# A|M|S

# 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

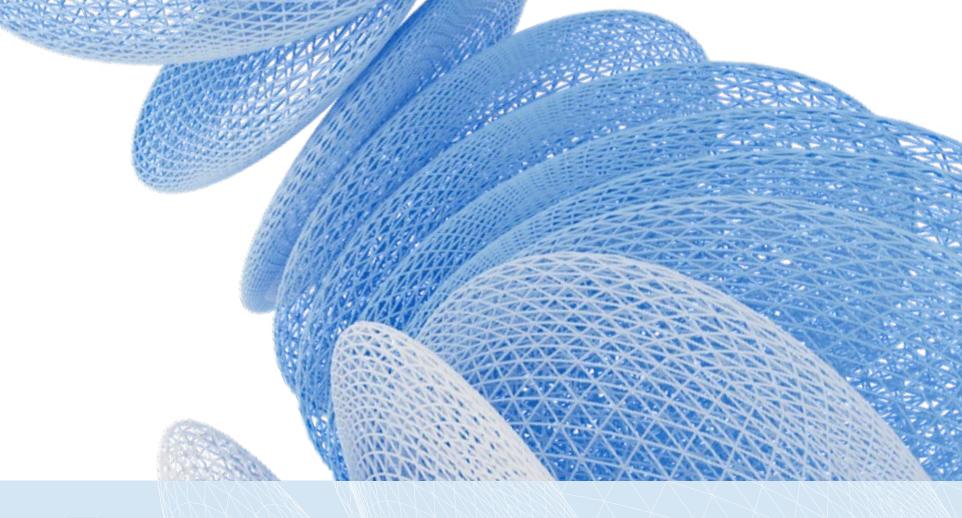
Launching new drugs and devices comes with unique hiring hurdles:

- 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





Book a call for your complimentary benchmarking report