



PROJECT EVOLUTION

OVERVIEW

[WWW.PROJECTEVOLUTION.ORG](http://www.projectevolution.org)

AN URGENT NEED FOR TALENT ALL LEVELS

Skills Shortage: An Imminent Threat to Life Sciences Innovation



Staffing shortage leaving blockbuster biologics undeveloped, says expert

BioProcess International

Life Sciences Industry Threatened by Skills Shortage



A worker shortage for life sciences

What Massachusetts needs to do to fill life sciences jobs.

The Boston Globe

Pharma is shuffling around jobs, but a skills gap threatens the process



Wanted: A Highly Skilled Bio/Pharma Workforce



ABOUT US

Through the synergistic collaboration of two leading Life Science talent acquisition platforms, we present a comprehensive array of services. Project Evolution is the fruitful result of a powerful alliance between industry-renowned entities, Berke Executive Search and GTS Scientific. With a shared vision, our longstanding partnership enables progressive companies to effortlessly and swiftly acquire exceptional talent, facilitating seamless workforce expansion.

Learn More about our Partners:



Berkesearch.com



GTScareers.com



HOW IT WORKS

Innovative Executive Search methods and a refined, time-tested approach to engage tomorrow's leaders.

SEARCH



Scalable and customizable Recruitment Process Outsourcing solutions that provide, measurable results at every step of the hiring process for staffing build-outs of any size or scope.

**RECRUITMENT
PROCESS
OUTSOURCING**



Contingent Search model enables our Client's to access top industry talent via our network of key contacts, unique process, and years of experience.

CONTINGENT



NICHE EXPERTISE & SPECIALIZATION

Industries We Serve:

● Advanced Therapies

- Cell Therapy
- Gene Therapy & Gene Editing
- Gene-Modified & Cell-Based Immunotherapy
- mRNA
- mAb
- Vaccines

● Small Molecule

- Biosimilars
- APIs
- Pharmaceuticals

● CDMOs

- Gene Therapy Vector Manufacturing
- Cell Bioprocessing
- Plasmid DNA
- APIs
- ADC
- Vaccine

● CROs

- Large Molecule
- Small Molecule

● Testing & Services

- Clinical Diagnostics Testing
- Genetic Testing
- Cannabis Testing
- Next-Generation Sequencing

FUNCTIONAL EXPERTISE



RESEARCH

Drug Discovery, Pre-Clinical / Translational, Molecular Biology, Cellular / Antibody Engineering



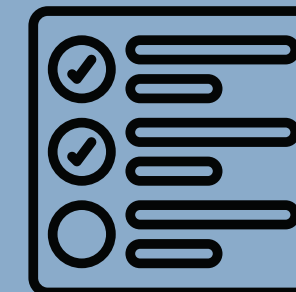
COMPUTATIONAL BIOLOGY & BIOMETRICS

Biostatisticians, Statistical Programmers, Bioinformaticians, Data Managers, and Data Scientist



MEDICAL & CLINICAL

Chief Medical Officers, Medical Writing, Medical Science Liaisons, Clinical Development, Trial Managers, Research Associates



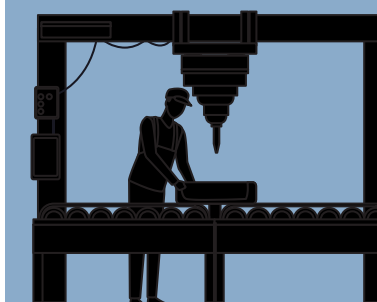
PROGRAM MANAGEMENT

Project Managers, Program Managers, CMC Project Managers, Business Development and Alliance Management



RA & QA

VPs, Directors, Associate Directors QA, Specialists & Managers - Flow Cytometry, Analytical Methods, & Clinical Science



MANUFACTURING & TECH OPS

Process Development, CMC, cGMP, Method Development, Analytical Development and Formulation Development

BIOMANUFACTURING EXPERTISE

Leaders:

