



Talent Resource Handbook 2011

www.BioNJ.org





Welcome to the BioNJ Talent Resource Handbook.

We are proud that New Jersey is home to one of the most talented and experienced workforces in the world. With over 300 biotechnology companies and 20 pharmaceutical and medical technology firms with headquarters or operations in the Garden State, New Jersey earns its reputation as “The Medicine Chest of the World.”

In this handbook, we hope to highlight one of New Jersey’s greatest resources: the wealth and depth of our life sciences talent. As a resource to job seekers and life science companies alike, we have showcased BioNJ’s Human Resources Service Provider Members in the following pages.



I hope our Talent Resource Handbook will be an invaluable tool as you are making personnel related decisions and addressing your human resources and talent needs throughout the coming year.

Our sincere thanks go to Ambrose for their support of this inaugural edition.

Please join us in celebrating New Jersey’s position as a global hub of bioscience talent.

Yours in BioNJ,

A handwritten signature in blue ink, appearing to read "Debbie Hart".

Debbie Hart, *President*

New Jersey: At the Forefront of Innovation

Boasting the highest concentration of professionals working in science-related fields, New Jersey is at the forefront of medical innovation thanks to the talent and training of the men and women working in laboratories and offices at public and private companies – large and small – and at the State's leading research-based academic institutions.

Skilled and Experienced Workforce

- One of the highest concentrations of bioscience workers in the nation
- A national leader in the number of working chemists, biochemists, biophysicists and microbiologists
- An unparalleled depth of professionals with experience in interacting with the FDA and international regulatory agencies

Premier Education Offerings

- 25 public and private four-year universities
- Network of 19 public two-year community colleges with life science career programs
- Strong continuing education opportunities for experienced professionals

The Mission of BioNJ is to:

- 1) Acquire and coordinate resources and provide services critical to building successful biotechnology enterprises;
- 2) Formulate and advocate policy positions to elected officials, regulators, the general public and the media;
- 3) Enhance global awareness and appreciation of New Jersey's talent, experience and resources.

To learn more about BioNJ:

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Ambrose provides an outsourced HR, payroll and benefits platform tailored to the needs of small to mid-sized bio / pharma, knowledge-based professional services, and sophisticated start-up companies.

Ambrose provides high-end services supported by dedicated specialists. Our comprehensive HR information system allows employee self-service for online payroll and reporting. Our full service teams are trained to manage the full spectrum of HR, benefits and payroll administration issues.

Ambrose supports biotech and pharmaceutical firms with best practices in compliance, compensation, benefits and other critical HR issues. These advantages free resources for firms to focus on their core scientific and business goals.



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Amrop Battalia Winston

Amrop Battalia Winston (ABW) is widely recognized as one of the top twelve retained executive search firms, both nationally and globally. Currently in its 47th year of business, with offices in New York, New Jersey, Boston, Washington, D.C., Chicago, and Silicon Valley, ABW is noted for servicing the needs of its clients from start-up organizations to members of the Fortune 10, including biotechnology and pharmaceuticals.



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The Life Sciences Talent Bank Company

Ashton Tweed is the Life Sciences Talent Bank Company. At the core of our business is a professional force of experienced Life Sciences Industry experts who are deployed throughout Ashton Tweed's diverse range of service offerings to solve our clients' needs.

The Ashton Tweed Life Sciences Talent Bank consists of current industry experts with skills to serve the entire Life Sciences continuum from discovery through commercialization. We are a boutique retained executive search and direct hire firm as well as pioneers in the employment concept of interim talent for the Life Sciences Industry, providing highly qualified candidates just-in-time to address clients' urgent needs.

The Ashton Tweed Leadership Team have diverse Life Sciences and Human Capital backgrounds and are able to understand clients' needs on a granular level.



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Epsen Fuller|IMD International Search Group is a Top-20 retained executive search and consulting firm with offices in New York, New Jersey and San Francisco and in major markets throughout the Americas, Asia-Pacific, Europe and the Middle East.

With global reach for senior management talent, we conduct talent acquisition and talent management projects in biopharma, biotech, medical devices and pharmaceutical industries.

Our team executes each project with practical insight, knowledge and personal relationships with today's exceptional industry talent.



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Infinity Resources' mission is to assist our clients in their growth by providing the highest caliber candidates who can drive the processes for success within an organization. Each organization is unique in its culture, philosophies and market needs. All cannot survive without their most important corporate asset – people.

We provide the executive talent that is the driver of your growth. Our rigorous process and industry knowledge, combined with the solid building blocks necessary for client, candidate and internal relationships creates the basis for our success in servicing organizations. Tomorrow depends on the strength of the talent base guiding you today.



