



Building Teams & Building Futures

Actalent Services Team – TN



LIFE SCIENCE
TENNESSEE

Meet Your Actalent Team

Kane Ross

*Practice Lead – Health &
Sciences TN*

Brooke Bingham

*Account Manager – Aston
Carter*

Nathan Bell

*Account Manager -
Engineering*

Trevor Miles

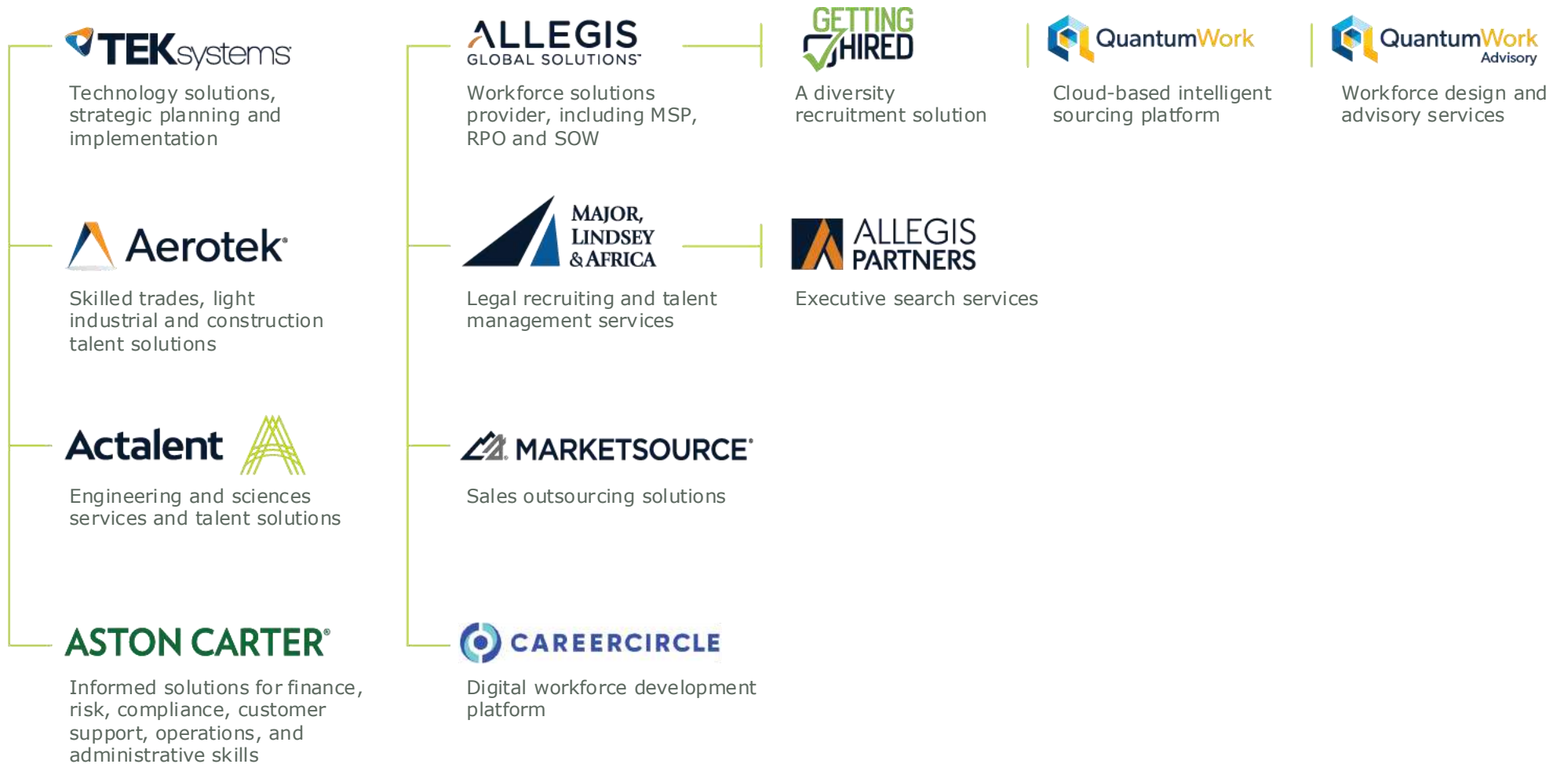
*Recruiting Manager –
Health & Sciences*



AGENDA

- Actalent overview
- Current partnerships
- Our process
- Hiring options
- Employee engagement
- Market rate analysis
- Building a long-term vision
- Networking

Allegis Group Family of Companies



Our Story

1983

Actalent roots are established with the founding of Aerotek, and a focus on contract engineering services for the aerospace and defense industries



1994

The company's scientific capabilities are established



2005

EASi engineering services is acquired and operations are set-up in Bengaluru, India



