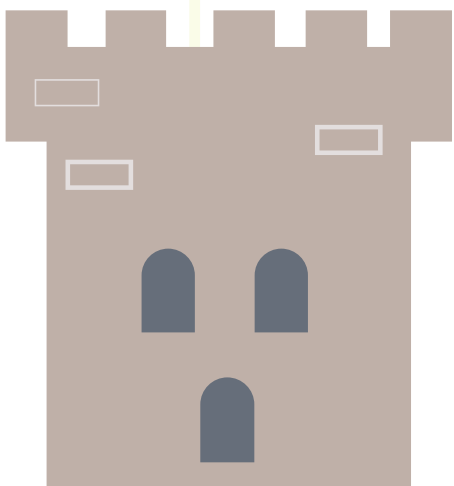




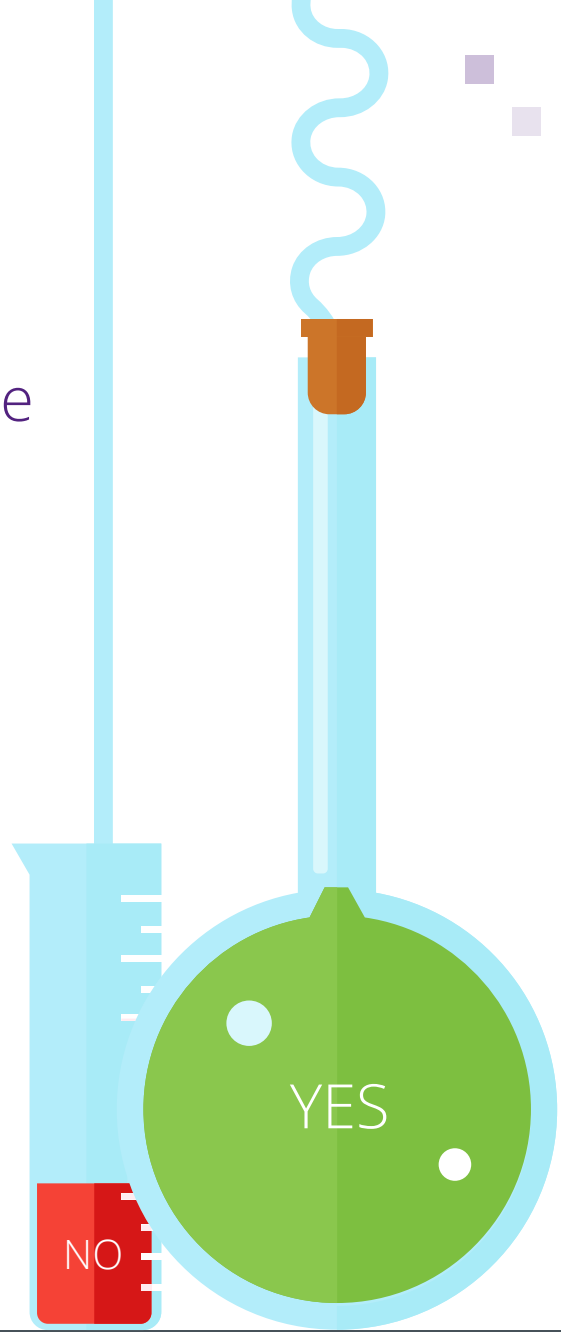
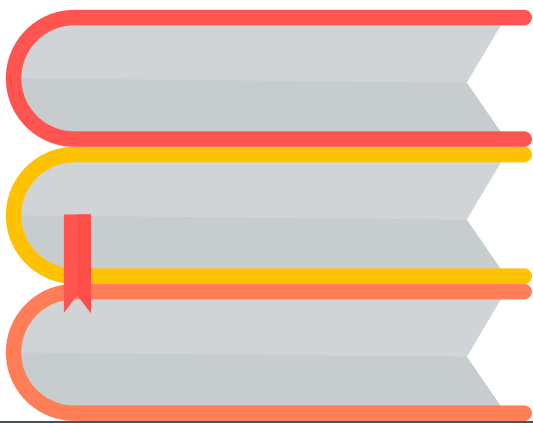
Life Science Job Market Survey Ireland

CK Group and CareerWise together recently surveyed their technical candidates to find out the latest trends in the Irish job market for the life science sectors.





