

Golden Triangle

UK Life Sciences Labour Market Trends

April 2022

INTRODUCTION



Each month Cpl Life Sciences in collaboration with Vacancysoft delivers an overview of different areas of UK workforce trends within life sciences. Our current report focuses on the talent trend across the Golden Triangle of life sciences: London, Cambridge and Oxford.

The inspiring element of the Golden Triangle is seeing how fast-growing well-invested biotechs are clustering around our great academic institutions. When a well-renowned giant from the industry like Novartis announces its plans to move its UK HQ to London's White City, so it can be next to the Imperial College campus, you can see how this plan continues to make sense and grow.

To nucleate regional clusters in this way creates powerful hubs, allowing work with key stakeholders, delivering local strategies whilst attracting and nurturing highly innovative businesses. This goes on to create high-value jobs and attract inward investment whilst all of the time adding significant value to the wider regional, national and international life sciences ecosystem and delivering wide-ranging social and economic benefits to the UK. So with London we clearly see a broader trend and acknowledgement by global pharma companies that it is academic researchers and start-ups that are driving the field forward and, with that, proximity matters.

Oxford shows R&D talent resourcing continues to lead the way in terms of overall recruitment. Vacancies grew by 83.9% between 2021 versus 2020. And as we review 2022 so far, we have seen an uplift of 25% YTD versus last year in the requirement for R&D talent, which now totals 44% of all life science vacancies in Oxford. The blip for Oxford in 2021 came via a significant surge in clinical vacancies, up by a staggering 362.5% versus 2020. This has continued into 2022, at 21.6% so far.

The real challenge for Oxford is that the city is nearly four times smaller than Cambridge in terms of population. This will be a developing issue for Oxford in gaining the talent required to keep up with the growth. In terms of Cambridge, the key will be continuing to generate funding from VC and government alike. Cambridge also continues to build significant new buildings to accommodate growth.

Whilst grim predictions were forecast post-Brexit, the unique nature of the NHS, in terms of how patient data can be used for clinical trials, combined with the fast-track process being introduced with the MHRA, means the UK continues to be a competitive place for life sciences.

Yvette Cleland - CEO | Cpl UK

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Overview

Amongst the plethora of promises made by the UK prime minister Johnson for the pharmaceuticals and biotechnology sectors, the commitment to increase British scientific funding by 80% by 2024, taking it to £22 billion, is one the industry will be looking for him to keep.

Already biotechnology has become the darling of the investment community, where the initiative by the British government to provide £200 million in late-stage capital in order to attract £400 million more in private investment has been well received and is acting to accelerate further growth. As an example, take Autolus Therapeutics, which within three months of this initiative being announced secured funding of \$250 million.

Given this support from both government and the investment community, it is unsurprising to see that the Golden Triangle continues to boom, with continuous new market entrants, as firms look to reap the benefit of being a part of the ecosystem. With this in mind, when it comes to recruitment within the Golden Triangle specifically, what we are seeing is as follows:

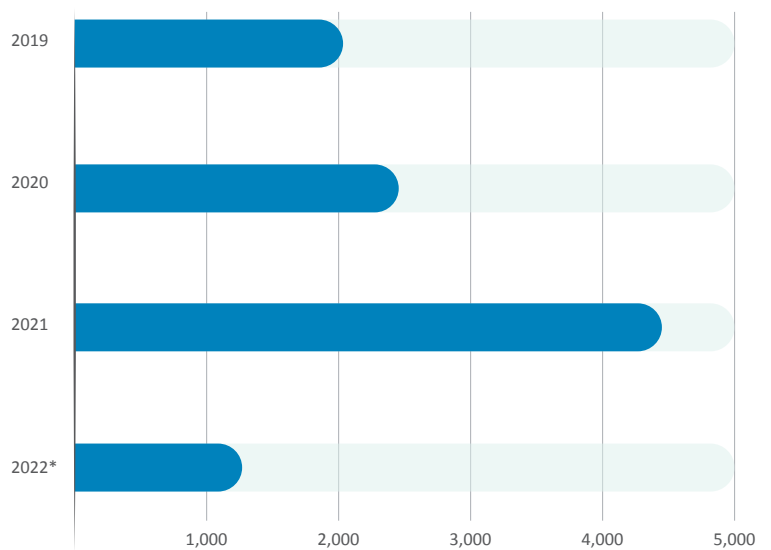
Biotech companies had year-on-year growth of 76.7% between 2021 and 2020. However, this year so far what we have seen is the growth in vacancies has slowed down somewhat (13%+).

