

# HR for Life Sciences

Strategic Credibility. Operational Excellence.  
Adaptable Approach.



Our experienced consultants build, scale, sustain, and lead high quality Human Resources functions to accelerate the growth of life sciences companies. We provide best-in-class people leadership, strategy, and operations in a customized, flexible, and accessible model that adapts to and evolves with your company's development stage and business priorities.

## Why Danforth?



- ✓ Highly skilled, proven, and ready-now HR professionals with life sciences experience
- ✓ Interim, fractional, and project-based models to suit scale without adding fixed costs
- ✓ Full range of HR levels and functional expertise: chief people officers, strategic HR business partners, talent acquisition specialists, people operations specialists, HR generalists
- ✓ Deep experience with optimal HR function composition based on company size and scale, from startup to post-IPO
- ✓ Built to thrive in fast paced, rapidly changing scientific and engineering-focused companies
- ✓ Integrated approach with Danforth consultants working in other operational functions, from finance & accounting to clinical business operations, for efficient execution

# Our HR Capabilities

Stage-centric, adaptable, strategic and operational HR solutions to address the full employment lifecycle

## Executive-Level Strategic HR Guidance

- C-Suite leadership and team development
- Executive search and hiring advisory
- Workforce planning and execution
- Compensation Committee facilitation
- Executive coaching

## Talent Acquisition Strategy and Execution

- Job design, descriptions, and postings
- Internal and retained search management
- Interview process management
- Offer letters, employment contracts and NDAs
- Candidate screening and scheduling
- Pre-hire background and reference checks

## Onboarding, Benefits, and Payroll

- Onboarding process design and execution
- New hire document management
- Multi-state payroll and benefits strategy, selection, and administration
- Open enrollment process management

## Performance Management and Development

- Performance review and evaluation systems
- Company and functional calibration
- Year-end process management
- Alignment with compensation and incentives
- Individual development plans and resources

## Talent Retention

- Career development planning and tools
- Employee and leadership engagement
- Manager training, coaching, and mentorship
- Succession planning

## Workplace Policies and Employee Relations

- Employment handbooks, policies and compliance materials
- Compliance training
- Diversity, Equity, and Inclusion initiative planning
- Investigation and guidance on employee complaints
- Managing employee discipline and separations



## People Operations

- HRIS and ATS implementation and administration
- Finance, accounting, and payroll integration
- Employee data management and reporting
- Performance management systems
- New automation and reporting to reflect scale

## Compensation and Recognition

- Executive compensation design strategy
- Market survey analysis and compensation matrix
- Career laddering and leveling
- Special incentive programs
- Budgeting and Total Rewards integration

## Organizational Design & Development

- Benchmarking of organizational design and skills by stage
- Org chart design and guidance
- Communication of organizational changes and evolution
- Leadership and management development
- Market insights on competition for specific talent
- M&A diligence, planning, and facilitation

# Support For Every Stage

	Startup	Rapid Scaling	IPO-Readiness	Public
SNAPSHOT	3-person, seed stage startup	10-50 FTEs plus contractors, late-stage discovery, seeking Series A-B financing	50+ FTEs plus contractors, clinical stage assets	150+ FTEs, multiple sites, late-stage clinical
NEEDS	Payroll setup, benefits selection, offer letters, hiring and onboarding, employment policies, PEO Management	Accelerated hiring and onboarding, compensation market analysis and plan design, culture and values formation, benefits open enrollment, performance management	ATS implementation, policy review, employee relations, retention strategies, executive search management, year-end promotions and bonuses; annual budget planning	Leadership and management development, performance management system, HRIS reporting upgrade, payroll/benefits administration, compensation planning, retention and engagement, DE&I approach
TRADITIONAL HR ROLES	HR Department of One, HR Generalist	Director/Sr. Director of HR, HR Administration, Contracted Talent Acquisition	SVP/Vice President of HR, HR Operations, Internal Talent Acquisition	Chief People Officer, HR Business Partners, Total Rewards, Talent Acquisition
DANFORTH ROLES	Senior HR Consultant or HR Consultant	Senior HR Consultant HR Specialist	Senior HR Consultant HR Operations Consultant HR Specialist	Interim CPO HR Operations Consultant HR Specialist

## Representative Clients



### Contact

Ann Darda, Managing Director  
 adarda@danforthadvisors.com  
 917-697-1282

Danforth Advisors helps life science companies start, grow and operate at their best. The company's services span strategic and operational needs, whether short or long term, including C-level advisory, finance & accounting, clinical business operations, human resources, and risk and insurance management. Founded in 2011, Danforth has been a strategic and trusted thought partner to hundreds of life science companies, private and public, across all stages of the corporate life cycle. Additional information is available at [www.danforthadvisors.com](http://www.danforthadvisors.com).