



LinkedIn Talent Solutions

Indian Pharma and Biotech Industry: The Talent Advantage



Introduction

To truly influence business decisions, you need to understand where the industry is going. It goes without saying that good brands are good for business and for talent. This report uncovers trends and insights that will help you build teams that will not only help deliver the present, but also create a strong foundation for the future. Armed with this data, you will have a blueprint for successfully attracting, engaging, and hiring within this digitized and dynamic talent pool.

The great news is – it will also help leaders like you to benchmark against teams across India when it comes to metrics that truly matter.

Let's get started.

Executive Summary

Five key insights on where the Indian pharmaceutical and biotechnology industry is headed and the underlying opportunities available for talent.

01 India has the world's 2nd largest Pharma and Biotech talent pool on LinkedIn. 1 in 10 professionals from the industry are based in India.

The Indian government's Pharma Vision 2020 aims to make India a global leader in end-to-end drug discovery and innovation by 2020. As the industry takes steps towards executing this vision, the talent landscape is also strengthening.

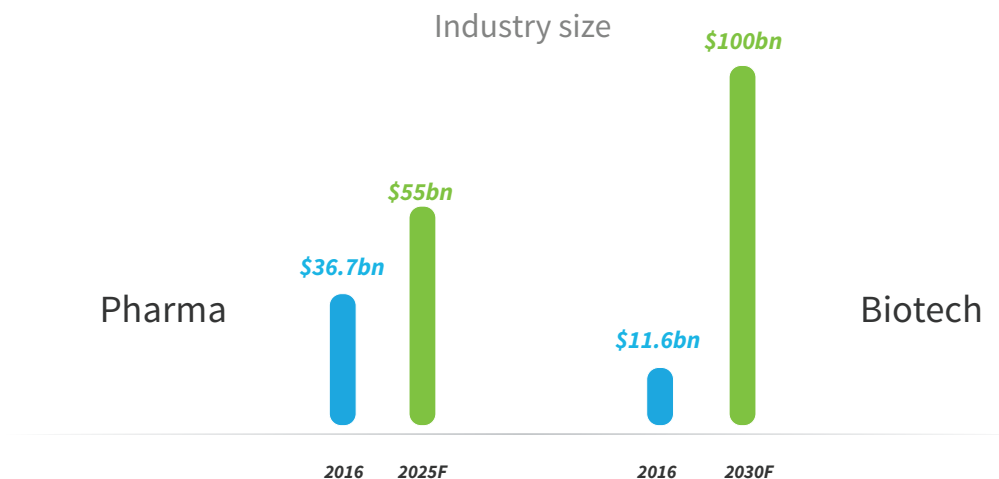
India ranks #2 globally on LinkedIn
13.7% contribution to the global
Pharma and Biotech workforce



Indian Pharma currently constitutes 10% of the global industry by volume and 2.4% by value; putting it 3rd in terms of volume and 13th in terms of value globally.



Indian Biotech holds 2% share of the global market by value. It is among the top 12 biotech destinations in the world and ranks third in the Asia-Pacific region.



02 The Research & Development function accounted for 15% of job switchers over the last year.

35% of Pharma & lifesciences CEOs* rated **Innovation** as the most important area that needs to be strengthened to capitalize on new opportunities; the highest amongst all industries surveyed. To stay globally and locally competitive, Indian companies have increased their Research and Development (R&D) spends - almost doubled over the last 5 years- which has opened up job opportunities. Thus, accounting for 15% of job switchers over the last year.

03 Most in-demand occupations in Pharma and Biotech are trending in the areas of data science, research, and regulatory.

In India, a comprehensive portfolio of Bioinformatician, R&D and Regulatory services; each, in turn, presents a basket of finely defined opportunities. The industry has seen many regulatory interventions over the last few years, coupled with global ambitions of Indian companies, has caused the rise in demand for regulatory specialists.

- 1 Bioinformatician
- 2 Research analyst
- 3 Regulatory specialist
- 4 Clinical Research Specialist
- 5 Data Analyst

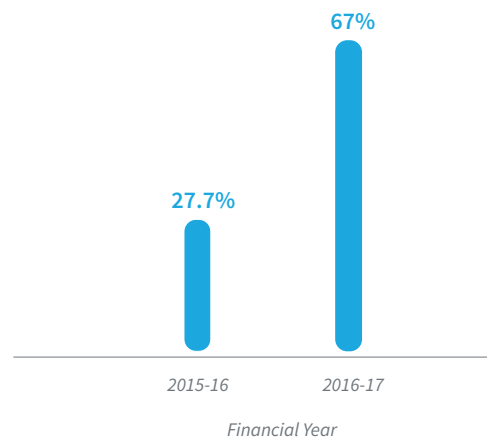
04 India is getting an inflow of generic skills and losing niche ones. The United States is a top country for talent migration with India.

- The U.S. is important from a talent migration standpoint with close to 48% inflow into India and 36% outflow out of India.
- Professionals migrating to other countries are mainly researchers, scientists, quality assurance professionals, statistical programmers and data analysts. Thus, India is losing professionals with key skills. While professionals coming to India are in the sales function, followed by quality assurance and research.

05 Pharma and Biotech talent is more online than you may think. 68% of professionals in the industry follow a company on LinkedIn which is more than the India average.

As the average time spent on the internet by Indians rises each day, the workforce has become more active on social and increasingly aware of opportunities. Social has influenced both job seekers and employers to find jobs and recruit talent online. More than 68% of Pharma and Biotech professionals on LinkedIn follow a company (India average 50%) and this number has shown an increasing pace of growth over the last few years. The Inmail acceptance rate and percentage of professionals viewing jobs is 1.1x the India average, indicating an active and engaged talent pool. Your 'first impression' is now formed before your 'first conversation'

Year-on-year growth in Pharma & Biotech Professionals following a company on LinkedIn



About LinkedIn Talent Solutions

LinkedIn Talent Solutions offers a full range of recruiting solutions to help organizations of all sizes find, engage, and attract the best talent. Founded in 2003, LinkedIn connects the world's professionals to make them more productive and successful. With over 500 million members worldwide, including executives from every Fortune 500 company, LinkedIn is the world's largest professional network.

Download the full report at <http://lnkd.in/pbreport11N>

To learn more about how you can craft your employer brand strategy, understand industry benchmarks, or gain insights on how talent is engaging with your brand on LinkedIn.

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