



The Global Hiring Guide for Life Sciences



Why you need this guide

The life sciences industry is entering a growth transformation fueled by innovations like cloud computing and generative AI. This move toward digital capabilities gives you new opportunities to enhance your products, services, and innovation cycles. However, specialized skills, like research and development (R&D), are in high demand but low supply.

Currently, [83% of pharmaceutical and life sciences companies](#) struggle to find skilled talent. Here's the hard truth: The best minds in computational biology and precision medicine aren't clustered around your office. If your hiring radius ends at city limits, so does your innovation potential.

Today, global hiring has evolved from a nice-to-have to a must-have for life sciences companies. Use this guide to transform global hiring into a powerful engine for R&D and market expansion.

This guide explores:

- Three growth challenges for life sciences companies
- Three benefits of global hiring
- Your step-by-step global hiring roadmap
- Real-world success story



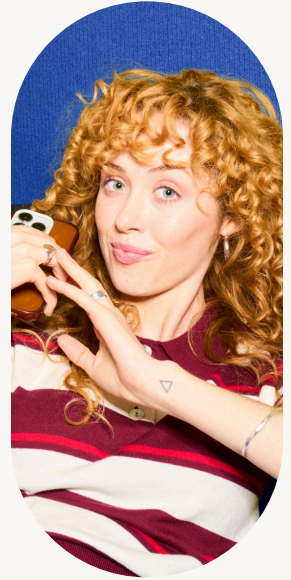


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Chapter 1:

- Three growth challenges for life sciences



Challenge #1: The digital skills mismatch

Life sciences R&D is evolving toward digital capabilities, but the workforce struggles to shift gears. Only a fraction of [R&D professionals have skills in AI or digital trial enablement](#), while job postings for these capabilities have tripled over the last five years.

And the gap keeps growing. More than 40% of professionals have biochemistry skills, but less than 4% have experience in advanced areas like metabolomics and transcriptomics. Meanwhile, demand for digital trial enablement skills doubled as companies race to modernize clinical operations.

If life sciences companies can't bridge this digital skills divide, R&D innovation will stall.

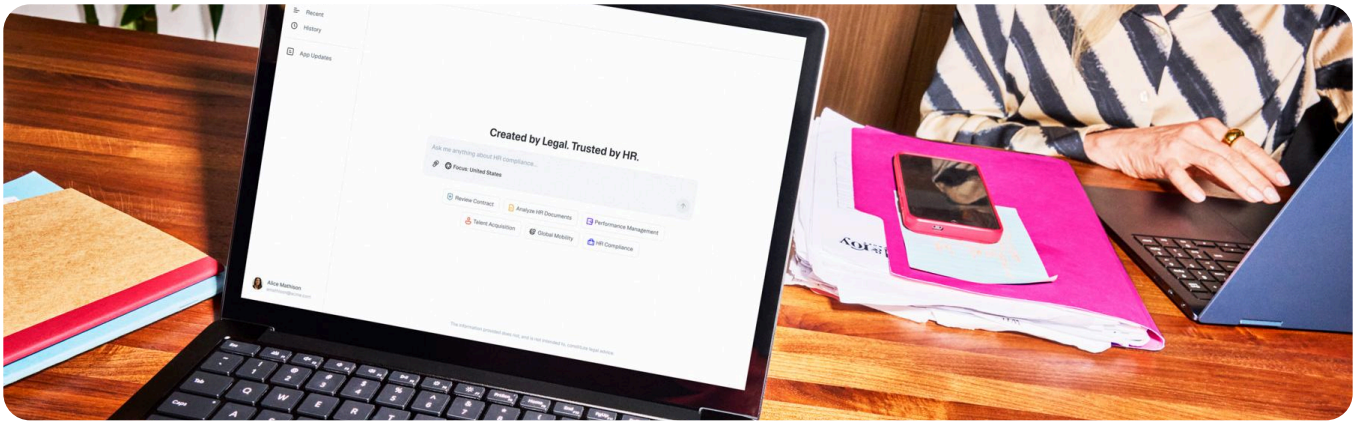


Challenge #2: The digital-physical divide

Life sciences face a unique paradox: Core scientific work is typically location-bound while the highest-growth roles are remote-capable.