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Unparalleled Commitment to Diversity

JBK Associates, Inc. is an award winning, executive talent solutions organization specializing in the acquisition, management and development of senior level talent across a wide spectrum of functional responsibilities and industries. Founded in 2003 by Julie Kampf, the vision for the company since inception has been to create a full service talent solutions firm with a distinct differentiation. As a “boutique,” JBK prides itself on its “high touch/high return” philosophy and values. Our client relationships are truly partnerships, where we strive to be a trusted advisor and extension of our client team, thereby understanding the intricacies and culture of each and every client.

With a commitment to excellence, our passion and dedication to diversity is reflected in every aspect of our work and is supported by metrics second to none in the industry. At JBK Associates, collaboration is paramount to our success and collectively, our team prides itself on 50 years of experience that empowers our achievement of unprecedented quality and service to our clients.



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Joulé Clinical & Scientific Staffing Solutions is a leading staffing provider in the greater New Jersey/New York metropolitan region. Headquartered in New Jersey, Joulé serves the U.S. through a network of 21 offices in eight states. Joulé is fully committed to supporting the growth and success of the biotechnology community.

Joulé provides specialized contract, contract-to-hire and direct hire staffing, recruitment process outsourcing (RPO), managed service programs and payroll services to pharmaceutical, biotechnology, specialty chemical and clinical research organizations throughout the United States. The Right Match is in our DNA



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Since our inception, clients have trusted Korn/Ferry to help them recruit world-class leadership talent. Building on this heritage, today we are a single source for a wide range of leadership and talent consulting services.

From our nearly 80 offices in 40 countries, we assist organizations in attracting, developing, retaining and sustaining their people. Services range from executive recruitment to leadership development programs, enterprise learning, succession planning and recruitment process outsourcing.

More clients around the world trust Korn/Ferry than any other firm to deliver and develop the best executives to run their organizations, a responsibility we take seriously and work every day to meet with unsurpassed integrity and results.

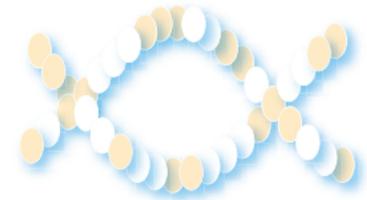


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BioNJ TALENT NETWORK

We've got connections to the Talent in New Jersey



With our extensive list of member organizations with expertise in the world of Talent and through our partnerships with the New Jersey Department of Labor and Workforce Development and the New Jersey County College Consortium, BioNJ has a treasure trove of resources to help connect Companies with Talent, as well as the opportunity to directly offer the following valuable services:

FOR EMPLOYERS:

The BioNJ Talent Network offers a searchable database and talent inventory of local candidates on our web site, along with access to post job opportunities. We can orchestrate:

- Targeted career events for individual companies
- Assistance with confidential searches
- The promotion of job opportunities through a wide variety of local resources and venues
- Training on a wide range of important topics including GMP and project management

Additionally, our Talent Network offers Transitional Career Counseling services, including customized workshops for impacted employees, which emphasize:

- How to develop a strategic job search plan, particularly in the current market environment
- Personal branding, marketing and transitioning effectively
- Identifying job openings, career options, and entrepreneur resources and ideas
- And much more

FOR INDUSTRY PROFESSIONALS:

- Online tools and resources for job seekers
- Job search assistance with a focus on the local NJ market
- Professional career workshops and networking events
- Guidance to industry relevant education and training programs
- Entrepreneur resources



Please visit the BioNJ Talent Network by clicking on "Biotech Careers" on the www.BioNJ.org homepage.



Vicki Gaddy

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MANCINO BURFIELD EDGERTON

Mancino Burfield Edgerton has over 25 years of experience successfully conducting retained searches for our clients in the life sciences industry. We are routinely engaged by Fortune 500 companies, midsize as well as emerging, venture-backed start-ups.

We are results oriented and have a track record of providing quality and timely professional recruitment and advisory services. Our consultative, knowledge-based approach is the foundation of our practice. A high degree of communication, integrity, business ethics are cornerstones of our firm.



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With a focus on niche segments of the labor force, Randstad Professionals offers clients the unrivaled ability to source and manage talent across a wide range of candidate proficiencies including, but not limited to, Accounting & Finance, Engineering, Healthcare, Human Resources, Information Technology, Legal, and Life Sciences.

