

INDUSTRY CAPABILITIES BRIEF

Pharmaceuticals & Life Sciences.

Drug development is being remade by AI, regulation, and a new generation of biologics. We place clinical, regulatory, data-science, and digital-health specialists across large pharma, mid-cap biotech, and the platforms reshaping care.

Clinical Operations & DCT

Regulatory Affairs (FDA/EMA)

AI Drug Discovery

CMC · Biologics · Cell/Gene

Biostatistics & RWE

Digital Health & SaMD

Where we *go deep*.

Clinical Operations & DCT

CRAs & clinical trial managers, decentralized-trial ops, eClinical platform leads, patient-experience PMs.

Drug Discovery & AI/ML

Computational chemists, AI/ML drug-discovery engineers, computational biologists, target-ID specialists.

Data Science & RWE

Biostatisticians, RWE/RWD analysts, statistical programming (SAS, R), clinical-to-commercial data integration.

Regulatory Affairs

FDA submission strategists, AI/ML SaMD regulatory leads, ex-US (EMA, PMDA, NMPA), complex-modality labeling.

CMC, Manufacturing & Quality

CMC across small molecule & biologics, cell & gene therapy CMC, validation & QA for FDA-inspected facilities.

Digital Health & Medical Devices

SaMD engineers & PMs, digital therapeutics, FHIR integration, medical-device cybersecurity.

How clients *engage*.

Five engagement models: Contingent Workforce · SOW / Project Delivery · Managed Services (MSP & VMS) · Direct Hire · RPO

Built for *regulated science*.

Recruiters fluent in GxP, GMP & GCP, 21 CFR Part 11, and CSV, who know an IND from an NDA, a deviation report from a CAPA, and a CMO from CMC. Sourcing calibrated to FDA-inspected environments and the cadence of the clinical and regulatory calendar.

Representative seats filled: clinical project managers & senior CRAs · regulatory affairs & FDA submission specialists · computational chemists & AI/ML drug-discovery engineers · CMC & cell-and-gene leads · biostatisticians & RWE analysts · SaMD product & FHIR engineers.

Pharma & Life Sciences *insights*.

PHARMA · AI

Hiring for AI in drug discovery: the four roles every R&D function got wrong.

[Read the insight →](#)

AI & SOURCING

AI-augmented sourcing: separating real productivity from buzzword theater.

[Read the insight →](#)

WORKFORCE
STRATEGY

Time-to-fill in a tight market: what 30 days actually requires.

[Read the insight →](#)