Manufacturing teams need physical proximity to production facilities. Clinical operations require presence at trial sites. Quality control demands hands-on equipment access. These constraints won't change.

But the roles driving innovation can be done remotely: AI model development, regulatory writing, bioinformatics analysis, and data science. Companies that maintain a local presence for lab-bound work while using global hiring to fill digital roles will quickly rise to the top.



Challenge #3: The regulatory expertise maze

Life sciences operate under one of the world's most demanding regulatory environments. You don't just need qualified professionals – you need experts in specific regional frameworks that often conflict with each other.

Your FDA specialist may struggle to navigate European Medicines Agency (EMA) rules. Your Japan-based Pharmaceuticals and Medical Devices Agency (PMDA) expert needs specific training to manage Korean regulations. An expert in one region is practically a beginner in another. On top of that, changes like Brexit can instantly create a need for local experts that simply didn't exist before, such as MHRA (Medicines and Healthcare Products Regulatory Agency) specialists.

The challenge is heightened across therapeutic sectors. Oncology regulations differ from rare disease pathways. Gene therapy follows different frameworks than traditional molecules.

One compliance misstep delays launches by years and costs hundreds of millions. Yet finding professionals with deep regional and therapeutic expertise is nearly impossible through traditional hiring methods.

Chapter 2:

• Three benefits of global hiring



Benefit #1: Access specialized expertise

Global talent hotspots offer specific advantages for life sciences companies. India produces 1.5M [engineering graduates](#) and over 1.2M scientists with strong computational biology skills annually. Ireland is home to [nine of the world's top 10](#) pharmaceutical companies, creating deep regulatory expertise talent pools.

Beyond finding specialized talent, the financial case for global hiring is significant: A senior bioinformatics scientist costs USD 269,000 in San Francisco versus INR 1,131,000 (USD 12,600) in India. A regulatory affairs specialist costs USD 109,000 in Boston versus EUR 47,000 (USD 50,000) in Dublin. (Source: Glassdoor)



Build 24/7 innovation cycles

Operating across time zones can cut development times by months. [Follow-the-sun](#) workforces can maintain continuous progress on drug discovery and regulatory submissions. A genomic analysis that started in Boston can continue in Bangalore, and then move to Dublin for regulatory review.

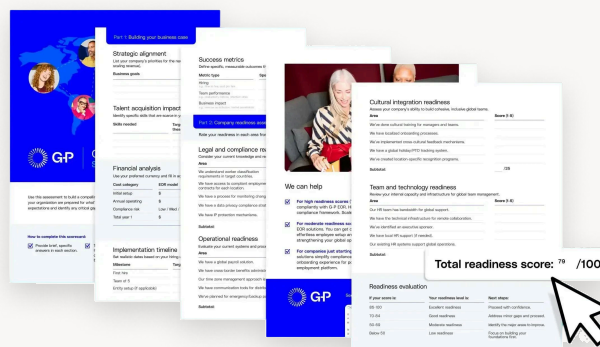
Clinical trials benefit enormously from dispersed teams. Patient enrollment can advance in Singapore while your Boston team sleeps. Regulatory writers in Ireland can prepare EMA submissions during European business hours. This continuous workflow speeds up development timelines and accelerates time-to-market.

Benefit #3: Scale breakthrough science without the overhead explosion

The financial case for global hiring is clear: access premium talent at competitive rates. Traditional hiring meant establishing research facilities in expensive biotech hubs. Global hiring transforms this equation entirely.

