

From Chemists to Clinical Leads: How SSi People Delivers Expert Life Sciences Talent to the Industry's Biggest Names

Alt: One Trusted Partner Across Seven Life Sciences Leaders — A Specialized Staffing Case Study

Introduction

Life sciences companies don't take chances on talent. Between regulatory scrutiny, patient safety, and the sheer technical depth of the work, every hire in a lab, on a validation team, or inside a clinical program has to be right the first time. That's the environment SSi People has built a reputation in — as a trusted staffing partner delivering highly specialized, expert-level talent to some of the biggest names in pharma and biotech, including Abbott, Bayer, Bristol-Myers Squibb, Pfizer, Ipsen, Jazz Pharmaceuticals, and SK Life Sciences.

Each of these relationships came through a different Managed Service Provider (MSP) program, and each one centered on a different piece of these organizations' talent needs — not a single project stretched across all seven, but a consistent pattern of being trusted, again and again, to deliver hard-to-find expertise exactly where it was needed.

Objective

Life sciences MSP programs set a high bar. The roles are specialized and often credential-dependent — chemists, validation engineers, pharmacovigilance specialists, clinical leads, and project managers — and the margin for error is thin in a regulated, compliance-driven industry. Clients needed a supplier who could:

- Understand the technical and regulatory nuance behind each role, not just match keywords on a resume
- Move quickly, because open seats in a lab or on a clinical team carry real operational and compliance risk
- Operate cleanly within MSP rate cards, compliance requirements, and program structures
- Take full ownership of the consultant experience — onboarding, payroll, benefits, and everything in between — so the client's internal team didn't have to

In short, these companies needed a supplier that could deliver expert-level talent fast, without cutting corners on quality or compliance.

Process

SSi built its life sciences delivery approach around depth, not volume — treating every requisition as a search for a specific expert rather than a generic fill:

- Partnered with each MSP to understand the exact technical, regulatory, and cultural requirements behind roles like chemists, validation engineers, pharmacovigilance specialists, clinical leads, and project managers.
- Sourced and vetted candidates against the credentialing, compliance, and industry-specific standards each role demanded, rather than relying on general staffing pipelines.
- Moved with urgency to present qualified, ready-to-start candidates, minimizing the time these seats sat open.
- Managed the full consultant lifecycle end-to-end: onboarding, compliance documentation, and every key touchpoint from offer through assignment.
- Administered benefits and payroll directly for placed consultants, giving both the client and the consultant a single, reliable point of accountability.
- Delivered white-glove service on both sides of the engagement — keeping client stakeholders informed and supported, while making sure consultants felt genuinely part of the team rather than a name on a badge.

Results

That approach turned one-off requisitions into lasting relationships. Across Abbott, Bayer, Bristol-Myers Squibb, Pfizer, Ipsen, Jazz, and SK Life Sciences, SSI has become a go-to supplier for specialized life sciences talent inside MSP programs — placed quickly, onboarded smoothly, and supported throughout the assignment. Clients get expert talent without the administrative lift; consultants get a staffing partner that stays engaged well past day one. The result is a seamless engagement for everyone involved, and a track record that keeps SSI in the conversation as these programs' talent needs evolve.

Boilerplate + Call to Action

SSI People is a workforce solutions partner delivering highly specialized, expert-level talent to the life sciences industry — including chemists, validation engineers, pharmacovigilance specialists, clinical leads, and project managers. We partner with MSPs and enterprise life sciences companies to source hard-to-find expertise quickly, manage the full consultant lifecycle, and provide white-glove service to clients and consultants alike.

Need specialized life sciences talent, fast — without sacrificing quality or compliance? Let's talk about how SSI People can support your program. Contact us today to start the conversation.
