

RAISE-READY TALENT.

An investor-ready hiring blueprint that turns your raise plan into an executable team strategy.

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What it is.

Raise-Ready Talent is an investor advisory product that helps biotech founders and CEOs build a credible, defensible hiring plan for their next fundraising round. It is delivered through a structured advisory and collaborative discussions that ensure the output is rigorous, tailored, and investor-grade.

The strength of Raise-Ready Talent lies in the interpretation of market intelligence through real-world hiring experience and advisory context. This transforms raw data into a practical, defensible strategy that stands up to investor scrutiny and supports confident execution.

For founders.

When preparing to raise, a hiring plan must do more than list roles. It must explain why these roles, why now, at what cost, and with what risk.

Raise-Ready Talent provides the strategic justification behind the team plan, one that investors can challenge, validate, and trust.

Common use cases include:

- Seed, Series A, and Series B raises
- Translating milestones into headcount
- Investor and diligence preparation
- Multi-role and multi-geography planning.

What we need from you.

- Simply a commitment to have a strategic dialogue with your Aspire consultant.

Following this conversation, we will deliver bespoke insights, by integrating your requirements with our consultants' judgment, proprietary internal knowledge, and syndicated market data. This will ensure the outcome is neither purely theoretical nor purely data-driven.



The **Raise-Ready Talent** blueprint delivers.

A complete, investor-grade view of your hiring strategy:

- Hiring cost model
- Salary, bonus, equity, and geographic cost variation
- Talent pool depth and availability
- Candidate volume, backgrounds, and accessibility by role
- Competitive hiring pressure
- Market demand and competing employers
- Location feasibility analysis
- Optimal geographies, including remote viability
- Hiring timeline modelling
- Best, expected, and worst case scenarios
- Raise linked headcount plan
- Role sequencing aligned to milestones and value creation
- Hiring risk and mitigation
- Clear risks paired with practical mitigation strategies
- Investor-ready narrative
- Language founders can use directly in pitch decks and diligence materials.



Benefits and value.

Benefits to founders & CEOs

- Clarity before raising
- Stronger, more defensible fundraising conversations
- Increased investor confidence
- Better milestone and resource planning
- Reduced cognitive load during the raise
- Faster hiring execution post-raise.

Value to leadership teams and Boards

- Improved strategic alignment
- Reduced execution and hiring risk
- Greater credibility during due diligence
- A scalable, repeatable hiring framework
- Increased confidence in operational planning.

Raise-Ready Talent gives founders and senior leaders a structured, data-driven, and investor-aligned hiring blueprint.

This can be used to strengthen fundraising, reduce execution risk, and accelerates delivery after the raise.

Let's talk.

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