

Human Resources

As trusted partners to our clients, we provide advisory, oversight, and execution of HR strategy and day-to-day functions for start-up, emerging, and established companies.



We know that competition for top talent in the life sciences market can be intense. Our consultants will partner with you to create an inclusive and high-performing work environment, fostering a culture of innovation, employee satisfaction, and excellence to drive a collaborative and highly engaged workplace. With proper HR strategic planning and execution we will build the foundation required to attract and retain high-caliber performers and establish a comprehensive compensation philosophy that is both consistent with the current, while strengthening the organizational culture.

Key Considerations



✔ We provide HR consulting teams who can work in lock-step with existing resources or we can take the lead by staffing the right resources needed to achieve your goals. We offer a broad range of HR services.

- ✔ We understand the life sciences industry and the challenges it brings, as our consulting team brings in-depth industry experience. 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 high-caliber resources to meet the changing needs of your company through various stages – emerging, growth, or established. Our team provides HR guidance and execution in a more flexible, scalable way – whether full-time, part-time, or project-based – without adding fixed costs to your bottom line.
- ✔ Having worked inside hundreds of life science companies, we have deep knowledge of optimal team composition and which skill sets are needed and when.

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 highly engaged, effective employees and a high-caliber leadership team. We have developed a strategic partnership with CompGrid who 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.

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

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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.