



ZRG Partners
Results Driven Global Search

Your Life Sciences Global Talent Management Partner



Data Driven. Client Focused. Flexible.

ZRG Partners, LLC is a progressive mid-sized global executive search firm that uses a proven, data-driven approach. We were founded on the principle that well-developed, actionable information and process excellence are the cornerstones of a truly successful executive search process. With this foundation mindset, a nimble structure and minimal “hands-off”, ZRG Partners provides a unique value proposition to its clients.

ZRG Partners has been serving clients for over a decade across the Americas, Asia-Pacific and Europe. Our fact-based approach helps clients make better decisions about their most valuable resource - their people.

We do this through our service delivery model featuring:



- ▶ **More Choices**
We deliver a robust slate of candidates, developed through extensive and detailed original research on every assignment. ZRG’s limited “hands-off” enhances our ability to search more broadly and deliver more choices.
- ▶ **Efficient and Time Saving Process**
The ZRG “client-designed” process drastically reduces the time requirements of senior hiring executives.
- ▶ **Data and Analytics to Make Hiring Decisions**
ZRG brings a new level of data and analytics to help your team make fact-based hiring decisions.

Data and Analytics to make great hiring decisions:

Z Score incorporates two proprietary filters into the hiring process to better identify true “A” talent. Z Score adds the “Ph.D.” view of the candidates into the equation to ensure that all candidates are a strong fit for the specific role and the company culture. Just as our clients operate their businesses using strong metrics, the ZRG Z Score solution brings strong metrics to more effective talent selection.



Highlights:

- ▶ Over 15 year’s operating history with 23 offices worldwide.
- ▶ Extensive retained search experience with over 450 clients and over 3,000 successful placements in several industries.
- ▶ Executive search, consulting, advisory and management assessment services; Board of Director and CEO advisory services.
- ▶ Leading edge talent management solutions to drive fact-based decisions – Z Score decision making tools.

Our Life Sciences Practice

ZRG's supports clients worldwide in these five areas:

- ▶ Biotechnology
- ▶ Pharmaceuticals
- ▶ Outsourced Services
- ▶ Healthcare Services / Hospitals
- ▶ Medical Devices & Diagnostics



ZRG Global Life Sciences Hiring Index

ZRG also publishes the Global Life Sciences Hiring Index, which tracks trends and changes in talent hiring across several key healthcare and life sciences sectors all around the world.

Our quarterly Hiring Index utilizes a proprietary algorithm that looks at hiring within selected benchmark companies in three distinct Life Sciences segments: 1. Pharmaceuticals and Biotech, 2. Medical Devices and Supply, 3. Outsourcing / Services.

The indexed participants represent 30 global organizations widely considered leaders in their respective fields. The companies in the index generate over \$634 billion in revenues and employ over 1.3 million people globally. The ZRG research team conducts extensive direct market research in developing the data that drives the index.

In addition to providing a Pharma / Medical / Outsourcing Services cross section, the index also tracks and monitors functional hiring trends. The ZRG Hiring Index is published four times a year and gives you the pulse of the life sciences market globally.



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