



HIRING INSIGHTS REPORT

Technical 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 technical operations, regulatory affairs, validation and quality professionals based in Europe.



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At a glance



42,632

Professionals



12,795

Changed jobs in the last year



1,400

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
Ireland	4,462	 Very High
Copenhagen, Denmark	1,288	 Moderate
Milan, Italy	1,229	 Moderate
Paris, France	1,203	 High
Brussels, Belgium	932	 Very High

Talent Hotspots

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

-  Copenhagen, Denmark
-  Madrid, Spain
-  Milan, Italy

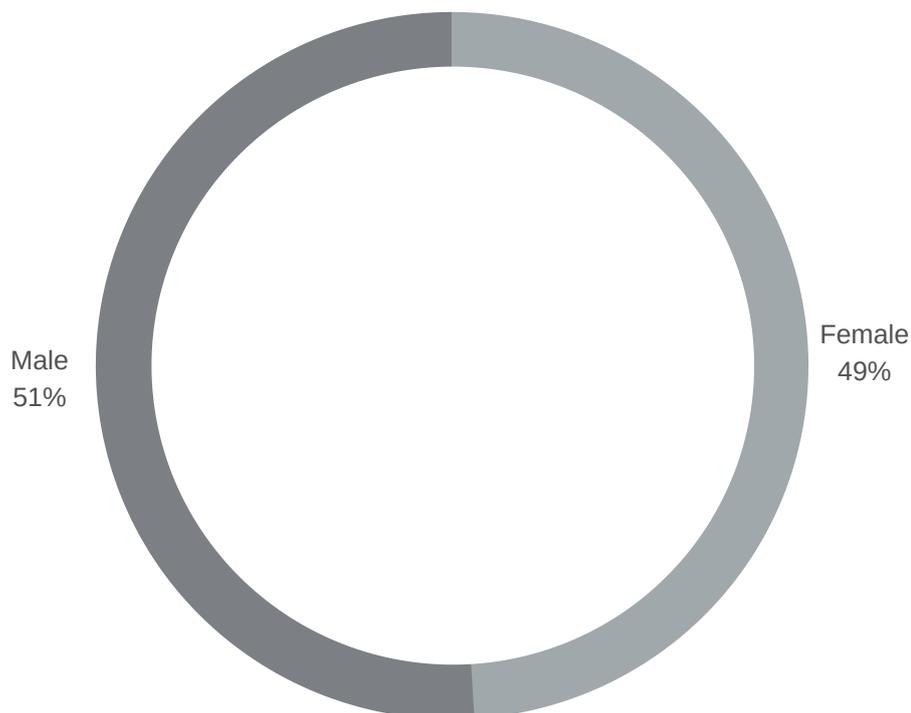
Average Tenure

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

 2 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
Analytical skills	+40%
Biology	+32%
Laboratory skills	+23%
Deviations	+22%
ISO 9001	+22%

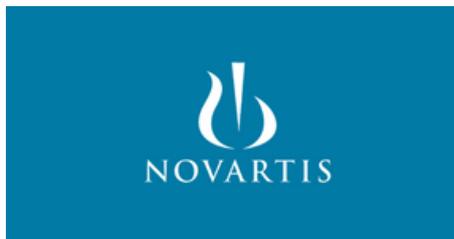
Employer Value Propositions

What are the most important propositions for this talent?

Value proposition	% agree in importance
Good work-life balance	59%
Excellent pay and benefits	52%
Challenging work	49%
Inspiring colleagues and culture	43%
Flexible work arrangements	35%

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.



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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.



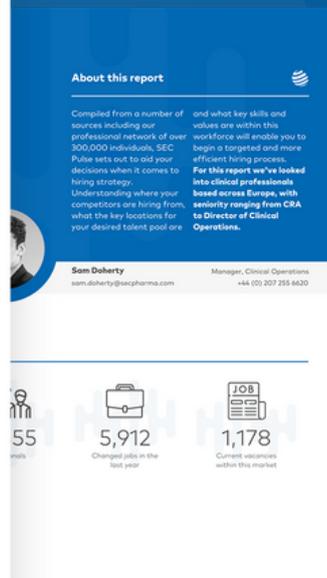
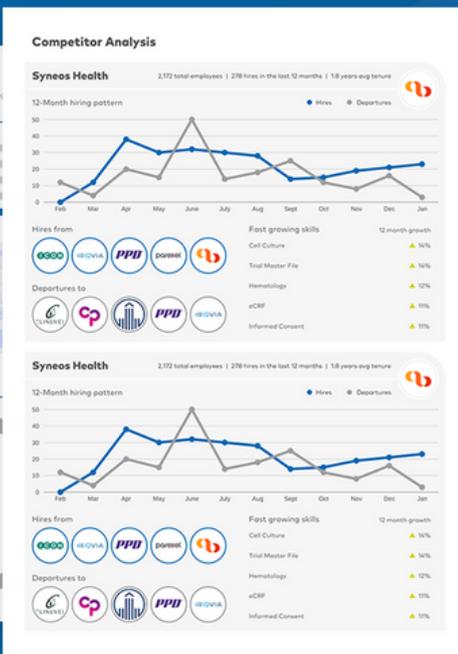
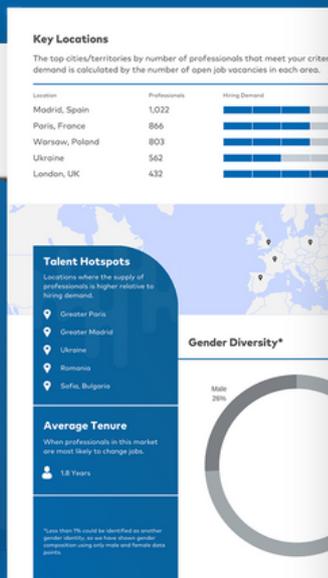
▲ 45%

REGENERON

▲ 22%

Catalent.

▲ 16%



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