Within the pharmaceuticals companies, the uplift in 2021 compared to 2020 was not as significant (43.5%), but the growth so far this year interestingly has been faster than in biotech (up 21%).

For CROs, 2021 was explosive, with vacancies surging, in part because covid acted to stifle all non-urgent trials. Therefore it is not surprising that there was an uplift of 84%. However, this year it seems volumes have normalised, with vacancies up only by 5.3%.

Yearly hiring volumes

Scientific vacancies, Golden Triangle (Cambridge, London & Oxford)



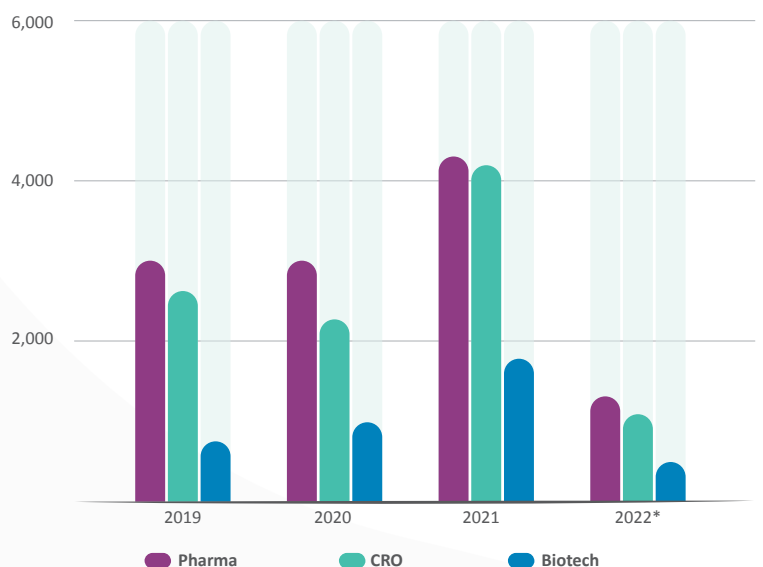
Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 01

Yearly Trends by Sector

Scientific vacancies, Golden Triangle (Cambridge, London & Oxford)



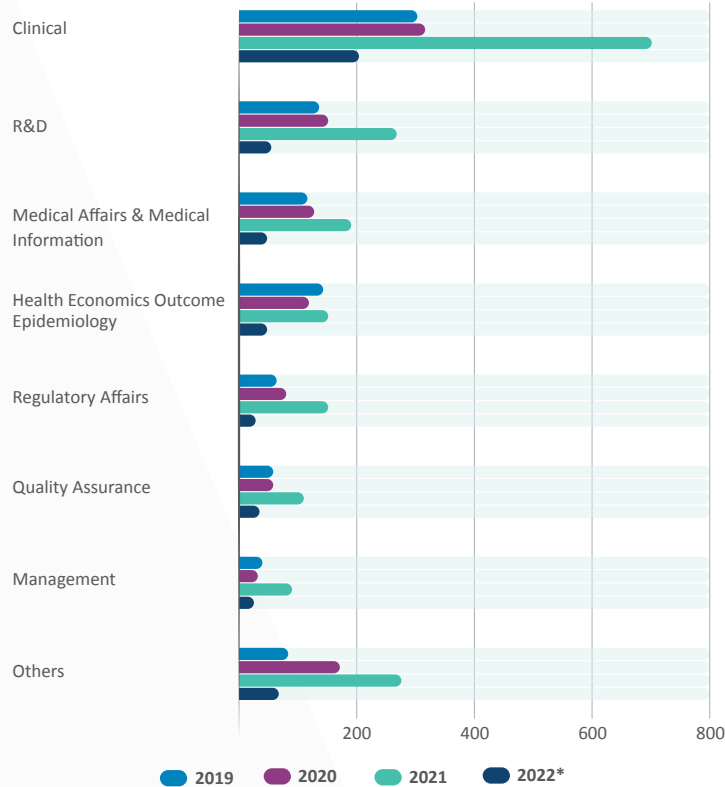
Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 02

