



## Is This Candidate Driven Market Just A Phase?

Whether you believe it or not, we're in a candidate driven market. Hiring managers and Human Resources Professionals have become increasingly frustrated by the lack of talent for open roles. This leads to internal delays and/or issues with deadlines for drug applications, etc. As a prime example, Cambridge, Massachusetts, long touted as the eventual biotech hub for the next 20 years, has had major challenges attracting talent to the Northeast. Let's face it, it's cold here in the winter! It's one of the more pricey places to live and raise a family.....and yet, it's one of the best places to develop your career, raise a family and build a successful, long term career! What options exist to ensure consistent access to the top regulatory talent?

As we charge forward into the 21<sup>st</sup> century, companies are starting to feel the effects of this increasing trend by offering solutions to this challenge. In this recent [LinkedIn](#) article, one of the key weaknesses companies have is branding. With the high level of drug development platforms and technology, companies will hire consulting firms, spending millions to get the right value proposition in place. Spending this kind of money from small startup budgets is usually not the most affordable route. Hiring creative, strategic leadership with proven experience and knowledge to create branding initiatives can be far more effective.

To read more in depth about this candidate driven market, click [here](#).

Should you want to discuss how this candidate driven market is affecting your regulatory hiring now or in the new year, please contact me to discuss further.

All the best,

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