LUNCH AND LEARN ROUNDTABLE · APMOS 2026 · NOVEMBER 19

PRINCETONONE a hueman brand

Optimizing Pharmaceutical Manufacturing Growth Through Strategic Talent Acquisition and Workforce Scalability

FIVE WORKFORCE CHALLENGES IN PHARMA MANUFACTURING

What manufacturing, quality and supply chain leaders are working through as they add sites, lines and products.



BLUE

Hard-to-fill roles

Which manufacturing, quality or supply chain roles take the longest to fill, and why?



GREEN

Scaling for growth

How do you staff a new site, line, launch or tech transfer before go-live?



ORANGE

Team capacity

Does your recruiting team have room to keep up with hiring demand?



PURPLE

Technology and AI

How are automation and AI changing who you hire and how you hire?



RED

Retention and know-how

How do you keep experienced people and their knowledge as you grow?

QUESTIONS FOR YOUR LEADERSHIP TEAM

01 What would change at your site if a critical role were filled 30 days sooner?

02 How far ahead of go-live does hiring start for a new site, line or launch?

03 When do you build hiring capacity in-house, and when do you bring in outside help?

04 How do you scale a team up for a project and back down without losing what it learned?

05 If you could fix one thing about how your company hires for operations, what would it be?

WHAT THE NUMBERS SAY

$600B

in US manufacturing and R&D commitments announced by large pharma companies in 2025

CBRE, via Pharma Manufacturing, Feb 2026

1.9M

US manufacturing jobs that could go unfilled by 2033, out of up to 3.8 million needed

Deloitte and The Manufacturing Institute, 2024

1 in 3

biopharma executives report severe or critical talent shortages in areas such as manufacturing

Cytiva 2025 Global Biopharma Index

READY TO CONTINUE THE CONVERSATION?

Scan to find resources on today's topics and set up time with our team.

PrincetonOne has recruited for life sciences companies since 2002, including manufacturing, quality and supply chain roles.

CONTACT

Lori Adams

Director, Strategic Partnerships
lori.adams@princetonone.com
404.432.0338

princetonone.com