Specialisation

Scientific vacancies, London



Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 03

Top 10 Companies

Scientific Vacancies - London & rGreater London

Organization	2019	2020	2021	2022*
Syneos Health	73	116	381	132
Parexel	133	120	285	99
GSK	129	113	236	97
IQVIA	66	89	179	43
Gilead	61	51	104	29
Bristol-Myers Squibb	21	98	120	26
AstraZeneca	4	9	51	20
Premier Research			49	19
Eurofins	25	36	93	18
Merck	56	47	93	18

Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 04

In a sign of how clusters containing corporations alongside educational institutions are becoming the way forward, Novartis has now announced plans to move its UK HQ to London’s White City, so it can be next to the Imperial College campus. Along with that, Autolus and Synthace have also set up in the vicinity, leading to a localised cluster developing. This shift is part of a broader trend and is an acknowledgement by the big pharma companies that it is academic researchers and startups that are driving the field forward and, with that, proximity matters.

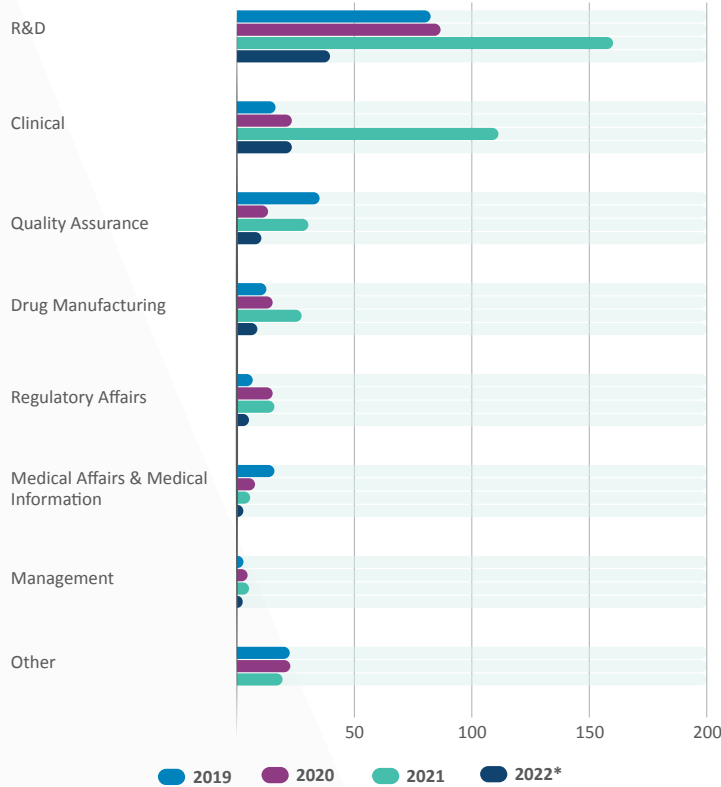
Nonetheless, when analysing the vacancies published, we see that within London overall, the emphasis of recruitment is more towards clinical roles, with them accounting for 40% of scientific vacancies so far this year. In contrast with Oxbridge, although R&D is the second largest area, it is only 10.6% of total scientific posts.

Comparing the year-on-year activity we see that with clinical vacancies, volumes are up 29% on last year and similarly, 2021 was 121% higher than 2020. In the same way, R&D has also seen a significant increase over the last few years. This year is already on track to be 20% up on last year and 2021 was 76% higher in terms of new vacancies than 2020.

