

How Danforth Can Help

HR Strategy and Guidance

Through an organizational assessment, we will develop a plan of when and how to initiate the optimal 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. We will be your HR team if one does not exist or support existing HR team members.

Organizational Development

We will work with you to define and articulate your Employer Value Proposition. We will recommend or implement processes and programs aimed at building and supporting your culture while improving your organizational effectiveness based on desired business outcomes.

Talent Acquisition

We are your end-to-end talent acquisition function. We provide and manage job design, profiles, and postings; talent search management; interview process management; offer letters, employment contracts, and NDAs; candidate screening and scheduling; pre-hire background and reference checks; and offer calibration for selection. As experts in life science organizational development, we will help you to select and hire for the right roles with the right skills at the right times, aligned with the defined financial parameters.

On-boarding and Benefits/Payroll

We can efficiently oversee and/or execute the key HR processes and documentations required 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 focus on building skills within your existing workforce rather than add headcount (wherever possible). We will also guide or manage your performance management initiatives.

Talent Development

We can provide talent development workshops to help clients improve communication, collaboration, and productivity in an ever-changing hybrid/remote work environment. In partnership with the Center for Creative Leadership (CCL), we can deliver flexible, scalable, and customizable learning solutions to meet the needs of life science organizations at all stages.

The programs may be implemented across companies of all sizes or for selected individuals focused on specific skills. Our HR consultants can facilitate the various workshops or assist clients' internal HR team members in rolling out the programs. Learn more [HERE](#).

Talent Retention

Retaining top talent in a competitive talent market is hard, 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 satisfaction and engagement experience, minimizing 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

Learning of and addressing issues proactively or when they begin is key to mitigating risk. We will help you foster a positive employee experience via mechanisms for clear and transparent internal communications, conflict 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.

Compensation and Recognition

We will apply our deep market expertise to help you design competitive employee and executive compensation programs and recognition plans to ensure a highly engaged, effective employees and a high-caliber leadership team. We have developed a strategic partnership with CompGrid which provides next-generation life sciences compensation benchmarking data for Biotech companies. Learn more [HERE](#).

Talent Acquisition

We provide clients qualified candidates for roles quickly. We are your end-to-end talent acquisition function. We provide and manage job design, profiles, and postings; talent search management; interview process management; offer letters, employment contracts, and NDAs; candidate screening and scheduling; pre-hire background and reference checks; and offer calibration for selection. We apply sector-specific expertise in filling critical roles across the breadth of life science organizations.