More than **75%** of those asked stated that they would be looking for a new role in 2019/2020



83% said that Brexit has **NOT** been a consideration when it comes to working in or relocating to Ireland

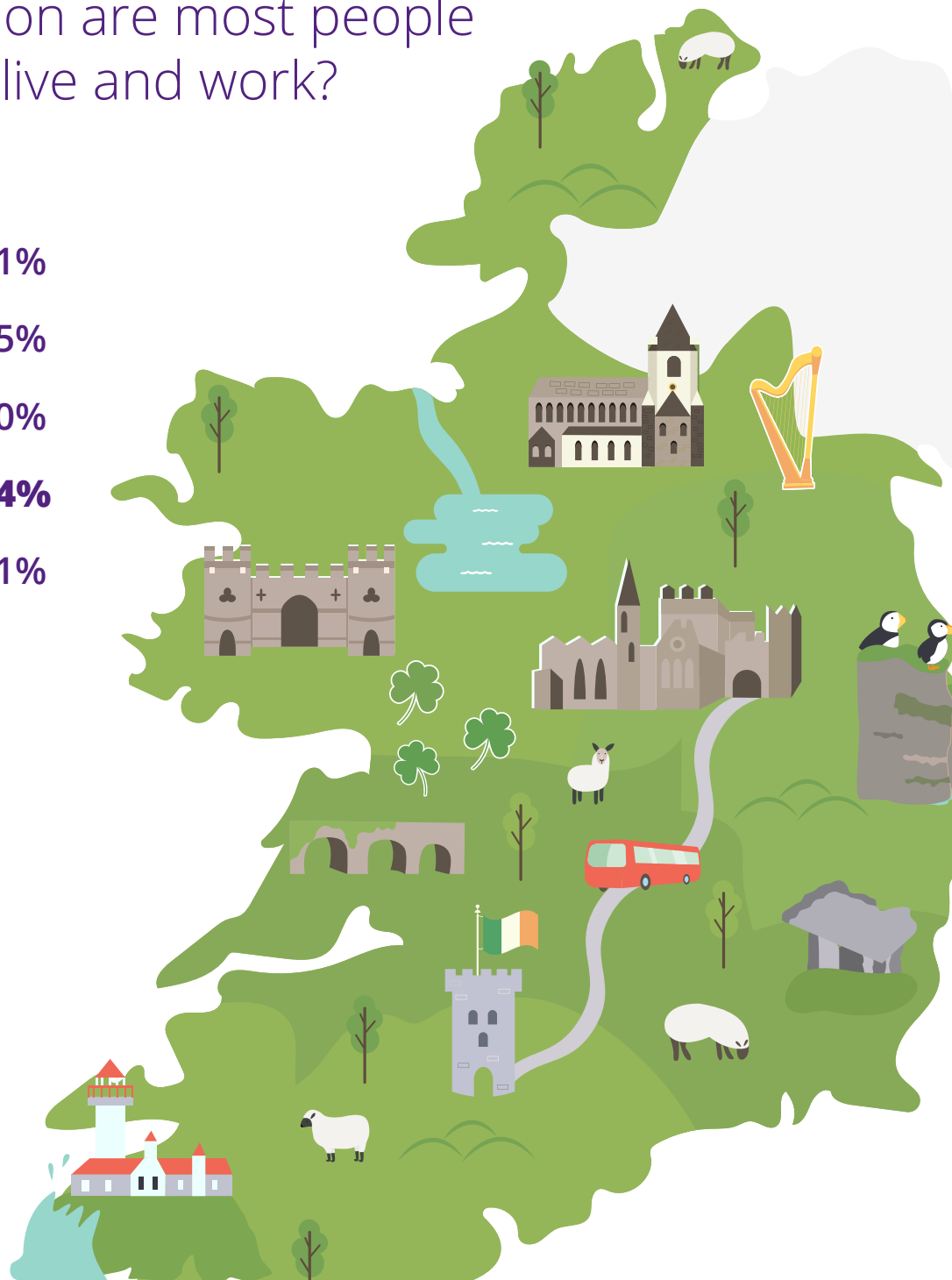




Which region are most people looking to live and work?

Ulster	11%
Leinster	35%
Connaught	20%
Munster	54%
Other	11%

*Respondents could pick more than one location.



Tip

It is no surprise that the Munster area is the most popular since a huge amount of the life sciences industry is based around Cork. Be prepared to pay a relocation fee to help get the right person.



