

Whitepaper Executive Summary

Leadership hiring in life sciences is both strategically critical and emotionally costly.

In Q1-Q2 2025, 108 life science professionals completed the Life Science Candidate Experience Survey. The survey was open to professionals who had applied for jobs in Switzerland in the previous 12 months.

The Data Tells a Clear Story

78%

COMMUNICATION POOR/VERY
POOR

62%

RECEIVED NO OFFERS

89%

NEGATIVE MENTAL HEALTH
IMPACT

22%

WOULD DEFINITELY REAPPLY
(LOYALTY)

A Central Lens:

Experience = Reality - Expectation

Many respondents are mid- to late-career professionals. They step into today's processes with strong expectations: to be taken seriously, to be treated with respect, to receive clear communication and some form of feedback even when the answer is no. When those expectations meet the reality of opaque systems, the gap is experienced as an erosion of confidence and a loss of trust.

On **26 November 2025**, these findings were presented and explored at the **Life Sciences Recruitment Night in Basel**. Approximately 50 Life Sciences professionals came together to learn about the survey results and co-create possible solutions for more effective, human-centric and rewarding recruitment practices. These participants included HR and Talent Acquisition Leaders, business leaders/hiring managers, and survey participants.

In a World Café format, participants rotated between three tables representing 1) the HR/TA, 2) candidate and 3) hiring manager perspectives. Despite very different roles, one theme was shared: everyone is under pressure—and everyone in the room expressed a genuine desire to make recruitment work better for all parties.

The encouraging conclusion from both the survey and the World Café was that we do not need perfection to improve outcomes. Small, consistent changes in communication and transparency - around timelines, feedback and process status - can significantly narrow the experience gap.

Get the Full Insights

Access the complete whitepaper, detailed findings, and the practical 1-page
Candidate Experience Checklist.

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