Vice President Gene Therapy Manufacturing Operations
VP External Manufacturing
Vice President External Manufacturing
Vice President Manufacturing, Gene Therapy
General Manager - VP Level (2 positions)
Site Head, Quality (2 positions)
Senior Director of Manufacturing
Senior Director, MSTAT, Gene Therapy (Two Positions)
Director of Manufacturing, Cell Therapy
Director of Operations, Gene Therapy
Director, Viral Vector Manufacturing
Director of GMP Manufacturing
Director of Plasmid Manufacturing
Director of Business Development - CDMO
Associate Director of Manufacturing Planning
Associate Director of Manufacturing Operations, Gene Therapy

Producers:

Senior Manager, External Manufacturing
Senior Manager, Manufacturing Operations
Senior Manager, Manufacturing Enterprise Systems
Senior Manager - QC Microbiology & Sterile Manufacturing
Manager GMP Manufacturing
Supervisor Manufacturing
Upstream Manufacturing Supervisor
Upstream Manufacturing Associate III (4 positions)
Sr. Manufacturing Associate (4 Positions)
Manufacturing Engineer I
Manufacturing Engineer II
Manufacturing Engineer III
Reagent Manufacturing Associate II
Downstream Manufacturing Associate III
IM Analyst (Manufacturing Systems)
Manufacturing Associate
Manufacturing Scientist, Upstream (2 positions)
Manufacturing Technician
1st Shift Manufacturing Cell Specialist
2nd Shift Manufacturing Cell Specialist
Team Lead, Upstream Manufacturing
Account Manager CDMO (2 positions)



ENGINEERING EXPERTISE

GTS has a lengthy track record of working with Biotech clients to identify, target, and ultimately secure top engineering talent. Here is a sample of roles recently completed:

- Senior Quality Engineer, Computer System Validation
- Senior Validation Engineer
- Senior Controls Engineer
- Refrigeration Field Service Engineer
- Senior Service Engineer (CSV)
- Electrical Controls Engineer
- Senior Process Engineer, Process Design
- Quality Engineer
- Senior Quality Engineer, Quality and Risk Management
- Quality Engineer
- Principal Engineer, Process Validation
- Design Engineer
- Facility Engineer (Oncology)
- Second Shift Quality Engineer



SAMPLE OF PARTNERS WE WORK WITH:



RECENT RPO CASE STUDIES

Grew CRO Headcount by 50%

Our Client, a CRO received a substantial investment from a leading Private Equity. The company was tasked to grow by 50% (from 100 FTE to 150 FTE). Selected to run scale hiring, partnering with the client to hire **50 FTE's** in Six Months

[CLICK HERE TO READ MORE](#)

40 FTE's for Leading Cell Tx

Partnered with a leading cell therapy company attract and retain **40** new high-quality, specialized cell therapy employees across manufacturing, regulatory, quality control, information management, and biometrics departments

[CLICK HERE TO READ MORE](#)

A FORWARD THINKING. PATIENT-DRIVEN PARTNERSHIP.



Emily Whitehead was diagnosed with Acute lymphocytic leukemia when she was 5 years old, after exhausting treatment options Emily enrolled in an experimental CAR-T clinical trial which saved her life. Now, 14, Emily remains in remission and is an active, healthy, and happy teenager. ([Story Here](#))



*A Percentage of Every Fee Paid Will be
Donated to The Emily Whitehead
Foundation*



**PROJECT
EVOLUTION**

**WHY
WORK WITH
US?!?**

TRACK-RECORD

Proven track record of reliable best-practice vetted talent for leadership, culture and skills.

QUALITY & SPEED

Effective streamlined recruiting processes that are detailed and laser-focused. Our results-driven approach allows our clients to retain top-talent quickly without sacrificing the quality of hire.

INFRASTRUCTURE & KNOW-HOW

We have a deep understanding of the industry's specific recruiting challenges associated with fulfillment. Our network of niche talent and industry veteran advisors allows us to identify, recruit, and retain top Life Science talent.

FAVORABLE ECONOMICS

Significant decreased time to fulfillment, more targeted candidates, thus reducing the placement cost per hire.



For Additional Information:
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