

Strategic and Operational Human Resources



Senior-level advisory, oversight and execution of HR functions to support your company's growth journey

Competition for top talent in life sciences is intense. Danforth exclusively serves and therefore fully understands this market, including the foundational build required to attract and retain high-caliber performers. Our Strategic and Operational Human Resources (HR) practice derives from a decade of experience and insight into how high-performance life science organizations are built and how they should be resourced to advance from one critical milestone to the next.

Why Danforth?



- ✔ We can provide integrated HR and Finance consulting teams who work with lock-step coordination to achieve your goals. Close alignment between these functions directly impacts forecasts and budgets with respect to talent needs, compensation and compliance.
- ✔ With our considerable start-up expertise, we can help emerging companies "get it right" from the beginning – implementing a right-sized HR function that meets current needs with an eye towards the future.
- ✔ We can provide premium-caliber HR guidance and execution in a more flexible, accessible way – whether part-time or project-based – without adding fixed costs.
- ✔ Having worked inside hundreds of life science companies, we have deep knowledge of optimal team composition. Whether supporting a start-up or growth-stage company, we know which skill sets are needed and when.

Our Capabilities



HR Strategy and Guidance

We know when and how to initiate the HR function for your company. Our consultants will work with you to define your HR strategy, guide its execution and provide on-going support as your company evolves. It may come in the form of supporting existing or a more junior in-house HR function.

Hiring and Selection

We will work with you to delineate your Employer Value Proposition, attract, screen and secure talent based on available candidates and your financial parameters. As experts in life science organizational development, we will help you define and hire the right roles with the right skills at the right times. Through our extensive network of partners, we can connect you with an experienced recruiter who can identify candidates to match your hiring needs.

On-boarding and Benefits/Payroll

We can efficiently supervise and/or execute the key HR processes and materials for employee recruiting, on-boarding, benefits administration, payroll and off-boarding.

Performance Evaluation and Development

We will work closely with your team to uncover early intelligence on the future labor and skill needs of your business. By monitoring organizational competencies and developing and instituting learning and development (L&D) plans, we will aim to build skills within your existing workforce rather than add headcount (wherever possible). We will also guide or manage your performance management initiatives.

Talent Retention

We will partner with your leadership and line managers to implement proactive programs to retain top talent. This includes taking the lead on setting and monitoring the employee experience to minimize turnover and its associated direct and indirect costs to the organization. We will help you build a performance-based culture and improve retention rates with a customized rewards system that may combine compensation, benefits and professional development opportunities.

Employee Relations

We will help you foster a positive employee experience via mechanisms for internal communications, issue resolution and integrating employee feedback.

Risk Mitigation

We will identify and prioritize compliance requirements based on your organizational stage and workforce and implement appropriate policies and programs. With deep knowledge of life sciences HR regulatory requirements, we will direct you in the implementation of programs that minimize risk and disruption to your business.

Executive Compensation and Recognition

We will apply our deep market expertise to help you design competitive executive compensation and recognition plans to ensure high-caliber leadership.

Organizational Development

We will recommend or implement processes and programs aimed at building and supporting your unique culture while improving your organizational effectiveness based on desired business outcomes.

Contact

Danforth's Strategic HR practice is comprised of senior consultants with extensive backgrounds in life sciences, including expertise in building HR functions that effectively scale in line with company growth. For additional information, please contact:

Janice Clements-Skelton
jcskelton@danforthadvisors.com

Jodie Crowley
jcrowley@danforthadvisors.com

Valeria Escobari
vescobari@danforthadvisors.com

About Danforth Advisors

Danforth Advisors is the financial backbone to hundreds of life science companies, providing integrated and scalable consulting teams ranging from staff accountant through CFO. The company's services span the full breadth of a finance organization's needs, whether short or long term, including accounting and operational finance support, capital raising, financial planning and analysis, IPO preparation, post-public SEC compliance and clinical business operations management. Founded in 2011, Danforth has been a strategic and trusted thought partner to private and public life science companies across all stages of corporate evolution. The company is headquartered in Waltham, Massachusetts with additional operations in the emerging life science clusters of metropolitan New York and the mid-Atlantic region. Additional information is available at www.danforthadvisors.com.