In terms of the organisations recruiting within London, it is perhaps unsurprising that CROs dominate in the capital, constituting three of the top five recruiters. Syneos Health, Parexel and IQVIA all saw 100%+ increases in vacancies in 2021 compared to 2020 and while the uplift in 2022 compared to 2021 has been smaller, it has still been significant. In the meantime, GSK and Gilead make up the top five recruiters in the capital.

Specialisation

Scientific vacancies, Oxford



Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 05

Top 10 Companies

Scientific Vacancies - Oxford & rSouth East England

Organization	2019	2020	2021	2022*
PRA Health Sciences	147	84	540	168
Adaptimmune	35	64	192	100
IQVIA	190	164	333	86
ICON	71	50	77	78
Eurofins	34	52	143	68
Simbec-Orion	8	19	108	65
Lonza	184	126	205	47
Pfizer	106	105	172	47
Johnson & Johnson	55	112	164	46
UCB	137	181	120	40

Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 06

In what can be considered indicative of why the Golden Triangle goes from strength to strength, GSK and Oxford University have agreed to create a new institute to be based at Oxford's Nuffield Department of Medicine focusing on neuroscience. While the amount of this deal was small compared to others (Oxford University to receive £30 million from GSK), it is a sign of confidence in the city and the university. This is also reflected in the recruitment we are seeing across the region. Within Oxford specifically, some of the key trends emerging include:

R&D leading the way in terms of scientific recruitment, with vacancies up 83.9% between 2021 and 2020. Similarly so far in 2022, we have seen an uplift of 25%. This has meant that R&D is now totalling 44% of all scientific vacancies in the sector in Oxford.

There was a significant surge in clinical vacancies in 2021 (up 362.5%) which has continued into 2022, albeit not by as much (up 21.6%). Clinical vacancies

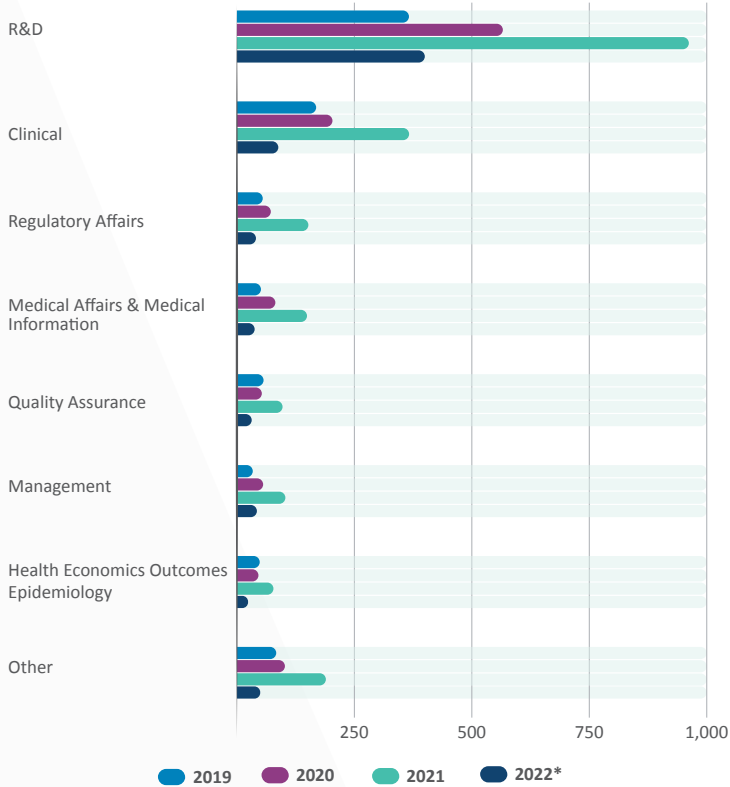
are by far the second largest area, accounting for 26%.

