



Workforce Reinvention Blueprint

Pharmaceuticals Industry

How AI and Automation will Transform the Workforce Based on ReeJig's Proprietary Work Ontology™ Intelligence

How AI is Reinventing the Pharmaceuticals Industry

The pharmaceutical industry is a colossal force in the global economy, valued at \$1.48 trillion in 2022 and projected to grow at a CAGR of 6.12%, exceeding \$2.1 trillion by 2030.

Top 3 Concerns Facing Pharmaceuticals CEOs in 2025

1. Integration of Artificial Intelligence
2. Workforce Reskilling and Transformation
3. Innovation and Addressing Unmet Medical Needs

Focus Area 1: Workforce Shifts

Projected Workforce Shifts in 2025 and Beyond

Where AI and Automation Will Drive Operational Effectiveness

1

Accelerated Drug Discovery with AI

Hybrid roles combining AI and bioinformatics are expected to grow, necessitating expertise in data analysis and AI platforms.

AI's ability to streamline drug discovery not only accelerates time-to-market but also saves \$150-\$200 million per drug.

2

Optimized Clinical Trial Coordination

Decentralized trial technologies and patient engagement tools reduce trial durations by 20%, enhancing recruitment success rates.

Faster trial processes significantly reduce costs and improve trial success rates, accelerating the pipeline of new therapies.

3

Transition to Smart Manufacturing Systems

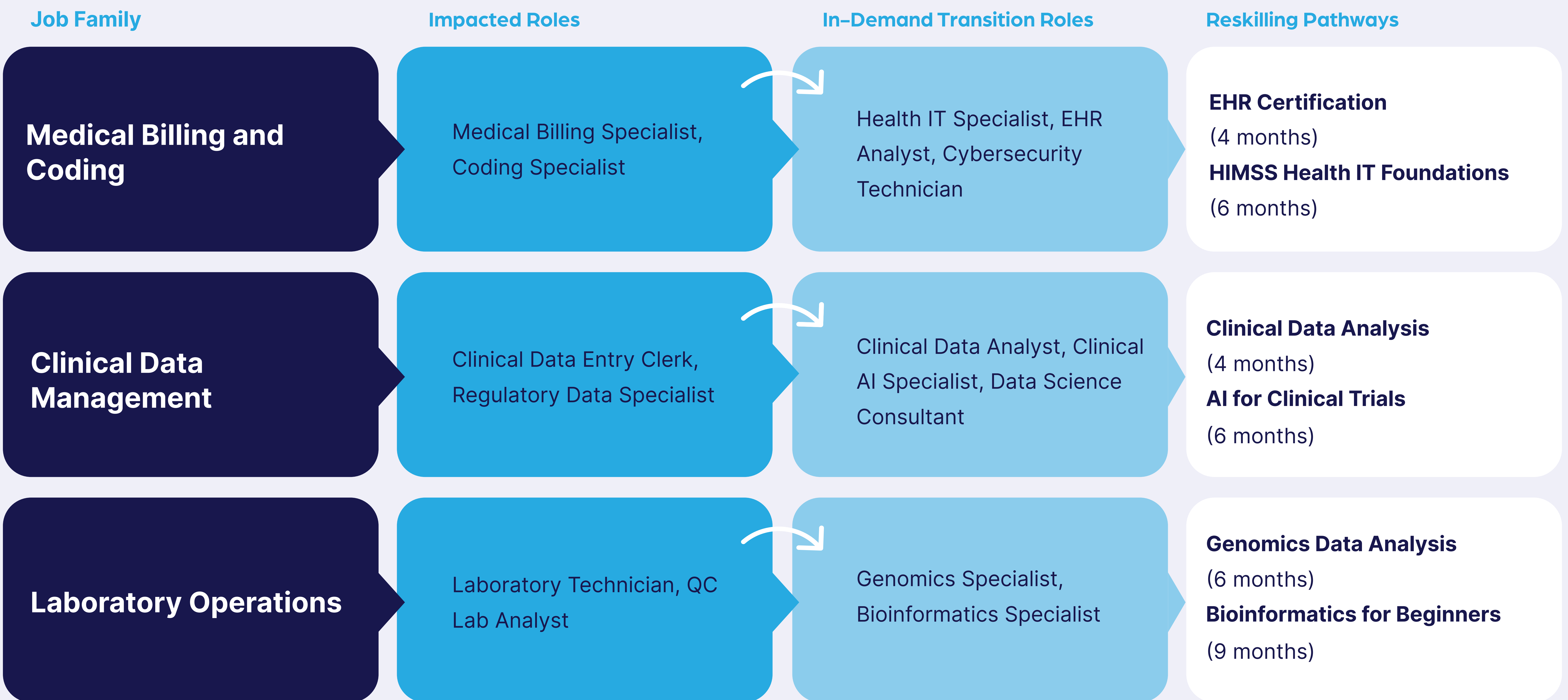
Automation reduces demand for manual roles while increasing the need for skilled professionals capable of operating robotics and AI-driven quality management systems.

With automation improving quality control and minimizing product recalls, especially in biologics, profit margins increase significantly.

Focus Area 2: Roles Impacted by AI

Key Roles Impacted and Reskilling Pathways for 2025

How Impacted Roles Can Transition to In-Demand Roles



Focus Area 3: Driving Operational Effectiveness

2025 AI Strategies to Boost Operational Effectiveness

Prioritized Roles for AI Transformation based on AI Potential Index, Operational Efficiency Index & Time to Benefit Realization

1

Clinical Trial Coordinator

This role supports data collection, patient matching, and monitoring, saving significant time and costs in clinical trials. By improving recruitment and monitoring, it shortens trial durations by 20% and enhances trial success rates, thereby reducing overheads.

With an AIPI of 2.55 and an OEI of 96%, this role is a top priority for investment because it delivers scalable ROI through improved operational efficiency and cost savings in clinical trials.



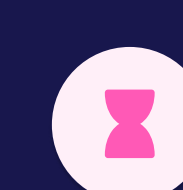
AI Potential Index (AIPI) Score: 2.55

Breakdown: Potential Automation Proportion: 60%, AI Maturity/Risk Adjustment: 0.85, Current Automation Proportion: 20%



Operational Efficiency Index (OEI) Score: 96%

Breakdown: Time Savings: 50%, Cost Savings: 30%, Process Improvement Factor: 1.1



Time to Benefit Realization: Medium-Term (18-36 months)

Due to the need for infrastructure upgrades and adoption of decentralized trial platforms.

2

Drug Discovery Specialist

This role accelerates early-stage drug discovery, saving 40% in time and 30% in costs during preclinical research. It enhances accuracy and lead optimization, significantly reducing R&D timelines.

With an AIPI of 2.1 and an OEI of 77%, this role is a top priority for investment because it provides near-term ROI by speeding up drug development and lowering R&D costs.



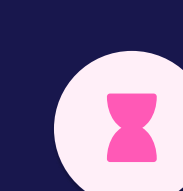
AI Potential Index (AIPI) Score: 2.1

Breakdown: Potential Automation Proportion: 70%, AI Maturity/Risk Adjustment: 0.90, Current Automation Proportion: 30%



Operational Efficiency Index (OEI) Score: 77%

Breakdown: Time Savings: 40%, Cost Savings: 30%, Process Improvement Factor: 1.1



Time to Benefit Realization: Short-Term (12-18 months)

Due to the immediate applicability of AI tools in preclinical phases.