



**dennis partners**  
the leader in regulatory affairs

**We Know Regulatory<sup>®</sup>**





# 2020 Year in Review

A year in review from March 2020 – A year ago we went into lockdown, working remotely, thinking we couldn't handle another two weeks. Little did we know how resilient we are!

We watched hiring dry up as companies conserved cash, unsure of scheduling clinical trials, uncertain of the future of drug development. So much hiring went away at the end of the first quarter and it continued into the 3rd quarter when we saw an uptick. Companies understood life would continue in the remote realm and the possibilities of a vaccine indicated an end in sight, somewhere in 2021. The fourth quarter lagged in hiring, as it usually does, but the new year started on a positive note. By the beginning of March, we noticed the dramatic uptick in hiring, almost doubling the previous months openings.

Key takeaways from the past year include unprecedented numbers of IPOs, clinical trials continued in a pandemic, diversity and inclusion became more than a talking point, and remote work forced fantastic changes to communication and collaboration. Remote work will continue to be a source of challenges between C-Suite and employees as people navigate the next 6 – 9 months.

Dennis Partners specializes exclusively in the placement of Regulatory Affairs professionals within the Biotechnology and Pharmaceutical industries. We are a solution based firm with in-depth industry knowledge that has been cultivated over the past 18 years. We provide unprecedented access to both candidates and industry trends not found in other firms. At Dennis Partners, we assist both the client company and the Regulatory Affairs professional saving both parties time by managing all aspects of the hiring process.



# Returning to the Workplace in 2021

Last October, we surveyed over 400 biotech and pharmaceutical professionals to learn if and when they were planning to return to their workplace in-person, as well as if and when they'd feel comfortable doing so. At that time, approximately 30% of respondents did not know when they'd return and 61% said they would not feel comfortable until a vaccine was widely available. [Click here to view the complete report](#)

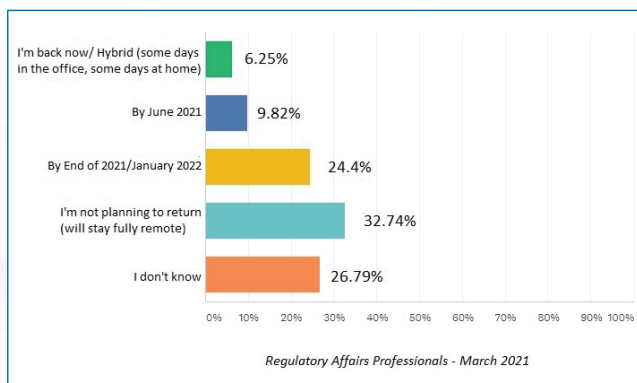
We have seen a lot of changes to these plans since October. Many companies are now starting to explore options for returning to the office this year or have adopted remote or hybrid working models. We decided to conduct a follow-up survey to better understand when people might be going back into the office, how they are feeling about it now, and how responses differ between senior leadership to regulatory affairs professionals.

Dennis Partners conducted an online survey of over 400 biotech, pharmaceutical and diagnostic industry leaders and regulatory professionals during the week of March 18-25, 2021. This survey consisted of two questions as follows:

# Returning to the Workplace in 2021

## 1. When do you anticipate returning to your workplace?

The results showed that while approximately 6% of regulatory affairs professionals are back or partially back in the office (working hybrid) currently, 10% of respondents expect to return by June 2021, and nearly 25% of respondents still expect to stay remote through the end of this year. Surprisingly, 27% of regulatory affairs professionals surveyed still don't know when they plan to return and 33% tell us they are not planning to return in-person and wish to continue remain fully remote. This comes in stark contrast senior leadership (C-level executives) who stated that 35% are already in-office or working hybrid and 35% who expect to return by the end of 2021. 18% of industry leaders say they are still unsure of when they will return, however many respondents let us know they were aiming for a Fall 2021 timeline, or a hybrid model beginning after Labor Day depending on CDC guidelines.

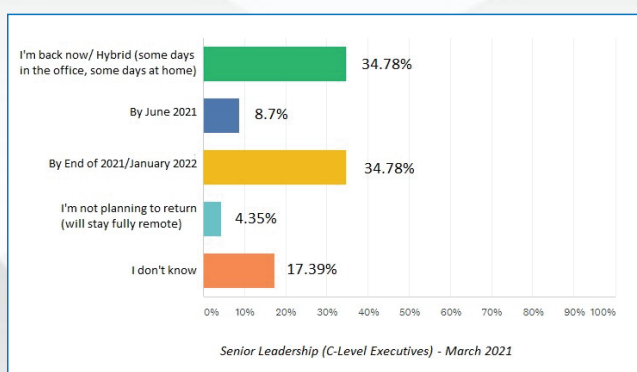


Several respondents typed in their own answers such as:

“I am hoping to continue remote work at least until 2022 but would like to remain remote”

“I have been hired as a remote worker and if that does not work out, I will look for other remote positions”

“After June but before December”

