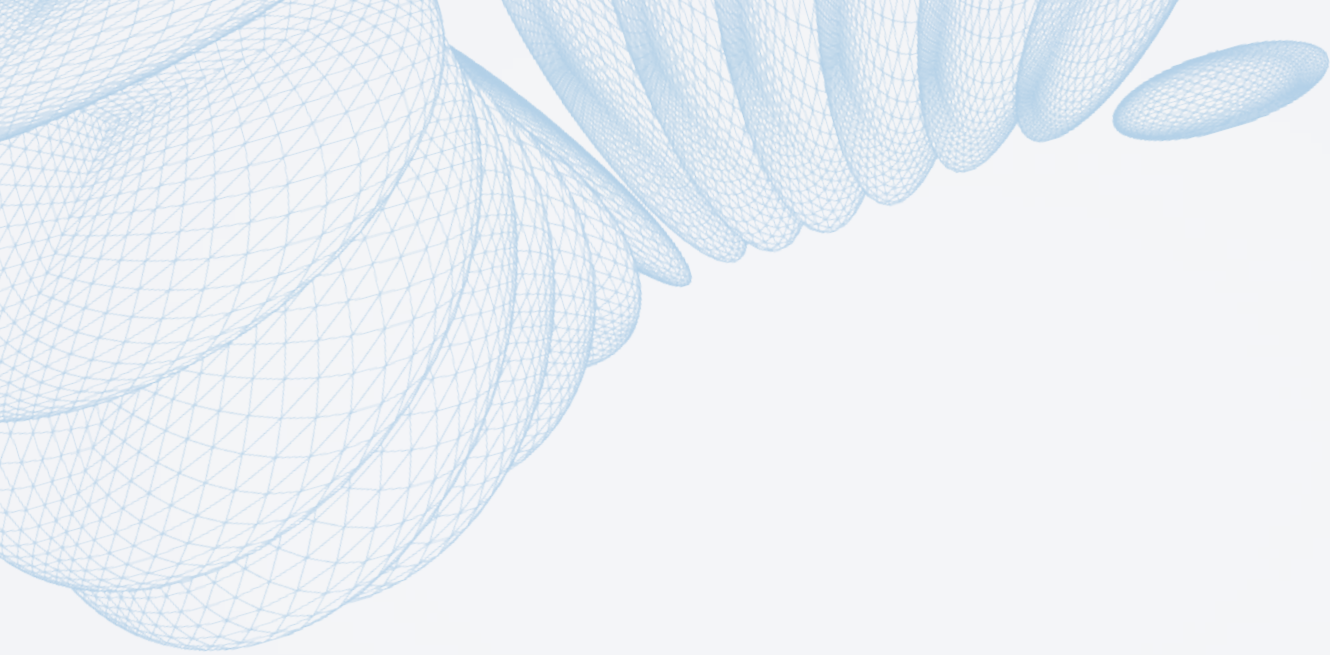


A|M|S

Pharmaceutical & life sciences RPO success stories

Hiring speed is your competitive advantage



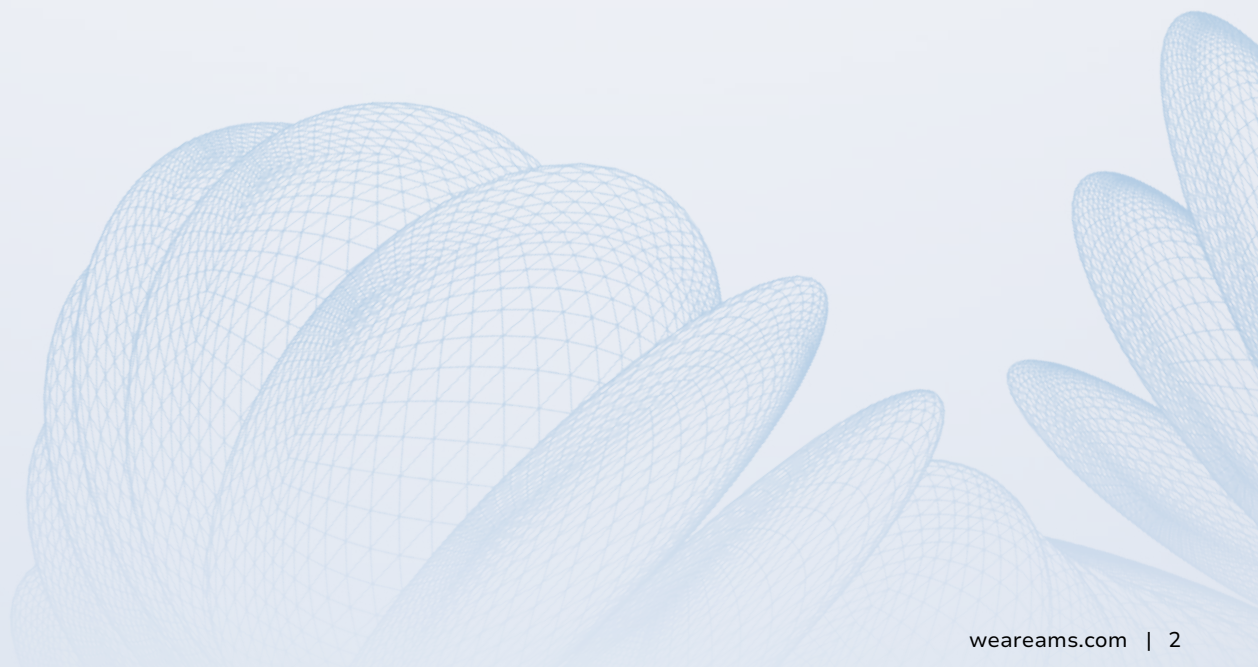


Accelerated hiring helps strengthen your brand and your bottom line

Time-to-fill has become a defining advantage for talent acquisition in the Pharma and Life Sciences sector. As organizations race to launch new drugs, they must scale research and commercial teams quickly, often in new or multiple locations.

In this high-stakes environment, time-to-fill can have a direct impact on the bottom line. But very few internal Talent Acquisition teams are set up to be this agile. This is where Recruitment Process Outsourcing (RPO) can play a valuable role. By providing scalable, specialized support, RPO helps Pharma and Life Sciences organizations build agile talent models that can respond quickly to evolving business needs.

This ebook highlights five client success stories where AMS has helped leading Pharma and Life Sciences companies accelerate hiring, reduce time-to-fill, and strengthen their competitive edge.



Rapid global hiring for biologics development

Challenge

A research-led pharmaceutical organization specializing in dermatology was accelerating the development of biologics across multiple markets. Hiring needs were fragmented, and spread across multiple countries, creating inconsistent processes and gaps. The company needed to scale hiring quickly to fill a diverse set of specialized roles.

The existing recruitment model couldn't scale fast enough, and delays would put development and commercial milestones at risk.

Solution

AMS deployed an end-to-end RPO, which included recruiting, sourcing, administration, and an Applicant Tracking System (ATS) delivery. In partnership with internal SMEs, AMS delivered 200 permanent hires across 26 job types in four key markets across 15 countries, ensuring the right talent was in place to support critical biologics development. To enable speed and visibility, SmartRecruiters was implemented globally in just six weeks. Global and regional expertise supported by tight governance, rapid decision-making, and real-time risk management kept delivery on track.

