

Talent attraction

Human capital and its talent is our most precious capital, we watch over it and take care of finding it, promoting it and placing it in the best positions, to manage progress and innovation in the biotechnology sector. Without this resource, the development of companies is impossible.

The biotechnology sector has a pool of brilliant talent and companies also value both the training level of workers and the availability of qualified personnel. Our sector is the one with the highest participation of researchers among its employees and is characterized by the large presence of women in R&D activities.

Despite this, companies still find it difficult to attract and retain international talent. Both remuneration and other tools such as professional skills are key to launching a human resources strategy.

In this session we would like to present what is the situation of talent and human capital in the sector and what are the best corporate strategies in human resources to attract and retain the best talent, what different types of retention policies we can work with and with the different tools available to biotech companies.

Moderator:

- **Tomás Alarcón**, Human Resources Director, 3P Biopharmaceuticals (Spain)

Speakers:

- **Oscar Porcel**, Managing Partner, Solutia Global Health Solutions (Spain)
- **Juan Diego Casas**, Partner & Head of Life Sciences, Talengo (Spain)
- **Eva Ortega-Paíno**, Secretary General, Raicex (Spain)