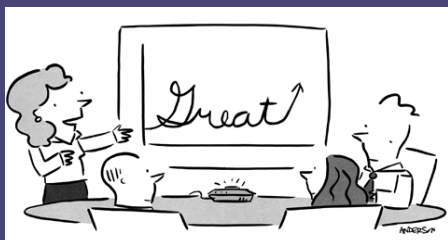


September 2015



Technology Recruiting  
& Staffing Specialists



"It speaks for itself."

## Developing your 2016 HR Budget?

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### Top Candidates ! View By Industry

[Information Technology](#)

[Engineering & Manufacturing](#)

[Pharmaceutical & Biotech](#)

[Market Research](#)

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[SUBMIT A JOB ORDER](#)

### Information Technology

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**Senior Vice President**  
*- 20 years' experience*

**Senior Technology  
Project Manager**  
*- 10 years' experience*

**Digital and E-Commerce  
Global Project Manager**

**In an ongoing effort to better meet your needs,**  
our growing team has acquired new offices located  
at **100 Larwin Road, Cherry Hill NJ 08034**



[Click here to see more pictures  
of our team in their new home](#)

## Developing your 2016 HR Budget? - Use These 4 Strategies for Success -

### 1) Anticipate HR Developments

We understand that working with assets as unpredictable as human resources can provide diverse challenges. The role of HR is so expansive it can be difficult to identify

- 15 years' experience

**Team Leader**

- 18 years' experience

**Software Engineer**

- 12 years' experience

**Systems Analyst**

- 8 years' experience

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**Engineering**

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**Electrical/Electronic Engineer**

- 25+ years' experience

**Principal Engineer**

- 10 years' experience

**Associate Scientist**

- 8 years' experience

**Environment Engineer Associate**

- 10+ years' experience

**Senior Research Engineer**

- 10+ years' experience

**Production Manager /  
Process Engineer**

- 10+ years' experience

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**Pharmaceutical**

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**Executive Program Director,  
Product Development**

- 20 years' experience

**Senior Director,  
Business Development**

- 15 years' experience

**Director, Quality Assurance**

- 25 years' experience

**Medical Director**

- 17 years' experience

useful information when developing your strategy for the road ahead.

**Here are some questions we find helpful in developing a personalized HR Strategy:**

**Internal Strategy**

- **How many team members do we need to achieve our strategic goals?**
- **What specific jobs roles will prove most useful in exceeding your achievements?**
- **Which skills are required for our team's success that can't be taught?**

**External Strategy**

- **What impact does the current economy have on our industry and our hiring methods?**
- **How should we adapt to the latest cultural developments in our work and the way we communicate with talented professionals**
- **How can we benefit by positioning ourselves to embrace future trends?**

---

**2) Attract and Retain Talent**

It's important to understand the costs involved in personnel changes to prevent them from swallowing your budget and staggering your company's productivity.

- **The Center for American Progress found that turnover costs for entry-level employees can amount to 16% of their salary**
- **While the cost to replace executive level staff can quickly climb to 213% of their annual salary.**

Maximize your profit and minimize your costs by encouraging life-long team members and developing the skills of low cost entry-level employees who share your teams' values.

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**Global Clinical Contract  
& Budget Specialist**  
- 10 years' experience

**Brand Leader**  
- 15 years' experience

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### Market Research

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**Medical  
Director,**  
- 17 years' experience

**Managing Director: Research,  
Data Analytics, Business  
Strategy**  
- 20 years' experience

**Director, Business Development**  
- 20 years' experience

**Business Development Manager**  
- 5 years' experience

**Medical  
Communications Specialist**  
- 9 years' experience

**Senior Market Research Analyst**  
- 10 years' experience

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### Food & Beverage

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**Director of  
Compliance**  
- 7 years' experience

**Quality Assurance Manager**  
- 12 years' experience

**Quality Assurance Manager**  
- 10 years' experience

**Food Technologist Technician**  
- 20 years' experience

**Food Safety Scientist**  
- 15 years' experience

## 3) Streamline Your HR Process

The best way to improve your efficiency is to focus all your efforts on engaging team loyalty and morale. Restructure your agenda to appeal to employees while benefitting the company.