2020

Aerotek creates three separate business units to provide industry specialization



2021

Actalent is born to support engineering and sciences



Actalent at a Glance



4,500+
Clients
Supported



1,100+
Dedicated
Recruiters



27,500+
Consultants
Engaged



2.6 Billion
In Revenue



150+
Offices

- AND -

17
Delivery Centers Across
North America and India

54%

Best-in-class
Client NPS

Industry average 31%



CLEARLY RATED™

54%

Best-in-class
Consultant NPS

Industry average 19%



#1 provider of
engineering
talent, US

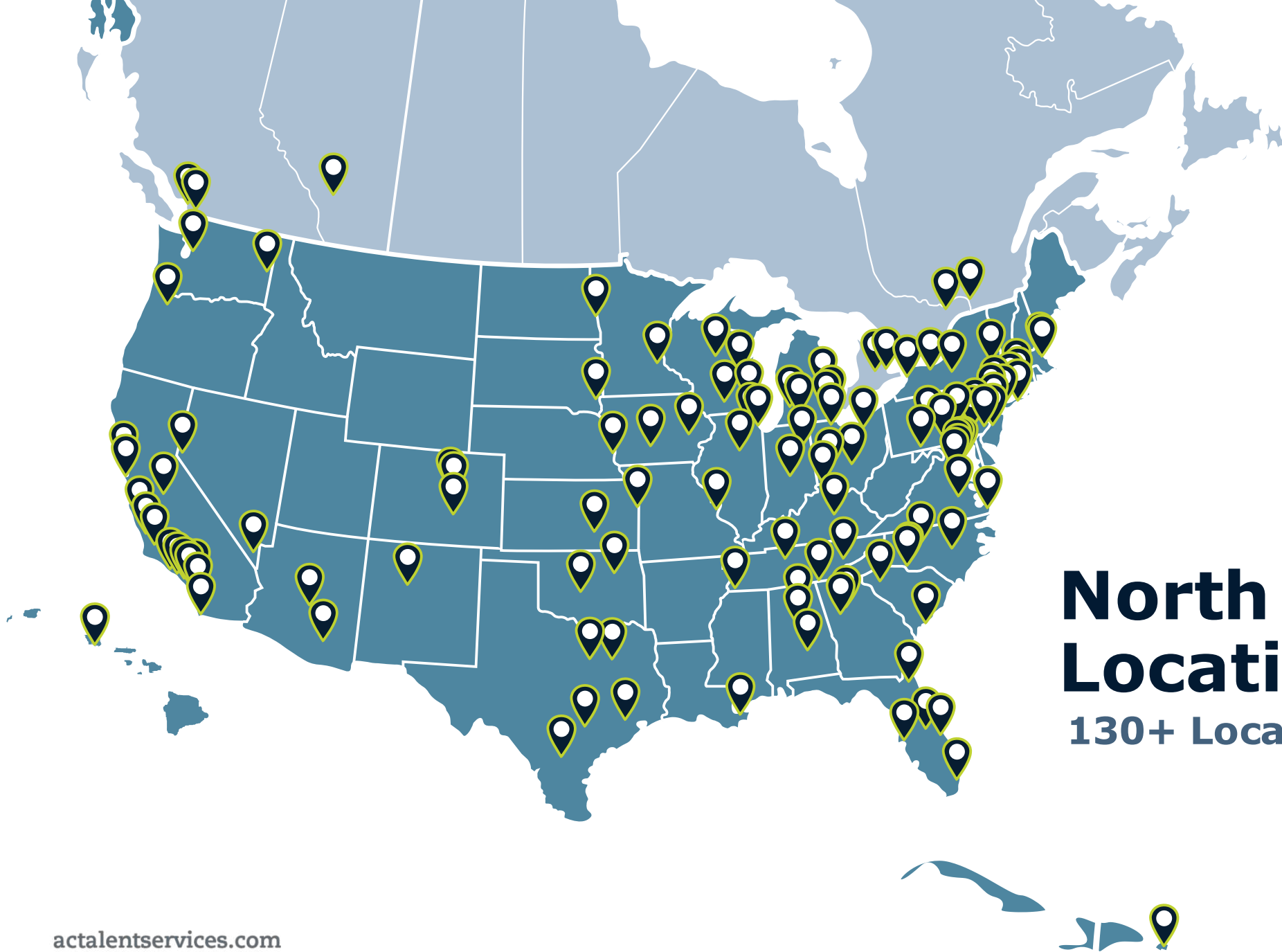
#2 provider of
engineering
talent, globally

