



SCA Pharma Continues Strategic Growth with Alaant Workforce Solutions

▷ Results Overview

In September 2021, Alaant Workforce Solutions was selected by SCA Pharma, a leading 503B Pharmaceutical manufacturer, and FDA-registered outsourcing facility, to assist with the recruitment of strategic roles throughout the organization. From elite managers and operations personnel to specialized engineers and entry-level scientists, Alaant was tasked with building a high-performing professional team to support the planned growth initiatives in both of their manufacturing facilities.

Utilizing Alaant's innovative recruitment strategy and proactive tactical approach, SCA Pharma's employee growth initiatives have thrived. Amid a historically tight job market, the company made nearly 50 hires in the first 12 months of this partnership – averaging nearly one new hire per week – and established a top-notch workforce that will be the foundation for its future growth and success.

▷ The Challenge

SCA Pharma's journey began in 2010 in Little Rock, AR, and quickly became a leading manufacturer of compounded pharmaceuticals. In 2021, SCA Pharma became part of the Vistria Group & Excellere Partners to fast-track their growth plans. They had plans to expand their manufacturing capabilities in both Little Rock, AR, and Windsor, CT but needed

recruiting support to help them bring top talent into an already complex and challenging hiring market. This included specialty roles in operations, quality, chemistry, finance, packaging, and more. SCA Pharma chose Alaant Workforce Solutions, recognized 5 times by Forbes as one of "America's Best Recruiting Firms," to spearhead this critical initiative.

▷ The Solution

Alaant was challenged with hitting the ground running on assisting with a number of critical openings. While demonstrating the value of a true partnership with SCA Pharma, they worked together with SCA Pharma's leadership team to put a recruiting plan in motion and gave Alaant the opportunity to build strong relationships with hiring managers and HR Business Partners from both sites. As time progressed, the two organizations have continued to collaborate to streamline processes, improve candidate experience, and enhance the

recruiting brand of SCA Pharma by providing a complete life-cycle workforce solution including sourcing, vetting, interviewing, making offers, conducting references – all critical steps necessary to help the company's ambitious growth goals.

During the first 12 months of the partnership, Alaant assisted with a variety of roles including scientific, technical, and operational, as well as at multiple levels of the organization from entry-level to directors. The variety and complexity of roles were extensive and fit well within Alaant's experience.

▷ **Alaant's Strategic and Tactical Steps**

CREATING a partnership with the company's leadership team to understand the current state of affairs and future expectations

- o Becoming embedded into the organization
- o Receiving full access to the company's systems and hiring managers
- o Being included in management meetings as active participants

DEVELOPING a strategy to address existing needs and advance long-term goals

- o Educating the company's leadership on market conditions
- o Conducting research on salary requirements
- o Reinforcing the importance of candidate experience to the company's brand
- o Meeting with the management team weekly to provide progress reports, including KPIs

ATTRACTING staff to fill positions at all levels of the organization

- o Creating messaging
- o Developing and executing job postings
- o Proactively sourcing passive candidates with direct messaging campaigns
- o Assuming all costs and responsibilities of recruitment marketing
- o Implementing Alaant's recruitment technology and tools

EXECUTING all aspects of recruitment

- o Screening, organizing, and interviewing candidates
- o Scheduling and calendaring candidate interviews with hiring managers
- o Conducting employee references
- o Serving as a liaison between the company and candidates
- o Performing debrief meetings with leadership

// When it comes to recruiting and hiring top talent, Alaant Workforce Solutions is the best in the business. They understand our workforce needs, create a dynamic strategy to address them, and provide expertise, tools and services that deliver impactful results. Just as importantly, SCA Pharma and Alaant are continuously improving the way we, as partners, work together to achieve our goals. In a challenging labor market, they give us a competitive advantage, and I look forward to our continued partnership! //

- Steven Dufort

Chief Human Resources Officer
SCA Pharma

▷ **The Results**

During the first 12 months, Alaant quickly built strong relationships and traction with hiring managers at all levels of the organization. Those relationships were built by demonstrating our organized approach to the recruiting process. Alaant worked with hiring managers and key personnel to set clear expectations for each role, identifying who would own which elements, and carrying through on its commitment to fill critical openings. Alaant delivered exceptional results: Over 75 hires were made throughout the length of our engagement. That success includes professionals hired at all levels:

OCT. 2021 - SEPT. 2023

Total Hires

nearly 75 including:

- Specialists/Coordinators
- Supervisors/Managers
- Mid-Level Professional
- Scientific
- Assistant Director or above



▷ **The Conclusion**

Recruiting in 2023 and beyond is a new landscape. It's been affected by changing demands of an evolving candidate market, with unprecedented unemployment rates. Weaving in the right strategies and experience to produce consistent results takes time, energy and collaboration – an alignment that's proven successful between SCA Pharma and Alaant. Alaant brings the tools, resources, and technology that most organizations don't have, or have access to. With a proven track record over more than two decades, Alaant is perfectly positioned to serve as a dedicated recruiting partner, hiring top talent and building high-performing teams, and allowing companies to focus on their core mission and goals.