Based on this successful delivery, AMS was selected to support the company's shared services center build in Poland, delivering another 150+ hires.

Business impact



15
countries



200
permanent hires



26
different
job types



6 weeks for
SmartRecruiters
implementation



Agile hiring at scale for cell therapy manufacturing facility

Challenge

A global biopharmaceutical company headquartered in the US built its first cell therapy manufacturing facility in Europe with a goal to hire more than 550 commercial and clinical professionals in a highly competitive market.

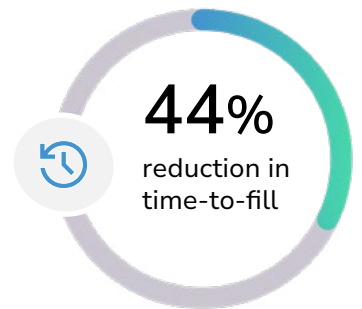
Solution

AMS designed a flexible, responsive hiring strategy that included rapid team scaling to meet fluctuating demand, with tailored recruitment approaches for each department and difficult-to-hire roles. Strong collaboration and transparent communication between the talent acquisition team, their HR team, and site leadership were central to overcoming obstacles and delivering on time and with quality. While the program is ongoing, the team continues to meet and exceed hiring targets.

Business impact



396
hires delivered
on time



Launch-ready in eight weeks

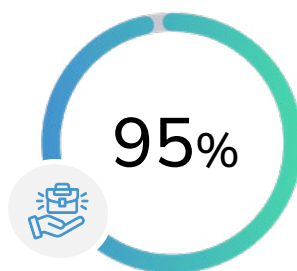
Challenge

A leading, innovative biopharmaceutical company was planning a US expansion to support sales of a new drug. To meet launch targets, they needed to recruit 200 sales roles in an ambitious eight-week period.

Solution

AMS developed a structured project plan with clear role alignment, then launched an initiative to significantly streamline candidate screening and supported this with a regular cadence of progress and planning meetings. The team also established scalable resources and process frameworks to meet the program's goals. Leveraging AMS global talent acquisition support ensured seamless execution around business-as-usual recruitment in tandem with expansion efforts.

