

**LSC, Life Science Consultants
Employed Consultant Model**



The People at the Heart of Life Science Projects

22

Years in business

60

European sites

1000's

of projects supported

350+

Consultants on Site



We resource
Project Teams in Pharma,
Biotech & Med Tech

Who does your
Project Team need today?

60%

Of consultants with LSC for
3+ years

World Class Talent

World Class
Project Resourcing



Scientists

Project
Manager



Engineers

Supply
Chain

Quality

3.5 years

Average consultant tenure



Local – Largest IRISH
Owned Resourcing
Company

73

Net Promoter Score (2025)

LSC's Employed Consultant Model

Employed Consultant Model (ECM)

A specialist talent solution that gives you:

Specialist consultants **employed** by LSC

Embedded in your team

Managed for performance

With no headcount impact or compliance
burden



Why we Created ECM



We designed the Employed Consultant Model to address these challenges head-on so that clients could have:

- The **speed and agility** of a contractor model
- A specialist workforce that sits *off* headcount
- The **flexibility** to scale up or down without internal hiring
- Freedom of compliance and **administrative burden**
- **Performance management** handled by us

The Journey to ECM

	Contingent Workforce Traditional Contractor Supply	Project Resourcing Dedicated Teams for Delivery	Employed Consultant Model (ECM) Fully managed people partnership
Consultant	<ul style="list-style-type: none"> • Self-Managed • Limited performance feedback • Self-directed career development • Limited employer support or structure 	<ul style="list-style-type: none"> • Defined project scope & deliverables • Greater team integration • LSC support & oversight • Clearer engagement purpose 	<ul style="list-style-type: none"> • LSC employed – full PAYE & benefits • Dedicated HR Services Delivery Manager for daily Support • Structured career development pathway • Structured monthly performance reviews
Hiring Manager	<ul style="list-style-type: none"> • Carries co-employment risk directly • High admin: suppliers, contracts, invoicing • Manages performance personally • Full flexibility to engage / disengage 	<ul style="list-style-type: none"> • Resource aligned to project outcomes • Co-employment risk still present • Improved but fragmented oversight • Reduced sourcing via LSC partnership 	<ul style="list-style-type: none"> • Zero co-employment risk – LSC is the employer • Performance managed entirely by LSC • Single contract, one point of contact • Dramatically reduced admin burden

From Project Ownership to Workforce Delivery

Contingent Workforce Traditional Contractor Supply



Dedicated Account Manager



On-Site Clinics

Project Resourcing Dedicated Teams for Delivery

Everything else as above plus:



Consultant Success (upskilling)



KPI Reporting



HR / Issue Resolution



Performance feedback from client



Compliance Audits



Targeted advertising and marketing campaigns to attract candidates

ECM Fully Managed People Partnership

Everything else as above plus:



