

Derks & Derks

Delivering Recruitment & Development Solutions



Derks & Derks: finding, binding and developing in Biotech

Delivering Recruitment & Development Solutions in Biotech

Derks & Derks has been active in Life Sciences for well over twenty years. Today this sector is more dynamic than ever: innovations follow each other at a rapid pace. And although the influence of technology, research and digitisation cannot be ignored, human talent will always remain the key success factor. This certainly applies to Biotech, a sector in which start-ups and scale-ups with ambitious growth targets face major challenges with regard to finding, binding and developing of employees.

Thanks to our focus on the Life Sciences and Healthcare niches, we have been able to create a strong position within Biotech, and we cooperate with strong partners. We have been a partner of Biotech interest group HollandBIO for many years, we have been present at the Pivot Park Oss since 2020 as a sector specialist for support with HR issues in every phase of the company and in that role we are also a partner in Business Solutions for Life Sciences.

Our many years of experience and our (global) network ensure perfect matches between organisations and highly educated candidates every day. As a specialist in Life Sciences, Derks & Derks offers tailor made Recruitment & Development Solutions, making the best possible contribution to the success of your team.

Focus on start-ups and scale-ups

Some examples of our **customised HR solutions** for start-ups and scale-ups in Biotech: Recruitment & Selection of new employees; Drawing up job profiles and assessment cycles; Setting up a salary structure with growth paths; Increasing (employer) brand awareness in the market; Coaching and Team Development.

Recruitment & Selection | Secondment & Interim | Talent Development | Executive Education | HR Research

Fast and thorough, but with an eye for quality, we connect the needs of organisations with the wishes and capabilities

Why Derks & Derks Biotech?

We identify the right professionals
We develop them
and make sure they stay!

of highly educated candidates. Through personal attention and by carefully listening to candidates and clients, we ensure the right match for both permanent and temporary positions. Derks & Derks is also available for Executive Search.

Derks & Derks Talent Development combines thorough knowledge with the latest (online) tools, such as game-based assessment and case studies that respond to

developments in the sector. As a result, our services such as (on the job) coaching and team development are always directly applicable in practice.

INRALS: local expertise, global reach

Derks & Derks is the initiator of INRALS, a global network of recruitment & selection agencies that specialise in Life Sciences, with top quality services and strong track records. Within INRALS we exchange professional knowledge and experience and have direct access to an international network of colleagues and candidates.

Why Derks & Derks?

- A team of experts; dedicated consultants and psychologists
- A database that features over 25,000 higher educated professionals
- Thorough, up to date knowledge of the sector
- Customised HR solutions
- The guarantee of the best possible candidate possible
- Prevention of mismatches
- Insight into pitfalls and development opportunities for employees
- Reduction of absenteeism and dropout
- Higher team and individual performance
- Global network (INRALS)

Extra's

- Interview technique clinics (e.g. for HR Managers)
- Annual salary surveys within the Dutch Life Sciences sector for Sales and Quality Professionals
- Knowledge sharing (via webinars and podcasts)

More information?

For more information and current vacancies, please visit www.derksenderks.nl

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