Business impact



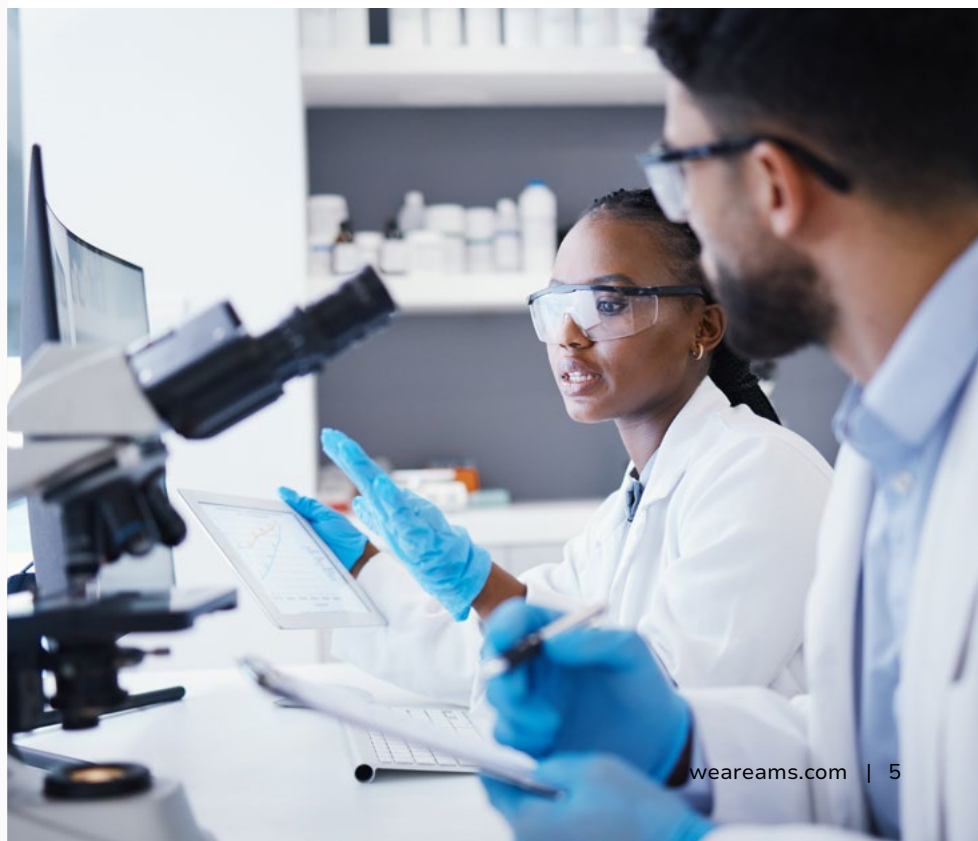
offer acceptance with zero disruption to business-as-usual recruiting



hiring manager satisfaction

“The team at AMS was extremely professional, effective, efficient, and hard-working. I've done many expansions in my career, and this one was the smoothest and completed the quickest of any I've been involved with. I found them to be high caliber candidates who spoke highly of their experience during this entire process. Thank you for your partnership and helping to make our team bigger and stronger.”

Senior Director,
Biopharmaceutical organization



Building a global technology center at speed

Challenge

A leader in the pharmaceutical sector set out to build a new technology center in a key growth city in India, operating alongside hubs in Asia, Europe, and the US. The aim was to bring key IT capabilities in-house to improve speed, quality, and control, and enable deeper collaboration to deliver their global multi-hub strategy. The organization's goal is to hire 2,700 roles by 2028.

Solution

AMS quickly established an operating rhythm including aligning workdays to India Standard Time (IST) to keep decision cycles short. Decisions were grounded with local market insights drawing on the strength of our business in India. With strong governance, clear accountabilities, and regular reporting, AMS kept stakeholders aligned, ensuring effective risk management and prioritization of issues.

Business impact



On track against plan with
800+
offers accepted in 2025



1000
hires planned for 2026



AMS combined pragmatic local insight with disciplined governance, helping us scale fast without compromising quality.”

Leader from partner pharmaceutical company



New drug manufacturing facility hires 300+ roles in record time

Challenge

A leading global healthcare company headquartered in Denmark was building a new drug manufacturing facility in Chartres, France and needed to hire a sizeable number of roles to be fully operational by their open date.

Solution

AMS addressed the Chartres facility's diverse hiring needs including industrial, engineering, quality, and operations with a focus on high-volume, business-critical roles. By visiting the site, the AMS team gained firsthand insight into the company's products and established strong trusted relationships early on. We enabled scaled recruitment to meet demand, and we proactively sourced for hard-to-fill positions and tailored strategies and timelines to local production needs. Strong governance and clear communication ensured seamless alignment and rapid workforce growth.

Business impact



16,500
applications



1,450
interviews



1,260
new hires over the five-year program

Where agility and speed are paramount, AMS delivers

These stories reflect what's possible when speed, expertise, local understanding, and agility come together. For TA leaders in Pharma and Life Sciences supporting new product launches, market expansions, or time-critical hiring initiatives, having the right support at the right time is a competitive advantage.

A trusted advisor to some of the world's leading Pharma and Life Sciences organizations



50,000+
roles filled across multiple organizations



92%
of candidates and hiring managers noting a positive partner experience



39
days average time-to-fill

Inspired by these stories?

Learn how we can mobilize your teams in 48 hours. With AMS by your side, you can turn rapid change into your greatest asset.



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