Quality assurance is also worth mentioning as it is also accounting for over 12% of the scientific vacancies and has seen a continued increase in volume, year-on-year. 2022 was 35% up on 2021, whilst last year was 121% higher than 2020.

The challenge for Oxford is that the city is nearly four times smaller than Cambridge in population, meaning the local talent pool is smaller and the size can make it harder to attract people from outside. As an example, take Moderna, which is seriously looking at introducing a site in the Golden Triangle where all three cities are in the running. What can the city do, so big multinationals pick Oxford first ahead of London or Cambridge?

Specialisation

Scientific vacancies, Cambridge



Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 07

Top 10 Companies

Scientific Vacancies - Cambridge & rEast of England

Organization	2019	2020	2021	2022*
AstraZeneca	426	544	797	322
GSK	218	164	270	97
Babraham Research Campus			64	90
Illumina	28	71	129	50
Labcorp Drug Development	141	96	177	32
Abcam	57	53	73	29
Roche	142	75	75	28
IQVIA	124	69	129	25
PPD	119	122	299	22
Eurofins	14	27	33	22

Source: Vacancysoft Analytics

* Jan-Mar 2022

Fig. 08

When AstraZeneca announced its plan to move its UK HQ to Cambridge, it cemented the city as being the leading biotechnology hub in the country. Indeed despite several delays and cost overruns, last year the site finally opened, £1 billion later. Equally the size and scale of the facility, designed to house up to 1,500 people, means that it will act as a magnet for people across the life sciences community in Cambridge.

Indeed the city has continued to go from strength to strength, with funds continuing to invest into start-ups looking for backing. In recent news, Cambridge innovation capital has raised £150 million for promising businesses. Equally the funds keep coming. What this means is that recruitment in the city continues to surge. With that what we are seeing is:

R&D vacancies dominate. So far this year they account for 55% of scientific posts. Vacancies are 41% up on 2021 in terms of the monthly average and 69% up on 2020.

Clinical as the second largest area is significantly smaller, accounting for 12%. Volumes are up 24% so far this year, and last year saw an 80% uplift on 2020.

In 2021 regulatory was the fastest growing area, up 116% on 2020 but this slowed in 2022. As a result so far this year, vacancies are only up 27.9%.

In terms of what's next for Cambridge, the key will be continuing to generate funding from VC and government alike. While leaving the EU has presented challenges, the unique nature of the NHS, in terms of how patient data can be used for clinical trials, combined with the fast track process being introduced with the MHRA means the UK continues to be a competitive place for life sciences going forward.



Cpl Life Sciences have an international presence, recruiting across Europe, supplying Pharmaceutical, Biotechnology and Clinical Services industries with the talent they require for success.

Cpl UK is a group of specialist talent businesses which service the Science, Technology, Engineering, Mathematics (STEM), Professional Services and Healthcare sectors across the UK.

Together we form the UK footprint for **Cpl Resources Plc** which is one of the largest staffing companies in Europe. As a group we've been powering businesses by providing transformational talent solutions for over 30 years and have been listed on the London Stock Exchange since 1999.

Our mission is to be the UK's best transformational talent partner across all our core markets and add meaningful value to lives of our clients, candidates and colleagues.

What we do:

Our Service Capabilities across all European Countries include:

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- Contract recruitment – freelance and PAYE via Cpl UK
- Search and selection permanent recruitment
- Specialist 'project-based' interims via Cpl UK
- FSP outsourced teams across Europe
- European Salary Survey to determine the salary and benefits for each sector of the UK Life Science industry.

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How we gather data

The data contained within this report is gathered solely and specifically from the career centres of company websites, not job boards.

Before publication, job postings are de-duplicated and verified as unique. Every vacancy is assigned up to 20 data points through Vacancysoft's proprietary algorithm, which is double-checked for validity by a data quality control team.

The data showcased here is available within the Vacancy Analytics platform, where users can create and customise their own reports. To find out more please contact a member of the team or email support@vacancysoft.com.

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