

Checklist for Hiring Top Talent in Life Sciences – 8 key soft skills //

In the Life Sciences industry, hard skills such as technological and scientific expertise are critical for job roles, such as Lab Technician, Quality Manager or Clinical Researcher. Hard skills are typically easy to evaluate with hands-on assessments. Soft skills on the other hand are more challenging to evaluate. Opinions, personal preferences and even culture can cause biased performance evaluations of soft skills. This increases the chance of a hiring mismatch. According to LinkedIn's (2019) Global Talent Trends report, 89% of hiring managers and recruiters say that hiring mismatches are typically made due to a lack of the right soft skills. Also, 54% of companies report that they struggle to assess soft skills accurately. For this reason, Talentmark's recruitment experts compiled a list of 8 key soft skills to help Life Sciences companies select the right candidates, reduce hiring mismatch and improve retention rates.

1

Communication

Communication skills are necessary for collaborating with colleagues, presenting findings, streamlining company processes and sharing ideas.

Actionable Tips – Use writing and presentation assessments to determine how well the candidate is able to communicate concepts or ideas. Evaluate the ability to handle and resolve problems in a simulated conversation with future colleagues.



Motivation

Motivation skills are important for both candidates and employers. It arises from an internal force that stimulates people to take action and persist in the face of obstacles, setbacks and challenges.

Actionable Tips – Ask the candidate to prepare an assignment before an interview and assess how much effort was invested in the preparation. Ask questions about what drives the candidate and what their development and growth goals are within the company.

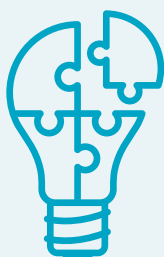
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Teamwork

Life Sciences companies benefit from teamwork and collaboration because of the diverse backgrounds of team members.

Actionable Tips – Assess the level of accountability and how well they take ownership of their responsibilities by simulating a team assignment. Review feedback from others who have worked with the candidate in a team setting.



Problem-Solving

Demonstrated problem-solving skills are necessary for addressing technical challenges, regulatory hurdles and other obstacles.

Actionable Tips – Ask for examples of successful problem-solving, assess their creativity and resourcefulness, and request references that speak to their problem-solving abilities. Present a typical problem from your organization (e.g. bottlenecks in R&D processes) and ask for solutions.

4



Analytical Thinking

Strong analytical skills are necessary for interpreting data and drawing accurate conclusions.

Actionable Tips - Evaluate the candidates' ability to analyze complex data, assess their statistical knowledge and ask for examples of data-driven decision-making. Use cognitive tests and provide a case assignment relating to the analytical work in your organization.

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Empathy

Empathy helps build stronger relationships, improves communication and fosters a more positive and productive work environment.

Actionable Tips - Have the candidate participate in role-playing exercises or scenarios that simulate common workplace situations where empathy is required, such as resolving conflicts with colleagues or addressing customer complaints. Alternatively, use standardized measures, such as the Empathy Quotient (EQ).



Leadership

Leadership skills are indispensable for senior roles, particularly those that involve managing (multidisciplinary) teams or leading (R&D) projects.

Actionable Tips - Use methods such as behavioural interviews, role-play simulations, assessment centers, reference checks, and personality and cognitive assessments. The results may indicate a candidate's leadership potential and ability to lead and motivate others.

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Independence

Independence encompasses the ability to work autonomously, make informed decisions and take initiative without constant guidance.

Actionable Tips - Ask for situations in which a candidate set a goal and achieved it. Ask follow-up questions to determine how the goal was set, what steps were taken to achieve it and how success was measured. Simulate relevant challenges and ask the candidate to define a SMART goal and a plan of action.



It's important to note that assessing soft or hard skills is just one aspect of an effective hiring strategy. Considering a candidate's alignment with the company's culture can also enhance a more productive workplace while increasing employee engagement and retention. Talentmark's expert recruiters leverage novel competence-based hiring strategies and selection criteria. These proven methods help Life Sciences companies expand candidate talent pools, smoothen recruitment processes, and promote diversity and inclusivity.

Curious to learn what competence-based recruitment can do for your company?

Talentmark offers recruitment solutions for companies in the Life Sciences industry.

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