

HRS RECRUITMENT OUR CAPABILITIES

Your multi-award winning science and
technology recruitment consultancy.



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Who are HRS?

About Us

HRS is a specialist and highly compliant Life Sciences recruitment consultancy.

Founded and run by Ricky Martin, in partnership with Lord Alan Sugar, HRS has a wealth of recruitment expertise as well as compliance and commercial awareness. We offer a range of permanent, temporary and contract staff on both a contingent and retained basis.

We are built on a simple vision which is to provide recruitment solutions “which change lives”.

With this in mind, we only work with companies who support the sciences to make a difference to patients through great medicines, technologies, or services.

We are not a generic supplier hiring every role for any industries, and as such feel, we would be a value adding specialist supplier for your talent supply chain.



Our Journey

2012

HRS is founded by BBC Apprentice 2012 Winner Ricky Martin.

2018

Won our first major industry award (IRP – Best Company to Work For) and confirmed the placement of our 1,000th candidate.



2013

Confirmed the placement of our 100th candidate.

2019

- New Headquarters opened in Loughton.
- Won all three of the major industry awards (IRP, Recruiter and Global Recruiter – Best Company to Work For).



2014

Launched HRS contract.



2022

Awarded REC – 'Best Company to Work For'.



2017

HRS Manchester, HRS Scotland and HRS Retained Search were born.



2023

HRS in the US was launched.



We support a broad range of **specialist sectors** with a network which extends across the globe.



Biotechnology



Contract Research Organisation (CRO)



Pharmaceutical



Contract Manufacturing Organisation (CMO)



Medical Device & Diagnostic



HealthTech



Sustainable Science Technologies



Our Skills

Scientific & Clinical

- Scientific
- Clinical
- Medical Affairs



"We can support any scientific, clinical, or laboratory-based position across research, trials, or diagnostics."

Operations, Engineering & Quality

- Manufacturing & Supply Chain
- Quality Assurance
- Regulatory Affairs
- Engineering



"From compliance to production, we support every link in your technical and operational workflow."

Commercial, Digital & Leadership

- Commercial
- IT / Data / Digital
- Leadership



"We help drive business performance through digital transformation, commercial excellence, and strategic leadership."

In Simple Terms

"We find the people who bring science, technology, and innovation to life - in the real world of today and the breakthroughs of tomorrow"

Our Products and Services

At Hyper Recruitment Solutions (HRS), we are dedicated to providing comprehensive recruitment solutions across permanent, contract, and project-based roles. Utilising niche-specialist consultants, an extensive live database of life science professionals, and leveraging advanced AI-driven technology to connect you with top-tier talent. Trust HRS to deliver tailored recruitment services that drive your business forward.

<p>Talent</p> <p>★</p> <p>Contingent hiring for permanent and contract roles</p> <p>Flexible and responsive recruitment solutions to meet immediate hiring needs. This includes:</p> <ul style="list-style-type: none">• Access to a diverse talent pool across the Life Sciences• Quick turnaround for permanent and contract roles• No upfront commitment – payment upon successful placement	<p>Talent +</p> <p>★ ★</p> <p>Exclusive hiring for permanent and contract roles</p> <p>A dedicated approach to finding the perfect fit for your organization, ensuring priority access to top talent. This includes:</p> <ul style="list-style-type: none">• Exclusive partnership for targeted recruitment• Enhanced candidate screening and selection processes• Dedicated account management for a tailored experience	<p>Search</p> <p>★ ★ ★</p> <p>Retained search assignments for senior appointments</p> <p>Specialized recruitment for high-impact leadership and executive roles. This includes:</p> <ul style="list-style-type: none">• Market mapping and headhunting for senior appointments• Confidential search processes for critical hires• Comprehensive candidate assessments and benchmarking
<p>Projects</p> <p>★ ★ ★ ★</p> <p>Volume hiring campaigns and strategic consultancy</p> <p>Solutions for large-scale recruitment drives or advisory needs. This includes:</p> <ul style="list-style-type: none">• End-to-end management of high-volume campaigns• Recruitment for new site launches or growth projects• Workforce planning and strategic consultancy for talent initiatives	<p>Collaborate</p> <p>★ ★ ★ ★ ★</p> <p>RPO (Recruitment Process Outsourcing) / MSP (Managed Service Provider) services.</p> <p>Embedded talent solutions to streamline and optimize hiring processes. This includes:</p> <ul style="list-style-type: none">• Onsite or remote RPO/MSP services tailored to client needs• Total talent acquisition and workforce management• Consistent and scalable support for ongoing recruitment needs	