- **Some of these agendas include: compensation, benefits, performance reviews, reward incentives, and job descriptions.**
- **A recent study in the *Journal of Occupational and Organizational Psychology* found that 52% of interviewers make their decision about a candidate between 5 and 15 minutes into the interview, while 22.5% stated they hadn't made their decision by the end of the interview.**

We keep advising clients to prioritize reacting fast. Time kills deals, and an efficient HR team justifies their budget with fast results. While hiring decisions may seem pricey, procrastinating them proves far more costly to the budget and the company's efficiency.

The truly talented professionals aren't waiting around, and neither should you.

## 4) Embrace that the Ends Justify the Means

Corporate success is about more than reaching direct goals. It's about implementing indirect strategies that extend far past your department to earn broader results for your company.

- **UPS Delivery trucks have mastered this principle and revolutionized their industry through a simple initiative that encouraged right turns.**
- **In the past 10 years, right turns have earned UPS countless public appeal for reducing their consumption of gasoline and carbon emissions by 38 million liters and 100,000 metric tons respectively.**

By thoroughly understanding their industry, and thinking outside the box they were able to garnish unprecedented revenue that will never cease to grow.

**Process Engineer**  
- 5 years' experience

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Keep your mind open to new approaches when evolving with your industry. By staying up to date on the latest trends and understanding your company's specific positioning, you too can discover game-changing new opportunities.

## Partial List of 3rd Quarter 2015 Placements

### Direct Placements

- |   |  |  |
|---|--|--|
| - Regulatory Affairs Associate                          | - Life Sciences Business Manager           | - Director of Clinical Operations          |
| - Engineering Manager, Manufacturing                    | - Process Engineer III                     | - Associate Director, Drug Safety          |
| - Senior Director, Supply Chain                         | - Medical Science Liaison                  | - Reliability Manager                      |
| - Process Engineer                                      | - Principal Biostatistician                | - CAD Designer                             |
| - Sales Engineer  | - Director, Project Management             | - Senior Scientist, Product Development    |
| - Senior .Net Developer                                 | - Infrastructure Manager                   | - Aseptic Filing Supervisor                |
| - Director, Business Development                        | - Lead Manufacturing Engineer              | - Medical Science Liaison                  |
| - Professional Services Engineer, Advanced Technologies | - Piping Designer                          | - Production Manager                       |
| - Manager, Supply Chain                                 | - QC Technician                            | - Process Engineer                         |
| - Senior Scientist                                      | - Sales Engineer                           | - Standards Director                       |
| - Manager, Marketing and Access Planning                | - Automation Validation Engineer           | - Senior Scientist, Microbiology           |
| - Food Technologist                                     | - Quality Assurance Manager                | - Process Development Specialist           |
| - Manufacturing Engineer                                | - Pre-clinical Development Project Manager | - Quality Control Technician               |
| - Statistical Analyst, Market Research                  | - Analytical Chemist                       | - Senior Director, Supply Chain Management |
| - VP, Respiratory Product Development                   | - Account Executive, Biochemistry          | - Call Center Manager                      |

### Contract Placements

- |   |                                |                                   |
|---|--------------------------------|-----------------------------------|
| - Clinical Distribution Support Associate | - Construction Project Manager | - Clinical Trial Manager          |
| - Research Scientist, Drug Safety         | - Solutions Architect          | - Product Quality Leader          |
| - Research Scientist, Toxicology          | - Database Analyst (2)         | - Chemist                         |
| - Assay Life Cycle Project Manager        | - Design Engineer              | - QC Chemist II                   |
| - QC, Document Reviewer                   | - Lab Technician/Chemist       | - CNC Machinist                   |
|   | - Manager, Global Compliance   | - Leader, Global Supplier Quality |

- Technical Translator, Korean

- Maintenance Manager

- QA/QC Technician

## Have Questions or Concerns?

### Connect with us!

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