

Link: <https://www.biospectrumindia.com/features/73/23511/scouting-for-best-talent.html>

The screenshot shows the BioSpectrum website interface. At the top, there is a navigation bar with the BioSpectrum logo and a tagline 'the Business of Bio & Health Sciences'. Below the logo is a banner for 'Explore content, products & tools on India Chemicals Website' with the URL 'www.thermofisher.in/chemicals'. The date 'Friday, 01 September 2023' is displayed on the left, and a search bar with 'Welcome Guest' and 'Media Kit INR' is on the right. A main navigation menu includes 'Home', 'News', 'Opinion', 'Pharma', 'Special', 'Healthcare', 'Start-ups', 'Bio-Med', 'Bio Interactions', and 'Awards'. A featured advertisement for Dräger Evita V600 ventilators is visible. The article 'Scouting for best talent' is the main focus, dated '01 September 2023 | Features | By Sanjiv Das'. It includes social sharing buttons for Twitter, Facebook, LinkedIn, and Email. The article text begins with 'Pharma companies are always on the lookout for the best talent and there is a rat race among them to hire the appropriate candidate. However, poor retention plans by companies and the human resource department, higher attrition rates etc. are some of the hurdles, when it comes to going in for the right talent. Lucrative salaries and better job prospects are the likely possibilities to get rid of the obstacles in finding the right candidates.' To the right of the article is a sidebar with a 'thermo scientific' advertisement for 'HR Multi-attribute Method for Biopharma Analysis' and logos for 'Rephile' and 'DYNING'.

The way out

Investment in skills and skilled candidates is a way worth exploring. To keep up the dynamism and adaptability of employees and the organisation, skilling and training initiatives must become an integral part of talent management. In order to stop falling back on reactive hiring, companies must create access to a readily available talent community and strengthen their talent pipeline for the future.

Suresh Pattathil, President, the Organisation of Pharmaceutical Producers of India (OPPI) states, “The pharmaceutical market in India is rapidly evolving, pivoting towards specialised innovative molecules and products. This shift necessitates a robust influx of talent across key functions such as medical affairs, manufacturing and regulatory affairs, and a specialised high-calibre professional cohort well-versed in advanced scientific concepts. India currently possesses a reservoir of skilled professionals in these domains; with an expected increasing need which is witnessed by the large scale Global Business Centre’s established by OPPI members companies to support the global pharma markets, recruiting and training large numbers of talent building the intellectual capital for the India healthcare environment.”