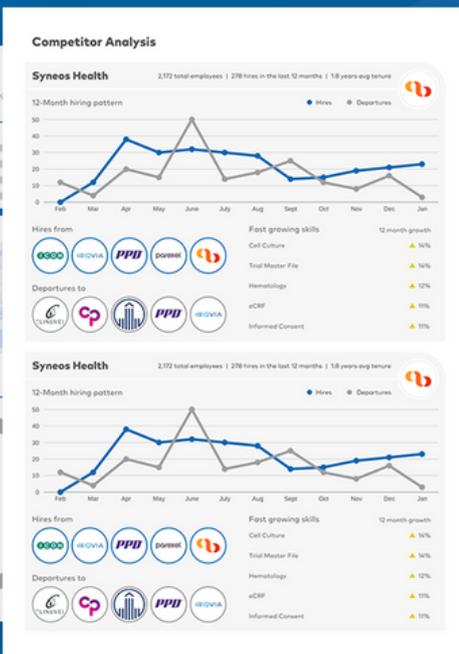
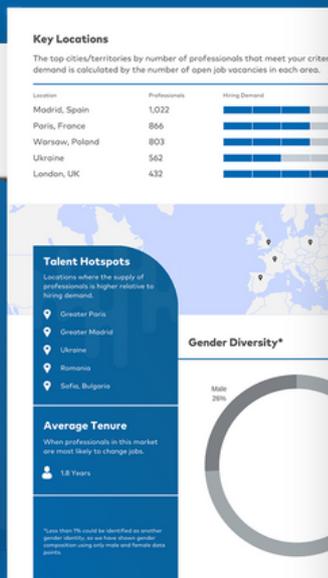
▲ 167%



▲ 105%

The
Alan Turing
Institute

▲ 73%



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