

Hiring manager insights for

science and clinical research talent

In a recent survey, we asked scientific and clinical hiring managers to share how they evaluate and distinguish top candidates. We also asked them about ways professionals can gain an edge in the hiring process to get noticed, and ultimately, hired.

WHAT'S IMPORTANT TO FOCUS ON DURING YOUR INTERVIEW?



say the ability to articulate personal accomplishments/weaknesses



say the ability to convey how skills/background are a good fit for the job



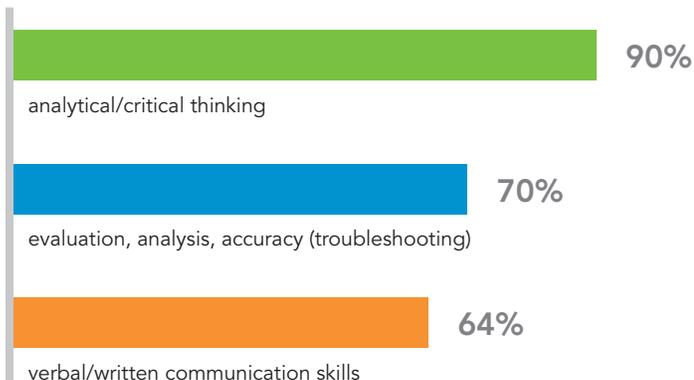
say to remember the basics (be on time, polite, well groomed, gracious)



say to be informed about the company's key products/services

TOP SKILLS HIRING MANAGERS ARE LOOKING FOR:

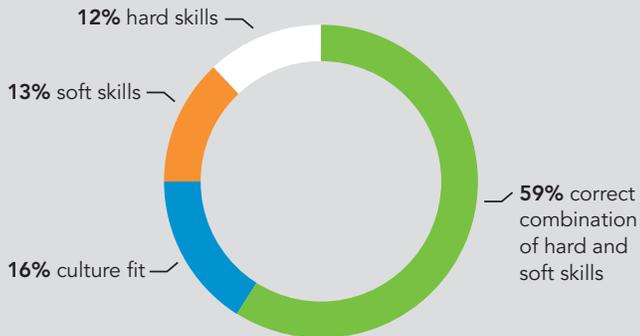
Hard skills:



Soft skills:



THE MOST CHALLENGING QUALITY TO FIND AMONG CANDIDATES:



CULTURE FIT:

68%

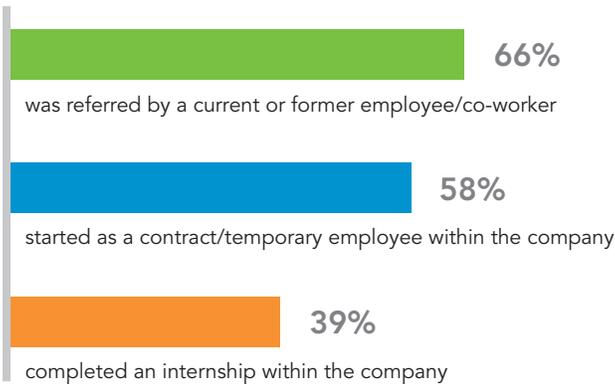
of hiring managers say culture fit is important when evaluating candidates

Top ways culture fit is assessed:

- 64% ask behavioral interview questions
- 61% listen to candidate questions posed during interview
- 57% observe behavior and cues during interview

COMPETITIVE ADVANTAGES:

When candidate qualifications are equal, hiring managers evaluate if the candidate:



TIMING:

- **Within the first 15 minutes of an interview**, 64% of hiring managers know if a candidate is right for the position
- **1 – 4 weeks** is the typical timeframe from the first interview to the extension of an offer
- However, 26% of hiring managers say it can take anywhere **from 1 – 3 months to hire**



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Survey methodology: The 2015 Hiring Manager Research (U.S./Canada) was conducted by RDA Group on behalf of Kelly Services®. Over 1,000 hiring managers in the U.S. and Canada were surveyed. Participants had direct hiring responsibilities for talent in healthcare, engineering, finance and accounting, IT, and scientific fields. Results represent a cross section of industries and career disciplines. Of the total surveyed, 212 were scientific & clinical hiring managers.

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