#1 provider of
sciences
talent, US

Staffing Industry Analysts

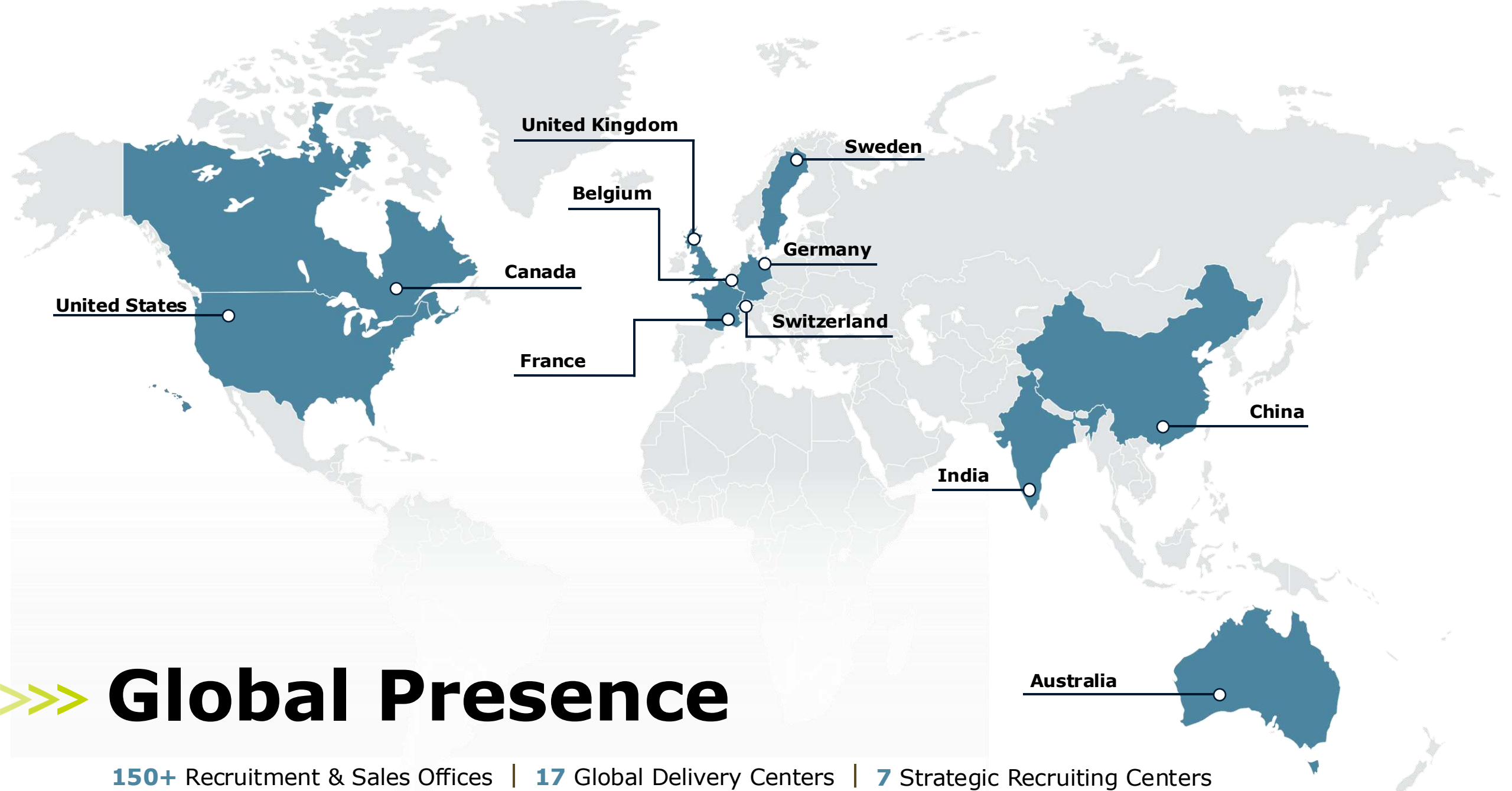
Leader in
engineering
workforce
solutions, US

Everest Group,
PEAK Matrix™ Assessment



North America Locations

130+ Locations



United States

Canada

United Kingdom

Belgium

France

Germany

Switzerland

Sweden

India

China

Australia



Global Presence

150+ Recruitment & Sales Offices | **17** Global Delivery Centers | **7** Strategic Recruiting Centers

Life Sciences

PHARMACEUTICAL AND BIOTECHNOLOGY

Our Promise

The US population is aging. Infectious and chronic diseases are more prevalent. R&D is racing to meet the demand and driving rapid innovation. We are shifting toward smarter, personalized, precision medicine, and re-shored manufacturing: Genomics (mRNA), digital transformation, AI, data driven R&D, and smart manufacturing.