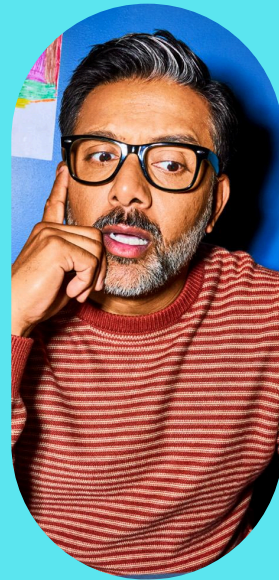
You maintain core research in established hubs where lab infrastructure is critical. And build computational and regulatory capabilities with the best global talent, regardless of location. These savings enable reinvestment in R&D and accelerate innovation cycles while maintaining scientific excellence.

Use the [global hiring readiness scorecard](#) to identify your critical global hiring gaps



Chapter 3:

Your step-by-step global hiring roadmap



Global hiring doesn't have to be overwhelming. The most successful life sciences companies take a phased approach. Start small, learn fast, and build from there.



Step 1: Start with digital and analytical roles

Begin with high-impact roles that can be managed remotely. Focus on computational functions that don't require lab presence but allow you to test global workflows and compliance processes.

Ideal starter roles include:

- Bioinformatics and data analysis
- Regulatory writing and submissions
- Medical writing and communications
- Clinical data management

These roles are location-independent and process-oriented. This helps your team get comfortable with cross-border collaboration in highly regulated environments.

Step 2: Expand to specialized regulatory and clinical functions

Once the foundation is solid, expand global hiring into specialized functions that benefit from regional expertise and follow-the-sun productivity. This is where you'll see clear business value with faster regulatory approvals, better market access, and stronger innovation.

Ideal next-stage roles include:

- Regional regulatory affairs specialists
- Clinical research associates
- Medical affairs and pharmacovigilance
- Market access and health economics

Figure out if your team is prepared to hire globally. Uncover hidden gaps with a quick, five-minute assessment using the [global hiring readiness scorecard](#).



Step 3: Integrate with R&D and build long-term scale

After your teams are collaborating smoothly and systems are proven, scale into research-linked roles. Once you reach this step, global hiring becomes a true competitive differentiator.

Long-term roles might include:

- Senior research scientists and project leads
- Global clinical development management
- International business development
- Regional market entry and commercialization

Remember the basics: As you scale, formalize how you manage global workforce risks. Start by putting strong IP and data protection measures in place. This includes using secure tools and limiting access to sensitive research documentation and patient data.

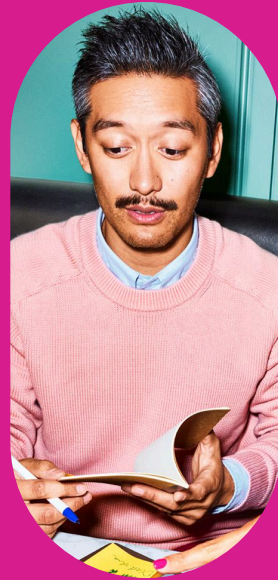
Work with global HR and legal partners to ensure compliance with local labor laws and avoid missteps in contracts, benefits, and worker classification across different regulatory environments.

And be intentional about cultural integration. Align global teams through shared quality standards, consistent communication rhythms, and onboarding practices that reinforce your scientific rigor and regulatory compliance values.



Chapter 4:

Real-world success story



Amoy Diagnostics: from local to global diagnostic leader

[Amoy Diagnostics](#) provides diagnostic products and services for trials of drugs in clinical development. After securing their first-approved companion diagnostic kit in Japan and South Korea, the company wanted to explore new avenues for expansion.

To achieve this, they needed specialized sales, marketing, and field application science professionals across multiple Asia-Pacific markets. But setting up legal entities in each location would take months and cost millions in legal and regulatory fees.

Their solution proved both quick and effective. The company partnered with G-P and built international teams across multiple countries in weeks instead of years. These teams now provide seamless market access and regulatory expertise that simply wasn't available in their local talent pool.