Our Values



Passion

We are passionate about recruitment and the Life Science Industry



Innovation

We provide innovative solutions to clients and candidates



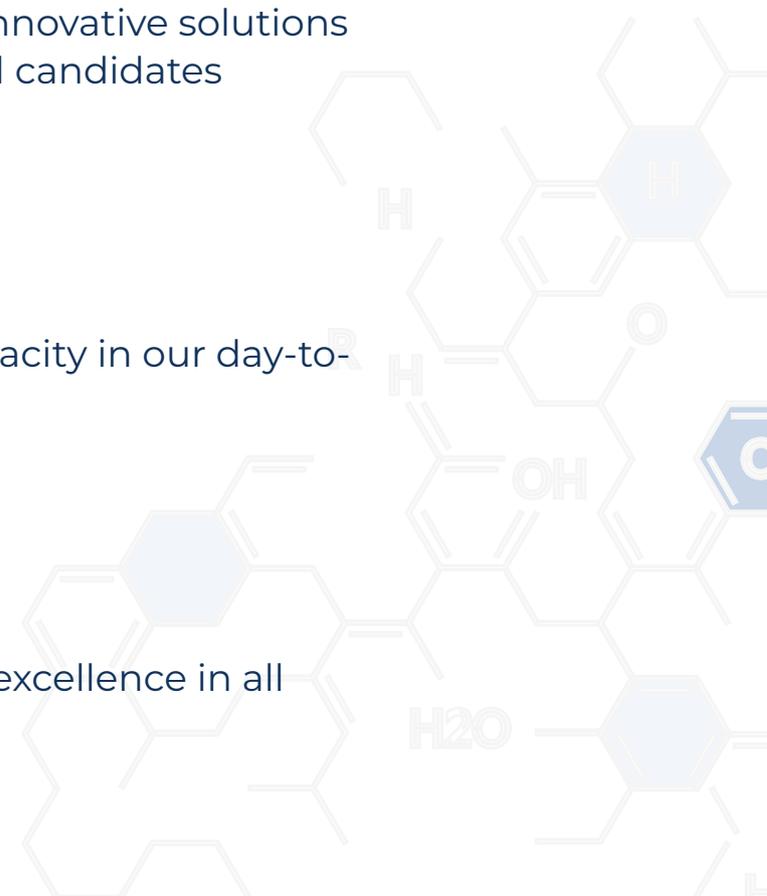
Tenacity

We show tenacity in our day-to-day roles



Excellence

We strive for excellence in all we do



What Makes Us Different?

2/3 of the HRS workforce is made up of STEM professionals who now exclusively focus on supporting global careers across STEM.



We care about this sector and will always do our best to support it.

HRS is led by Ricky Martin who is a Biochemist, Member of the Royal Society of Chemistry who has over two decades of experience providing talent solutions to the Life Science. Ricky is the ex-Chair of the REC's (Recruitment & Employment Confederation) Life Sciences committee.



We will ensure best practice is always delivered and your future talent will have an experience built on ethics and excellence.

We are part owned by Lord Alan Sugar who is worth over £1Bn. As such we are financially backed to support any volumes of work ensuring we can move quickly and at scale.



We will last the duration of your needs today, as well as tomorrow and beyond. No matter how large.

Our Life Sciences talent database has over 250,000 STEM professionals from across the globe. This is built off the back of decades of in person and online networking, which is supported by the latest in automation to ensure accuracy, relevance and confidentiality.



We will ensure you can access the right people quickly in a compliant fashion.

Client Testimonials

“

The hiring process was seamless, resulting in one of the best hiring decisions I have made in years.

Charles River Laboratories - Eberhard Rank EU VP of RMS

”

“

It's been the smoothest, fastest and simplest recruitment at a senior level I've ever been involved in.

Anthony Nolan - Nic Alderson, CEO

”

“

The team supported us through lean times and abundant times and always gave us fantastic candidates who fitted the company brilliantly.

Kinomica - Jane Theaker, CEO

”

“

Their deep understanding of the industry, combined with their genuine support throughout the process, made all the difference.

TCR2 Therapeutics - Nigel Williams, VP of Manufacturing

”

“

Their approach was personal, engaging and passionate; it is clear they are committed to supporting science and helping those within it to achieve their full potential.

UK Government - Dr Julian Braybrook, Government Chemist

”

Our Office Locations

HRS Headquarters

3rd Floor, Crown House,
151 High Rd, Loughton,
Essex, IG10 4LF

HRS Registered Office

Amshold House,
Goldings Hill, Loughton,
Essex, IG10 2RW

HRS Dublin

3rd Floor, Ulysses
House, Foley Street,
Dublin 1

HRS Manchester

Bounds Building, 68
Sackville Street,
Manchester, M1 3NJ

HRS Scotland

92-98 Fountainbridge,
1 Lochrin Square,
Edinburgh,
EH3 9QA



We support global companies from our core locations with a particular focus on UK, EU and Northern America.





Get in touch:



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HYPER RECRUITMENT SOLUTIONS