Randstad US is a wholly owned subsidiary of Randstad Holding nv, a \$17.7 billion global provider of HR services and the second largest staffing organization in the world. We play a pivotal role in shaping the world of work, leveraging the true value of human capital for the benefit of our clients, candidates, employees and investors.

Randstad is proud to offer BioNJ members the opportunity to take advantage of Randstad's professional staffing services at considerable cost savings. BioNJ members will have the opportunity to take advantage of the services offered to Randstad's largest clients, including tiered volume discounts on both contract and permanent placements, comprehensive reporting and executive/consulting services.



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Staff Icons, LLC is one of the fastest growing staffing agencies within the biotechnology and pharmaceutical industries throughout North America. We have an exceptional Team of Recruiters working together to deliver exceptional results throughout the country. We demonstrate integrity in all that we say and do; we respect and value our clients, our associates and one another.

Staff Icons, LLC specializes in matching top talented professional candidates with companies nationwide within the biotechnology and pharmaceutical industry. We do full cycle recruiting and service direct hire, short term, long term as well as project based temporary staffing requirements.

We are a world-class national provider of staffing solutions, committed to dynamic and enduring partnerships with clients and associates. We accomplish this while upholding exemplary standards of integrity, service, innovation, and social responsibility.



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TriNet delivers HR outsourcing services that allow small companies to do what they do best. More than 7,000 companies have turned to TriNet for human resources, benefits, payroll, workers compensation, and strategic HR services. We partner with companies between 10 and 400 employees to help them manage their HR responsibilities more strategically and cost-effectively. As their trusted HR advisor, TriNet helps these organizations contain HR costs, minimize employer-related risks, and relieve the administrative burden of HR.



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YourEncore is an innovation services company with an office in Princeton. The company has built a network of 5,800+ Experts in order to tap into this country's most under-utilized asset: the growing number of veteran/retired scientists, engineers, and life sciences professionals. YourEncore brings a flexible, scalable resource pool of highly-skilled Experts to solve challenging technical and business problems to YourEncore's Member Companies. Projects range from due diligence to project management, to ideation, to product development, to GCP auditing and flexible resourcing solutions. The average Expert has 25+ years experience, which allows them to deliver value quickly and effectively.



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BioNJ Thanks Our HR Service Provider Members



MANCINO BURFIELD EDGERTON





Ambrose strives to provide the perfect mix of HR services and benefits that allow our clients to remain keenly focused on their core business activities in order to succeed in today's highly competitive marketplace.

BENEFITS OFFERING

Ambrose offers small businesses “top-shelf” employee benefit plans typically found in large corporations.

ADMINISTRATIVE AND PROFESSIONAL SERVICES

Ambrose provides a suite of services for Human Resources Administration and Best Practices.

www.ambrose.com

ONE-TO-ONE CLIENT AND EMPLOYEE SUPPORT

Because time is of such value to our clients, Ambrose backs its offering with a unique one-to-one service model designed to provide responsive attention to client needs.

HUMAN RESOURCE INFORMATION SYSTEM

Ambrose provides its clients and their employees with a comprehensive and secure online HR system.

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Ambrose provides an outsourced HR, payroll and benefits platform tailored to the needs of small to mid-sized bio / pharma, knowledge-based professional services, and sophisticated start-up companies.

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AMBROSE

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BioNJ HR Forum

BioNJ recognizes that the Human Resources Function is a critical and strategic corporate role that is central to attracting and retaining the type of employees needed to lead a company to success. At each of our BioNJ HR Forums we provide programs which contain timely and valuable information for the HR Professionals in the biotech sector in New Jersey. Attracting HR thought leaders from throughout the state, these forums provide an excellent opportunity to network and build relationships throughout this exciting industry.

The BioNJ HR Forum Advisory Committee is comprised of member companies who are interested in broadening their presence in our industry, connecting with other professionals and exploring strategic ideas and practices which will impact your organization. For information on upcoming events and membership, please call, Vicki Gaddy at 609-890-3185.

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Save the Date for BioNJ Programs in 2011



May 23-24, 2011
The Westin Princeton at
Forrestal Village
Princeton, NJ USA

NewX2 BioCruise
*Hosted by BioNJ and
New York Biotechnology
Association*

June 7, 2011
Hudson River
New York, NY

Biotech 2011
**Joint Symposium of BioNJ
and Pennsylvania Bio**
Imagine. Collaborate. Innovate.

October 24-25, 2011
Pennsylvania Convention Center
Philadelphia, PA

Please check the BioNJ web site at www.BioNJ.org for these and other events including our series of educational forums and breakfast briefings.



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