WHO WE ARE: Our Expertise

Laboratory/Quality	Analytical Chemist Biochemist Biocompatibility/Toxicology	Quality Assurance Scientist Quality Control Chemist
Research & Development	Biomedical Engineer Chemical engineer Mechanical Engineer Project Manager	Quality Engineer SAS Programmer Systems Engineer
Clinical	Biostatistician Central Monitoring Specialist Clinical Operations Director/Manager Clinical Project Manager Clinical Research Associate (CRA) Data Manager Medical Affairs Manager Medical Monitor Medical Science Liaison Medical Writer	Project Manager QA Auditor QA Compliance Specialist RA Manager RA Specialist Recruitment Specialist Safety & Study Physicians Safety Specialist SAS Programmer Technical Writer
Engineering	Biomedical Engineer Chemical Engineer Mechanical Engineer Programmer	Project Manager Quality Engineer Systems Engineer
Health & Medical	Medical & Technical Writer Medical Affairs Manager Medical Assistant & Technician Medical Science Liaison Pharmacist	Pharmacy Technician Phlebotomist RN Case Manager Safety Physician Sterile Processing Technician

Our Process



1. Assess

- + Understanding customer culture & mission
- + Cost analysis
- + Work environment evaluation

2. Attract

- + Local outreach & sourcing
- + Internet searching
- + Niche sourcing, professional associations & employee referrals



3. Evaluate

- + Background & reference checks
- + In-depth interview(s)
- + Skill perfect assessments

4. Select

- + Selecting, on-boarding & orientation
- + Compliance
- + Required documentation & pre-employment paperwork



5. Serve

- + Continuous communication
- + Key performance indicators (KPIs)
- + Exit reference & VOC surveys

What hiring model is right for you?

There are options!

- + Direct hire
- + Contract consultant
- + Contract to hire
- + Long term contracting



Employee Engagement

What's important?

- + Interview process
- + Paid time off
- + Work location flexibility
- + Work hours flexibility
- + Benefits
 - Health, Dental, Vision, 401k
- + Performance management
- + Growth opportunity
- + Communication
- + Competitive pay





Number Employed:

This market had **93** employed as Life, Physical, and Social Science Technicians, All Other throughout 2025.



Local Unemployment:

The local unemployment rate for this market is **3.2%**, which is relatively unchanged from 3.2% (or a change of 0.0 percentage points) from one year prior.



Employers Competing:

Over the past 3 Months there have been **6** companies competing for Life, Physical, and Social Science Technicians, All Other.



Retirement Risk:

17% of Life, Physical, and Social Science Technicians, All Other within Knoxville, TN are near the retirement age.



Job Concentration:

This market had **fewer** of this occupation than average for a market of its size.



Local Occupational Unemployment:

This occupation within this market has a **3.2%** unemployment rate; an increase from 2.9% from the year prior.



Turnover Rate:

The turnover rate for Life, Physical, and Social Science Technicians, All Other within Knoxville, TN averages around **97%**.



Wage Comparison:

Wages for Life, Physical, and Social Science Technicians, All Other in Knoxville, TN are **less expensive than** other markets.

Time Frame:

- Past 1 Wk
- Past 4 Wks
- 1 Month
- 3 Months
- 6 Months
- 12 Months

Skillset Postings: Top 5, 10, 15 Filter		Company Posting: Top 5, 10, 15 Filter	
Top Posting Skillsets:		Top Posting Companies:	
Grand Total	5 ▲	Grand Total	5 ▲
Technicians	1 ▲	Y12 LTD	2 ▲
Quality Control Inspectors	1 ▲	Oak Ridge National Laboratory	1 ▲
Medical Field Service Technicians	1 ▲	Bureau Veritas	1 ▲
Group Leaders	1 ▲	A-Line	1 ▲
Facilities Operations Technicians	1 ▲	Skysource Solutions	0 ▼

Occupational Compensation Data

Salary Type:	Avg. 25th Percentile	Avg. 50th Percentile	Avg. 75th Percentile	Avg. National Avg
<input checked="" type="radio"/> Hourly	\$17	\$21	\$28	\$25
<input type="radio"/> Salary				
		(46 Jobs)	(69 Jobs)	
Client Preferred Rate:	Looking for a Specific Job Title? All			
30				
Experience Level:	25th Percentile	Median	75th Percentile	National Avg
Entry Level	\$27	\$29	\$33	\$33

A woman with glasses and a dark striped shirt is looking upwards and to the right with a thoughtful expression. In the background, a modern office environment is visible with other people working. A hand is pointing towards the text on the right side of the image.

Building a long-term vision for your team

- Set achievable goals
 - Daily
 - Weekly
 - Yearly
- 30 – 60 – 90 day plan
- 1 – 3 – 5 year plan
- Establish company grow goals
- Dedicated “planning” days

Networking Events

Get connected in your local market!

- + Chamber of Commerce
- + Life Science Tennessee
- + Tennessee Department of Economic and Community Development
- + Academic partnerships
- + Vendors
 - Staffing
 - IT
 - Payroll
 - Benefits



Questions