Dedicated HR Services Delivery Manager Embedded on Site



Performance management handled fully by LSC



Proactive workforce strategy & planning



Rate Card

Employed Consultant Model – How it Works

A smarter way to build high-performing teams

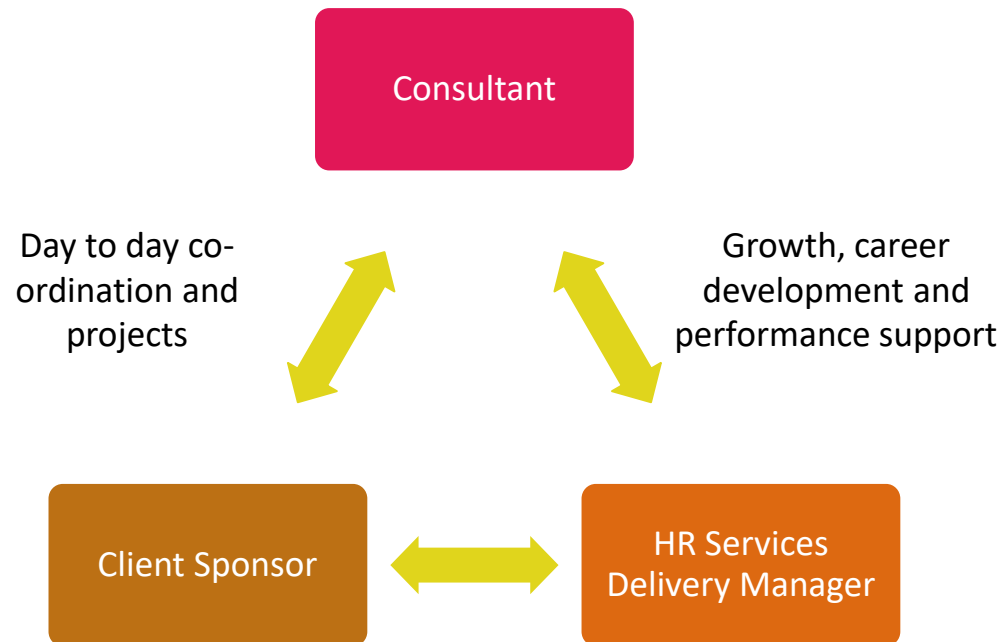


Business Need	Common Problem	ECM Benefit
Deliver critical projects	Headcount freeze	ECM provides embedded consultants off payroll
Retain top talent	Contractor churn	LSC manages and supports each consultant
Ensure compliance	Co-employment risk	LSC is the legal employer compliance is handled by us

Before & After the ECM journey with LSC

Before	After
Agency	Partner
Individual Rate	Rate Card
Performance management by client	Performance management by LSC
Dealing with multiple suppliers	Single point of contact / surety of supply
Fragmented workforce visibility	Centralised workforce visibility & reporting
Individual contracts per supplier	Single contract
Cost leakage and rate inconsistency	Cost control, transparency & predictability
Reactive Hiring	Proactive workforce planning
Disparate invoicing & payment terms	Consolidated invoicing
High administrative burden on hiring managers	Reduced admin, streamlined and standardised processes
← Costly. Fragmented.	Controlled. Optimised. →

Performance Management for Consultants



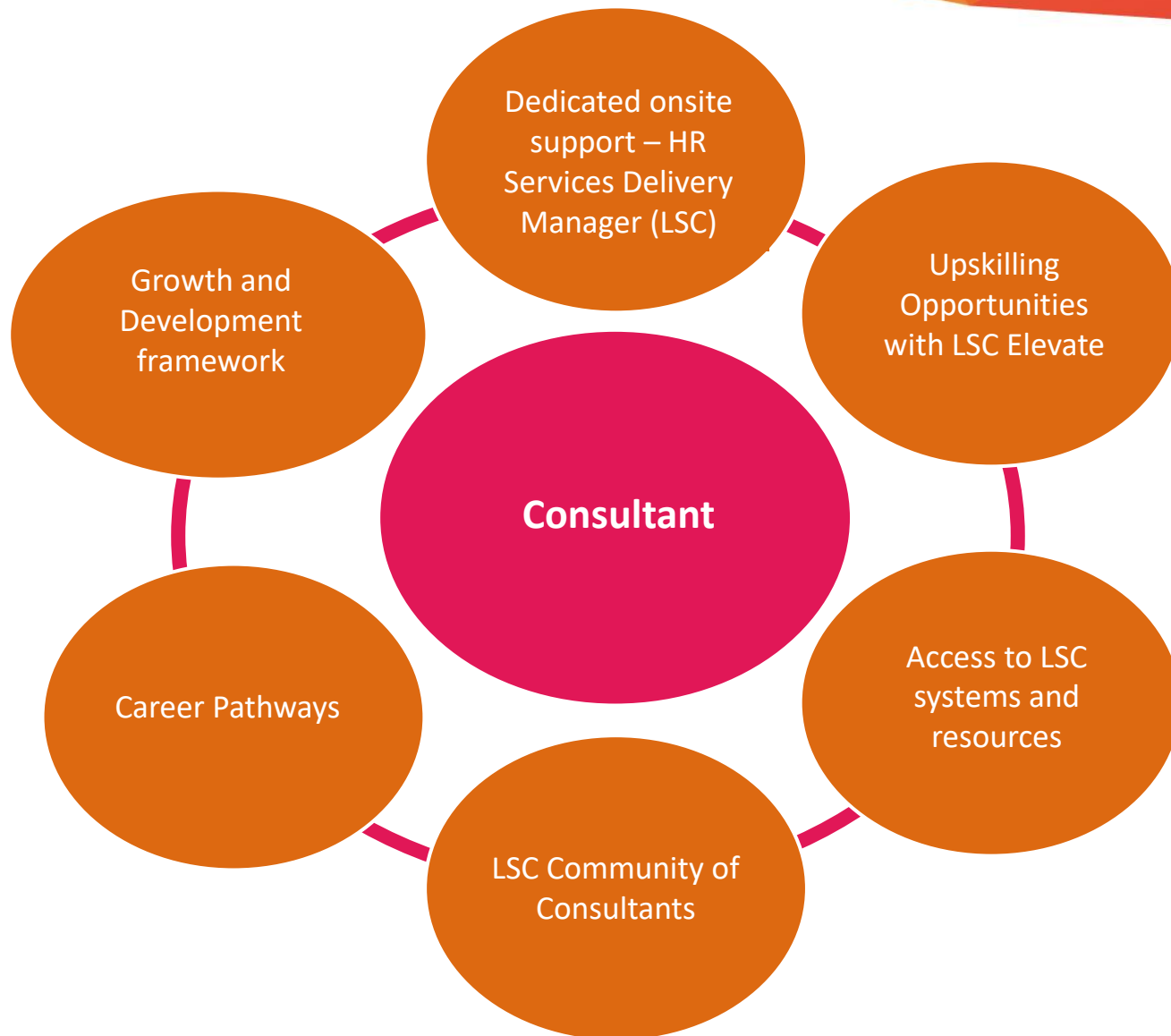
Responsibilities of the HR Services Delivery Manager