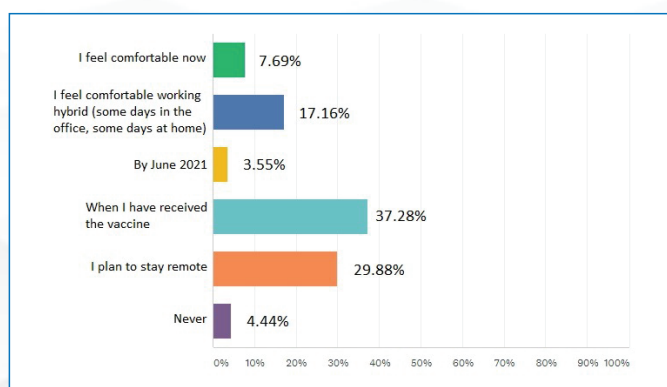




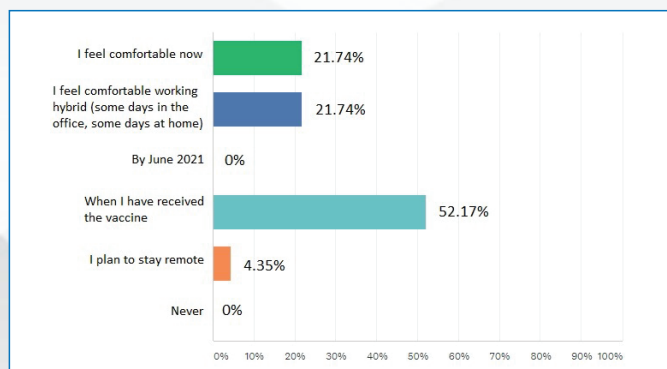
# Returning to the Workplace in 2021

## 2. When would you feel most comfortable returning to the workplace?

In October of 2020, 18% of our respondents let us know they'd be comfortable returning to the office, but as of March 2021 that number is now just under 8%. 17% would be comfortable with working a hybrid model, spending a few days in the office while being at home the rest of the time. This compares to 22% of leadership who stated they are comfortable being in-office now or hybrid. In October, 61% of respondents overwhelmingly told us they would only feel comfortable going back to the office once an effective vaccine is available. While over 52% of leadership still feels this way, only 37% of regulatory affairs professionals still agree. A surprisingly 30% of regulatory professionals plan to stay remote, while only 4% of senior leadership agrees. As was true in October, there are approximately 5% of regulatory professionals that say they would never feel comfortable returning.



“While I would go back to work in some hybrid situation, I will never go back to an office 5 or even 4 days a week, we have certainly demonstrated that it’s not necessary. My team has written and submitted 2 NDAs in Covid – all working remotely.”



“I would prefer hybrid or remote but that isn’t an option.”

“When I receive my vaccine and my kids are able to return to school safely.”



# Survey Conclusion

There were many write-in responses where both Regulatory Affairs professionals and senior leadership let us know that their comfortability with returning would increase when children and a larger part of the population has been immunized, as well as when the majority of their in-office colleagues have been vaccinated as well.

In conclusion, it appears that senior company leadership is more eager to get back into the office than their employees are right now. And everybody is still eagerly awaiting mass vaccinations. Dennis Partners will continue to monitor important changes in the industry along with monthly hiring trends. Let us know if there are pressing topics that you would like to see us explore in our next survey!

# Market Analysis

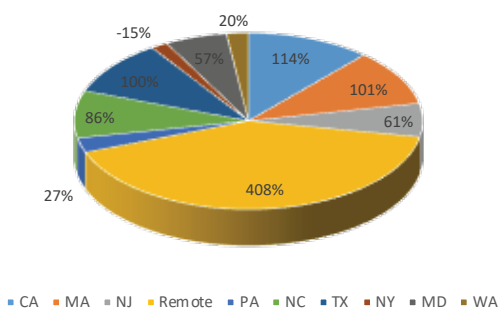
## Regulatory Affairs Job Openings – Small to Mid-Sized BioPharma Companies – Q1 2021 vs Q4 2020

As many are aware, hiring is on the rise across the board. In the first quarter of 2021, regulatory openings within small to mid-sized biopharma saw an increase of over 95% over the 4th quarter of 2020! Remote roles showed the biggest increase in postings with an increase of over 400% while Massachusetts and California both saw over 100% increase in the number of openings.

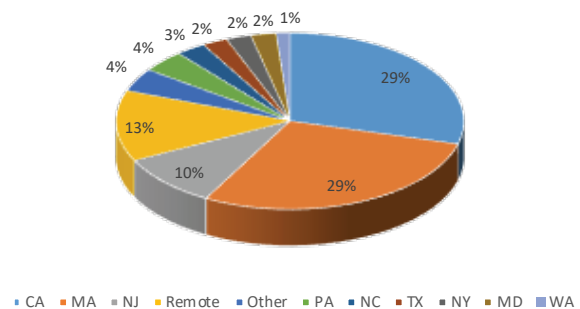
The biggest concern is that demand for qualified, talented regulatory affairs professionals is exceeding supply. If you're in regulatory, you are hearing from recruiters every day. If you're the employer, you need to work harder than ever to engage and retain your talented regulatory employees.

At the end of Q1 2021, the openings in MA and CA accounted for almost 60% with remote roles coming in at 13 percent.

