

THE LSC Benefits Pack



THE LSC Culture

LSC was founded by consultants in 2003 with the aim of delivering a best-in-class service for professionals consulting within the Life Science sector. From day one our approach has always been people focussed and relationship led.. At its heart the LSC culture is all about helping our people to be successful in the development of their careers. Our goal is to create transparency in what we expect from our team giving you the knowledge you need to progress within the company and the ability to perform at your full potential. We understand for people to be at their best professionally and personally, support across all areas of our lives is needed – this document provides an overview of the benefits available to internal office employees at LSC. We hope you find this information useful!

**LSC's Principles & Behaviours
that guide the way we work**



LSC's Career Acceleration Programme

At LSC, each individual has a huge part to play in the overall success of the company and our aim is to ensure our people grow with us! From day one we provide in-depth training, on-going learning opportunities and clear individual progression pathways to help you achieve your career ambitions!

Accelerated Learning & Induction

We want to ensure every team member has access to the tools and knowledge needed to succeed within their role from day one. LSC's accelerated learning process enables you get up to speed quickly to begin your career journey with confidence!

8 week+ tailored induction programmes – via LSC's Learning Centre to ensure all new hires have the knowledge and tools to succeed within their roles

Hands on-training – industry introduction to biopharma manufacturing processes at a state of the art training facility

Insights discovery & debriefing session – external coaching session to help you best understand personal work effectiveness

Business Area Introductions – meetings with a member of each business area to understand team fit and company operations



Continuous Training & Development

We believe in a culture of continuous learning throughout your career to always be at your best! We facilitate training & knowledge sharing from peers and experts so that you are always developing your knowledge and progressing within your role.

Interdepartmental sharing sessions – peer to peer knowledge sharing to gain a more holistic understanding of company operations and industry updates

Soft skills for career success workshops – focused on interpersonal skills development to help you work more effectively

Team workshops – Company and team innovation sessions to give each individual a voice and opportunity to contribute to company innovation

LSC's Learning Centre – with access to 100's of training courses to help you continuously build your knowledge and expertise

Access to The Recruitment Network – a community for recruitment leaders to support improved performance via peer to peer networking, round tables, podcasts, a knowledge centre and more!



Self Assessment & Career Progression



We understand career success means something different for each individual. Our programme is designed to help you discover your personal strengths, career ambitions and tailored route to career success!

Transparent career progression pathways – a structure to promote career advancement opportunities for individuals within the company

Principles and Behaviours – a framework to help you identify personal strengths and opportunities for learning to progress on your desired career pathway

One on one internal coaching sessions – supporting performance within your role and realisation of your career goals

Committee involvement – a number of committees including Diversity & Inclusion, Sustainability and Social allowing you gain exposure and experiences in areas of interest outside your core roles

Executive coaching & strategy sessions – for members of Senior Management to promote effective leadership

Our Commitment to Flexibility

LSC have reimagined our work policies & processes to ensure we provide long term flexibility for employees to be at their best. As a people focused company, we know the value of bringing people together in the workplace yet understand the benefits to be gained from more flexibility and time working from home. Below are key elements of our flexible working policy:

Hybrid Working Policy - Our hybrid work policy allows employees request a mix of office and home working to best suit your work/life balance.

Flexi Times - To suit your personal circumstances, we offer flexible start and finish times aligned to business needs & core office hours.



Work from anywhere weeks More freedom to travel - For up to 2 weeks of the year, employees can request to work from anywhere in the world!

Annual Leave Purchase Scheme To provide additional flexibility in respect of planned time off work we have implemented an annual leave purchase scheme in addition to allocated annual leave.(annual leave allocation starts at 21 days per annum with an extra day accumulated per year of service up to 26 days)

Technology to promote connectivity To ensure you still feel included and connected with colleagues while working remotely, our systems give employees access to team chats, live updates, in office presentations and more.

Making on-site meetings matter We want everyone to get the most value from being on-site. We have reconfigured our office spaces and schedules to encourage collaborative workshops with colleagues while in the office and more focus time when at home.

Training to work remotely We are continuously updating our Learning Management Systems so you can easily access training modules at anytime to promote effective hybrid working!

* Note our flexi policy applies to employees who have a passed probation period



Financial Rewards & Incentives

We offer competitive salaries, transparent financial rewards structure for professional goals achieved and more incentives for employees!



Bonus/Commission

Depending on your role within the company you will have a transparent bonus/commission structure to reward achievement of agreed professional goals

Salary reviews

A defined process in place for employee salary reviews based on individual and company performance

Health Insurance

LSC offer to cover the cost of Health Insurance for employees after completing 6 months of service

Pension Contribution for Management

LSC will match the pension contributions of all managers up to a max of 5% of gross salary

Bike to work

We operate the bike to work scheme giving you tax relief and savings on a bicycle and equipment up to the purchase value of €1,250 (€1,500 for Electronic bike)

Tax Saver Travel Pass

If you use public transport, you can save up to 52% on travel costs as we are a registered employer with tax saver

Work Extras

Free parking on-site, tea, coffee & snacks, team merchandise, all the equipment you need to carry out your job successfully both remotely and in the office

Your Health & Wellbeing

We are a people centric company, creating a sense of team and healthy work environment is how we have always operated, and we know this extends beyond the office and tasks of the job! Here are some of the initiatives we have in place to promote employee health & wellbeing.

All employees have the option of Healthcare Cover in partnership with LAYA which gives access to :

Online GPs
Health Coaches
Health Screening and more

LAYA Employee Assistance Programme “Thrive” which includes the below free services:

24/7 Mental Wellbeing Support Programme
Counselling services
Financial information
Legal information



LSC connecting success



We have a social committee who organise monthly events & initiatives to bring the team together including:

Summer BBQ
Comedy Gigs
Active events
Book Clubs
Annual Panto
Secret Santa Exchange
Staff Birthday Cakes
Celebrations of success events
Quarterly Staff Newsletters
Colleague nominated Employee of the Quarter

Charity events:

We're committed to supporting charities close to the hearts of our colleagues and host numerous events throughout the year to raise funds and awareness for organisations in need. Recent initiatives include: Love Run in aid of the Irish Heart Foundation, Christmas Jumper and Cocktails evening in aid of West Cork Animal Welfare Group, Ukraine Emergency Appeal for electronic devices in association with Irish Refugee Council,

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