

PharmaFlexRPO

Fast-track your commercial hiring

PharmaFlexRPO helps Pharma companies accelerate commercial hiring to meet launch deadlines with confidence, without long-term commitments or heavy internal oversight. Whether you're looking for a team of 50 or 1,000, AMS brings the deep industry expertise you need to find the right talent quickly, so you never miss a market opportunity.

The challenge

Launching new drugs and devices comes with unique hiring hurdles:

- **Talent shortages** – 80% of pharma firms struggle to fill critical roles
- **Global competition** – navigating diverse cultural and legal landscapes across regions
- **Unpredictable volumes** – approval dates and demand can shift suddenly
- **Limited in-house capacity** – hard to scale internal teams fast
- **Cost pressure** – need for flexibility without increasing fixed headcount
- **New locations** – TA teams may lack local presence or market insight

The solution

PharmaFlex offers fast, flexible hiring backed by industry expertise:

- **No minimum volume** – scale as needed to fit your hiring needs
- **Mobilization within 48 hours** – ready to go expert teams
- **Guaranteed outcomes** – our teams work to jointly agreed SLAs
- **Global reach** – across 140+ countries
- **Advanced sourcing** – access to the latest tools and expertise
- **Embedded in your brand** – dedicated recruiters act as an extension of your team
- **Tech included** – run within the AMS systems with data returned post project.
- **Simple contracting** – fast onboarding with flexible terms

The outcomes

PharmaFlexRPO delivers real, measurable results. Clients typically see:

- **33% faster hiring** – fill roles quickly to stay on track
- **Up to 36% cost savings** – through streamlined processes and smart tech cut costs
- **Access to niche talent** – specialists in areas like mRNA therapeutics, CRISPR, and compliance
- **Scalable hiring** – scale your team in sync with business needs

33%

Faster hiring

up to
36%

Cost saving

Book a call for your complimentary benchmarking report