**Q1 2021 Increase Over Q4 2020 in Small/Mid-Sized Biopharma Regulatory Postings**

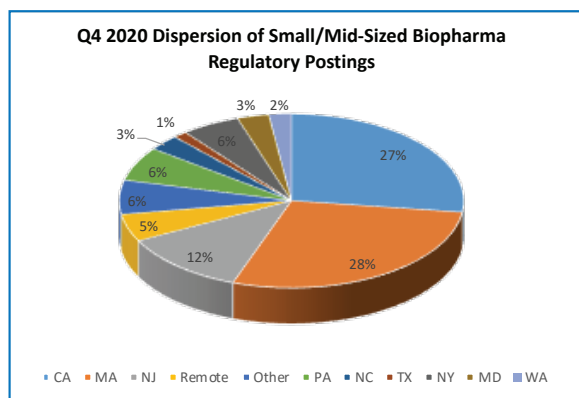


**Q1 2021 Dispersion of Small/Mid-Sized Biopharma Regulatory Postings**



# Market Analysis

In Q4 2020, over half of observed openings were predominantly in California and Massachusetts, but remote work accounted for only 5% of the openings.



In conjunction with our recent survey, *Returning to the Workplace in 2021*, we have been following the trends for remote work. Points of interest include:

- 21% of Remote roles are filled within 30 days
- 50% are filled within 60 days with the remainder still open after 60 days
- Percentage of Remote Roles in 2020 averaged 5% per month
  - o October – 7%
  - o November – 4%
  - o December – 3%
- Percentage of Remote Roles in Q1 2021 averaged 14%
  - o January – 13%
  - o February – 15%
  - o March – 14%

## Hiring in Q1

In Q4 2020, VP roles within small/mid-sized biopharma companies averaged at 3% of all regulatory openings. In Q1 of 2021, it rose to 8.5%.

- Q4 2020
  - o October – 2%
  - o November – 3%
  - o December – 3%
- Q1 2021
  - o January – 10%
  - o February – 9%
  - o March – 6%

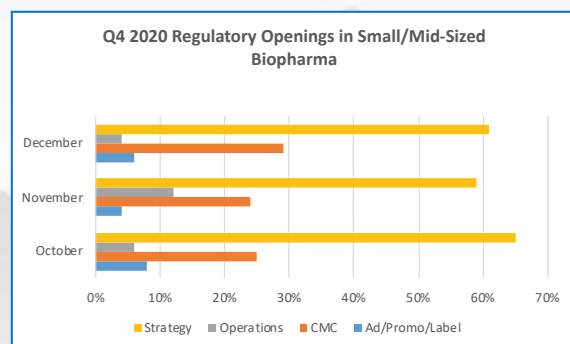
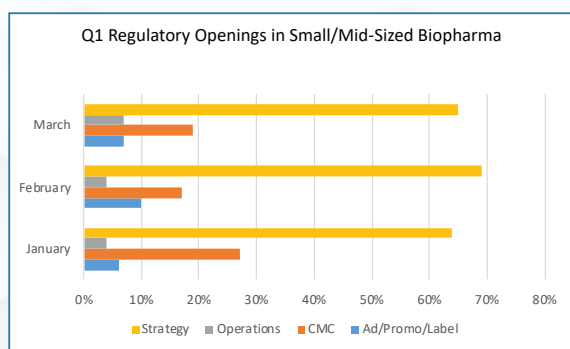


# Hiring Analysis Trends

## Hiring in Q1

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- Q4 2020
    - October – 2%
    - November – 3%
    - December – 3%
  - Q1 2021
    - January – 10%
    - February – 9%
    - March – 6%
- Q1 Openings – Once again Strategy roles are the most prevalent with Regulatory CMC being the 2nd most popular. In comparing Q1 vs Q4, strategic roles have increased while demand for CMC roles has decreased. We have seen a small spike in Ad/Promo/Labeling roles.
- Of particular interest was in the decrease of director level and higher roles which averaged almost 70% for strategic roles in Q4 but in Q1 were only slightly over 56 percent. Approximately 56% of CMC roles were director roles and above in Q4 but only 44% in the first quarter of 2021.



- Director Level +
- March
    - CMC – 62%
    - Strategy – 47%

- February
  - CMC – 43%
  - Strategy – 57%

- Director Level +
- December
    - CMC – 70%
    - Strategy – 79%

- November
  - CMC – 38%
  - Strategy – 70%

- January
  - CMC – 27%
  - Strategy – 65%

- October
  - CMC – 60%
  - Strategy – 60%

# Overview of Services

Dennis Partners Solution Types	Job Order/Contingent	Exclusive Contingent	Engaged	Retained
Database Search				
Evaluation of Candidates				
Detailed Search Plan				
Cold Call Recruiting				
Customized Candidate Screening				
Dedicated Project Team				
Guaranteed Number of Qualified Candidates				
Reference Checks				
Brokering of Offer				
Post-Placement Follow Ups				
Weekly Search Update Meetings				
Candidate Exclusivity				
Applicant Tracking and Market Intelligence Reporting				
Candidate Opportunity Overview Package				

# Contact Us



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