



# Talent Acquisition Summit

Strategies to Attract, Acquire and Advance Top Talent in an Ultracompetitive Field

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As competition grows fiercer, the quantity of talented candidates in the biotechnology and pharmaceutical field grows scarcer. Join industry experts at **CBI's inaugural BioPharma Talent Acquisition Summit** to uncover new strategies to attract, acquire, and advance top talent. Overcome challenges regarding retention, learn how to distinguish your brand to remain competitive, and discover the opportunities available through leveraging new tools to streamline talent acquisition. By the end of this 1.5 day event, you will have learned how to determine the best methodologies to reach candidates, establish competitive positioning and continue the conversation to fully integrate new talent into your workforce.

## Cutting-Edge Content Covering:

- Talent Generation, Recruitment and Referral Best Practices
- Benchmarking Data Covering Industry Metrics and Measurements
- Quality Assurance in Attracting New Talent
- Interview Tips and Tricks to Capture Candidate Attention
- Leveraging New Technology and Social Media Tools
- Differentiating and Distinguishing Your Brand to Attract Top Talent
- Advancing the Candidate Experience Beyond Onboarding
- Retention Strategies to Nurture Top Talent
- Review and Discuss Workforce Culture Initiatives
- Optimizing Potential through Diversity and Inclusion
- Capitalize on Opportunities with University Relations
- Industry Regulations and Trends Impacting Talent Acquisition
- Examine and Develop Global Staffing Tactics

## Industry Dynamics Driving the Talent Landscape:

**“It’s not artificial intelligence or creative corporate structures that some of the biopharma industry’s leaders see as the best way to boost R&D productivity — rather, it’s simply attracting and keeping talented people.”** - *BioPharma Dive*

**“Marion Dorsch, chief scientific officer at Blueprint Medicines, called talent retention the most important factor to boosting R&D productivity, which has recently faltered across the industry. ‘The industry is really suffering from turnover’, Dorsch said. ‘In Cambridge, this is a huge challenge. And the new generation of scientists that are coming along, they are even more impatient’.** - *BioPharma Dive*

**“One of the biggest challenges today that manufacturers encounter is finding skilled labor. Employer demand for labor is now greater than the supply, and with the unemployment rate at a 10-year low, the question of where to turn for experienced, highly skilled technical talent is very real for manufacturers. With limited internal staff and processes to attract, source, screen or onboard, and train talent, many manufacturers are unprepared to meet the demands of today’s labor market.”** - *Area Development*

## Meet the Team:

### SPEAKING OPPORTUNITIES:



**Kathryn Laquidara**  
kathryn.laquidara@cbinet.com  
339-298-2219

### MARKETING OPPORTUNITIES:



**Grace Ward**  
grace.ward@cbinet.com  
339-298-2119

### SPONSORSHIP OPTIONS



**Abigail Mlynek**  
abigail.mlynek@cbinet.com  
339-298-2257

### REGISTRATION & TEAMS



**John Schafer**  
john.schafer@cbinet.com  
339-298-2215