- Act as primary HR contact for on-site employees.
- Implement workforce planning, succession planning, and talent development strategies.
- Ensure team compliance with GMP, SOPs, Health & Safety, and regulatory.
- Support change management and process improvement.
- Oversee recruitment, onboarding, and training.
- Manage employee engagement and growth development framework.

What does this mean for Consultants

- Dedicated time & space to discuss progress and achievements.
- An opportunity to share feedback and raise any concerns.
- A chance to explore growth and development opportunities.
- Monthly meetings.
- Dedicated HR support when/if they need it.

How Consultants Are Supported



Consultants are supported like never before — giving them the confidence, clarity, and the backing to thrive in their role.

Client Case Study: Employed Consultant Model



Client Challenges

- Rapid growth created increasing reliance on external contractors and consultancies - driving up cost, complexity, and risk.
- Fragmented approach to contingent labour and professional services.
- High vendor costs with limited transparency.
- Difficulty maintaining delivery consistency across projects.

LSC's Employed Consultant Model



- Internal alignment and requirements gathering.
- Stakeholder engagement with client, the clients' agencies, and consultants.
- Clear communication planning and rollout.
- TUPE compliance and transition support.
- Streamlined onboarding and system updates.
- Ongoing coordination to ensure smooth operational handover.
- HR Services Delivery Manager (LSC) on client site.

Outcomes:



- Cost savings associated with a single supplier partner.
- Full visibility on performance and engagement and consistent consultant performance management across the site.
- Client managers focused on delivery.
- Consultants have career plans and access to LSC LMS.
- Reporting on consultants within ECM (Satisfaction, retention, sick leave, vacation etc.)
- Higher satisfaction level and "sense of belonging" among consultants.
- Easy online timesheet process.
- Simplified procurement invoicing process.

Client Case Study: Employed Consultant Model



Result Delivered: Helped the client transition from a transactional contingent workforce model to a strategic Employed Consultant Model (ECM) that improved cost control, quality, and consultant engagement.

PO's Reduced
from

55 → 13

Consultant
Retention

96%

No. of consultants
under one model

53

TUPE Transfer
from

6
agencies


Contact Us

Let's talk about how ECM can solve your workforce challenges. **Book a call** via the QR code below.



Oisín O'Diomasáigh


 oisin@lsc.ie

 087 669 9333




Ellen Farley

 efarley@lsc.ie

 087 929 6238



Sharon Keohane

 skeohane@lsc.ie

 087 168 1036

**THANK
YOU**