

# Kelly Life Sciences

## Life Sciences Spotlight: Remote Work



September 2020

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# Spotlight on Life Sciences

**Our life sciences spotlights explore the post-pandemic challenges and opportunities that the industry faces today. In this series, we'll take a closer look at the people, technology, and workforce trends that are shaping the way this vital sector goes to work.**



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# Finding New Ways to Connect

**As the pandemic swept the globe in early 2020, organisations everywhere had to make big decisions about the way their people connected with work. Remote working exploded and, in just a few months, millions of people have firmly embraced a new homeworking lifestyle.**

But remote working comes with a unique set of challenges, particularly in the life sciences industry – a sector that stands on the frontline of the fight against Covid-19. Some roles simply couldn't be done from home, while some companies didn't have the technology in place to enable their workforce to go remote overnight. Life sciences organisations reported widespread business disruption and R&D productivity was down between 25% and 75% due to remote working.

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However complex the challenges of remote work within life sciences, this a genie that we cannot put back in the bottle. We must develop new ways to successfully support remote and flexible working to meet the needs and expectations of a modern workforce. This is not a passing trend. It's a new way of life.



**44%** of C-Suite Executives of billion-dollar companies, reported that the biggest change coming out of the pandemic would be their approach to **remote work**—beating out crisis-management procedures, supply chain risk/exposure, and debt position.

West Monroe Survey, Human Resource Executive, June 2020

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# Kelly Covid-19 Supplier Survey

Suppliers are adapting and responding to shifts in remote working arrangements for both permanent and temporary staff.

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On average, **76%** of companies are shifting towards more remote work.

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**54%** of suppliers anticipate that up to half of their temporary workforce will work remotely post Covid-19.

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**77%** of suppliers have tools in place to support long-term remote working arrangements for temporary workers.

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Kelly Supplier Network Wave 2 Survey, August 2020



# A Post-Covid World

**The life sciences industry is at the forefront of the Covid-19 crisis, as companies rush to provide essential products and diagnostics, as well as find potential treatments and vaccines. However, the industry is not immune to the disruption caused by the pandemic. Smaller biotech companies (with limited cash reserves) may be at the highest risk as attention remains focused on the pandemic.**

## PROJECTED LONG-TERM TRENDS

- Continued consolidation across the industry, including robust appetite for M&A activity in areas such as CMO.
- Supplier reduction is likely to remain a key strategy.
- Supply chains are changing as countries seek to reduce dependence on foreign suppliers of active pharma ingredients, medical products, and devices (particularly from China and India).
- Following the relaxation of some rules during the crisis, scrutiny of manufacturing quality and compliance by regulatory agencies may increase.

## What questions should you be asking?

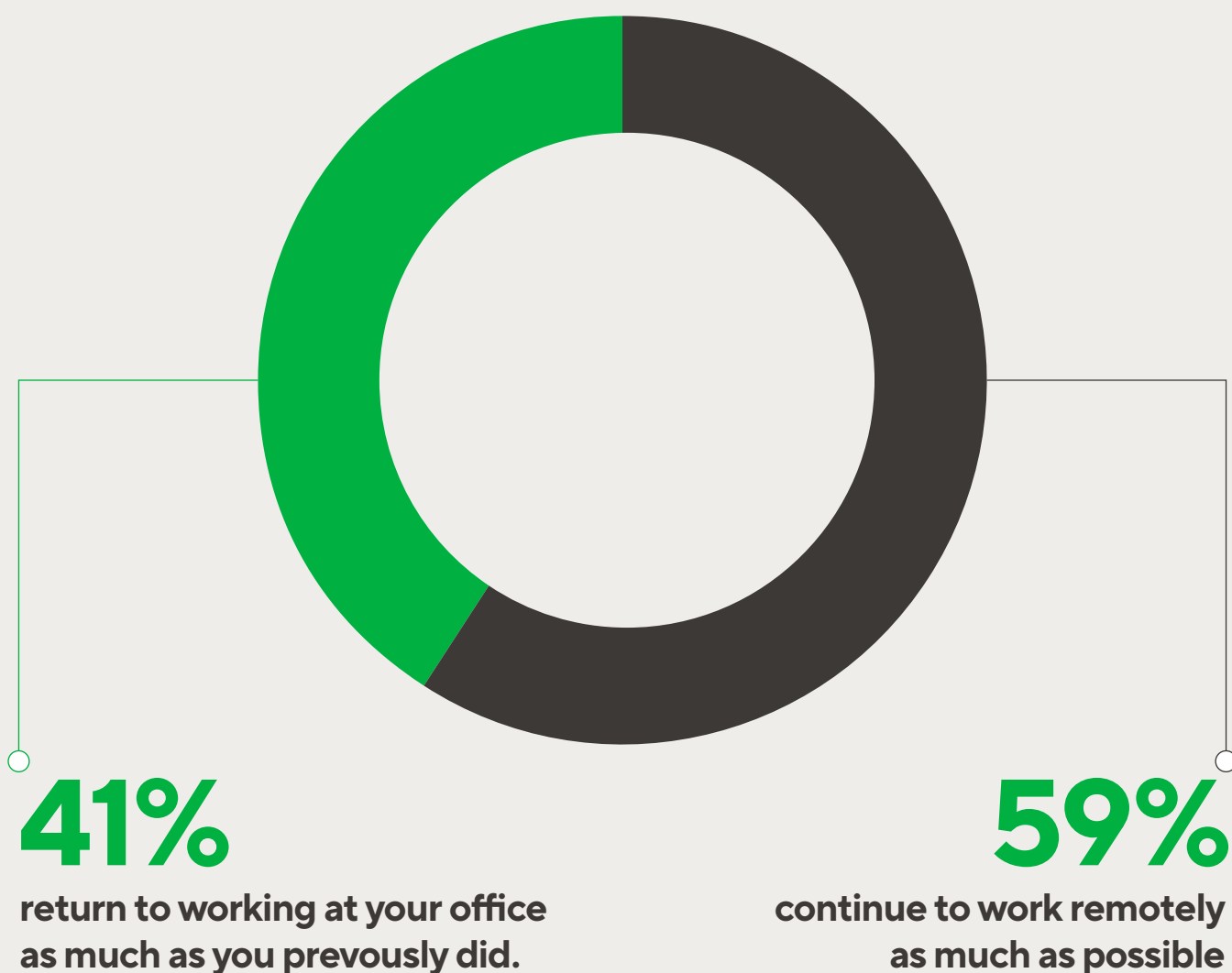
- What does your long-term remote working strategy look like?
- Do you have access to the right types of talent to support your remote working strategy?
- Do you have the right technology in place?
- Could remote working increase your access to global talent?



# Remote Working is Here to Stay

Talent wants to keep working remotely,  
at least most of the time.

**Q:** Once restrictions on businesses and  
school closures are lifted, if your employer  
left it up to you, would you prefer to:



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# What's Next



**Some lab or manufacturing-based life sciences roles have limited opportunities for remote work. But as technology rapidly changes the way we research and develop new products, this picture is changing. Research shows that about 35% of life sciences roles can be done (at least partially) remotely, such as in quality assurance, trial monitoring, regulatory, and medical communication.**

As an industry, we can't be afraid to explore and champion remote work. In fact, by welcoming a wider remote workforce, you may find that you can access greater pools of specialist talent and increase the diversity of thought and experience in your business.

Remote working isn't going anywhere, and this could be a great opportunity to reimagine how your people get the job done.

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## 35%

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