43% of people have more than **10 years** industry experience

2 to 10 years

36%

10+ years

43%

Less than 2 years

21%

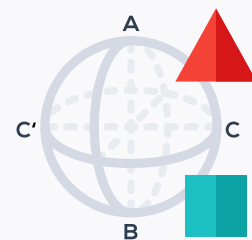
This is an experienced job market. What are the top three reasons why they would consider moving roles:



Career progression



A better salary or rate



Looking for a new challenge

Tip

1. If this isn't a short term contract, is there a clear career pathway for this role?
2. Are you offering the market rate? If you're unsure of the going rate, ask your Recruitment Consultant who will be able to advise you.
3. Make sure the role is challenging. Set benchmarks for the candidate to meet throughout out year.

? What concerns people most about moving roles?

Here are the top three. Can you alleviate these factors when looking to fill a vacancy?

Loss of security
39%

What does your brand image say about your organisation? Does your website and social media promote the idea that the organisation is prospering? Look at your reviews on Indeed, Google and Glassdoor. Are these respectable? Ensure that the company has replied to any negative ones.

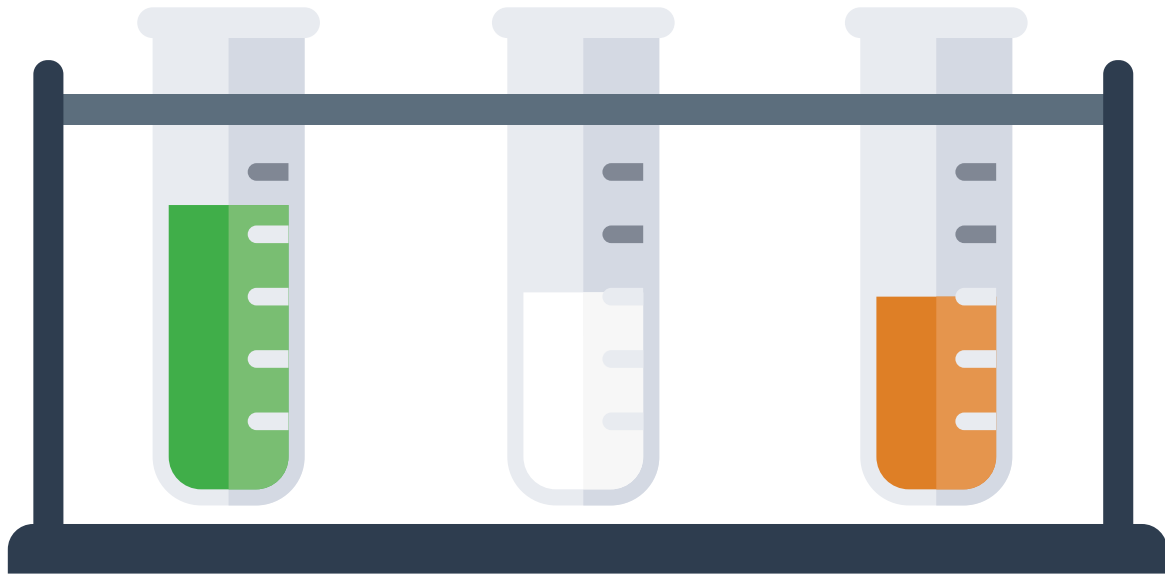
New company environment
38%

What is your company culture like? Can you ensure that it is welcoming even at the interview stage. Is there someone to welcome the candidate on arrival? Does the receptionist know the name of the interviewee? Does the organisation make it seem like you're looking forward to seeing them?

Loss of status
29%

Being the newbie in a new company can be a daunting prospect especially if the candidates have been at their previous company for a long time. To conquer this reinforce why you want them to work for your organisation. Make sure they feel valued before they accept the job offer.

? What are the **top three** reasons why people are attracted to work in Ireland?



Quality of life

A 2018 UN report stated that Ireland is number 4 in the world for quality of life just after Norway, Switzerland and Australia.

Career opportunities

Ireland is home for 24 of the world's top biotech and pharma companies and the number continues to grow.

Culture

Ireland is known for traditional live music in every pub, stunning scenery, castles, rugby, horses, and it is the home of Guinness! It's not a surprise that people want to move here for the great culture.

Tip

Ireland has a lot to offer in terms of quality of life, career opportunities and culture. If you want to attract candidates from overseas, ensure that your career materials emphasise these factors.



? What tools/platforms are the most popular when searching for a new job?



Recruitment agencies



LinkedIn



Job boards

Tip

Recruiters such as ourselves have LinkedIn Recruiter licences that are only available to recruitment firms. These licences gives us access to a much larger network of candidates, some of whom are not actively job seeking but are open to opportunities.