A QUICK CHECK ON HOW WELL YOUR HIRING WORKS

Life Sciences Hiring Scorecard

WHY HIRING IS DIFFERENT HERE

Pharmaceutical, biotech and medical device companies need people with hands-on experience in regulated environments. Quality, validation and regulatory talent is in short supply, and a gap can slow a launch, an expansion or an audit.

WHAT AN OPEN ROLE COSTS YOU

- Delayed launches, tech transfers or expansions
- Audit and compliance risk
- Quality backlogs and deviations
- Overloaded teams and higher turnover

COMMON HIRING MISTAKES

- Hiring without confirming hands-on GMP experience
- Waiting until an audit or launch is close to start hiring
- Long interview processes that lose strong candidates
- Treating quality and validation roles as interchangeable

HOW DELECTUS HELPS

Direct Hire and Executive Search

We find and screen people who aren't applying to job postings, from field and technical roles to senior leaders.

RPO & Project Recruiting

We fill many roles at once around a project, start-up or expansion date.

Talent Support

Background checks, drug screening, reverse sourcing and HR consulting.

Weekly updates

You get a weekly update on every open role, so you always know where things stand.

Take the scorecard on the next page

Ten quick statements. Check the answer that fits, and your score adds up for you. It takes about two minutes.

CERTIFIED WOSB · WBE · MBE · SBE · SWUC / NC HUB · SAM REGISTERED

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Yes = 4 points · Sometimes = 2 points · Not yet = 0 points

COMPANY	YOUR NAME	DATE

	STATEMENT	YES	SOMETIMES	NOT YET
01	We start recruiting for key roles before someone gives notice or a new product launch, expansion or audit begins.	○	○	○
02	Every open role has a written scope: must-haves, pay range, schedule and location.	○	○	○
03	Our pay is checked against the market for each hard-to-fill role.	○	○	○
04	We reach qualified people who aren't applying to job postings, not just applicants.	○	○	○
05	Hiring managers give interview feedback within two business days.	○	○	○
06	We make offers within a week of the final interview.	○	○	○
07	We confirm hands-on experience with the regulations and quality systems each role needs (such as cGMP, FDA 21 CFR and ISO 13485) before a candidate is interviewed.	○	○	○
08	Someone owns recruiting, so it doesn't fall on quality, operations and site leaders.	○	○	○
09	New hires have a plan for their first 30 days, including GMP and quality system training.	○	○	○
10	We review every open role each week: candidates in progress, interviews and offers.	○	○	○

Your total score (out of 40)

32–40 Strong

Your hiring process is in good shape. Focus on keeping it consistent and planning ahead for key roles.

20–31 Room to improve

The basics are there, but gaps are likely costing you time and good candidates. Start with the statements you marked Not yet.

0–19 At risk

Open roles are probably slowing your work. A focused plan for your hardest roles will make the biggest difference.

YOUR BIGGEST HIRING CHALLENGE RIGHT NOW (OPTIONAL)

Want a second opinion? Send us your scorecard for a free 30-minute hiring review.

Email it to hello@delectusrpo.com, call 800-808-3339 or click Start a Search at delectusrpo.com.