The results speak for themselves. By fiscal year 2022, Amoy Diagnostics generated RMB 100M (approximately USD 13.8M), with their global hiring strategy serving as a cornerstone of this rapid expansion.




"G-P provides the velocity we need to get the best international talent onboard. Their end-to-end employment services enabled us to build a robust international business and team, often being able to onboard new talent in a matter of days," said Kimi Hao, Human Resources and Admin Manager at Amoy Diagnostics.


[Read the full story.](#)




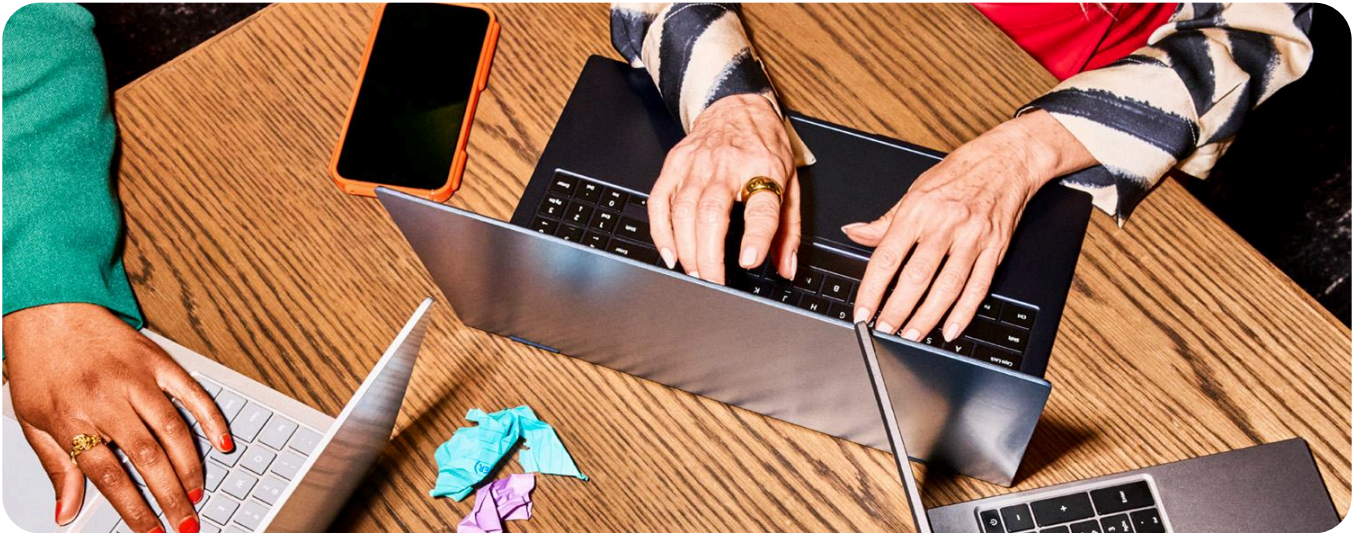
Transform your life sciences company

A successful global hiring strategy is built on the combined efforts of HR, finance, and legal teams working together. From recruitment frameworks to financial planning and compliance guidance, these resources will help you build a complete and effective hiring strategy.

 **If you're an HR leader:** Download the [HR Leader's Global Hiring Toolkit](#) for business case templates, hiring model comparisons, and step-by-step implementation guidance. Get frameworks for international recruitment and compliance.

 **If you're a finance executive:** Download the [Finance Leader's Global Hiring Guide](#) for cost analysis and implementation timelines. Build accurate budgets and manage financial risk.

 **If you're a legal/compliance professional:** Download the [Legal Leader's Global Hiring Guide](#) for risk assessment frameworks and regulatory guidance. Navigate compliance and minimize legal risk.



Think global. Win local.

[Book a demo](#)

See how G-P™ global employment products and EOR solutions simplify every aspect of global employment.

Get personalized guidance for your specific hiring needs.