



HELIOS

GLOBAL GROUP



Group overview

Where **remarkable people** achieve **exceptional results**

About us

Helios Global Group is a family of healthcare communication agencies (**Helios, Selene, Apollo** and **Cogentia**). Our work educates, changes behaviour and shapes the future of patient care around the world.

Who we are

- An agile, independent agency group, with European private equity investment
- We are still led by the three Founding Directors, who aim to run the business responsibly and sustainably
- Our high-science, high-quality focus and high employee retention rates set us apart in the industry
- Our independence allows us a clarity of focus and direction, helping to unite our teams around a shared purpose and ethos, and giving us the foundation to deliver exceptional work

Company ethos

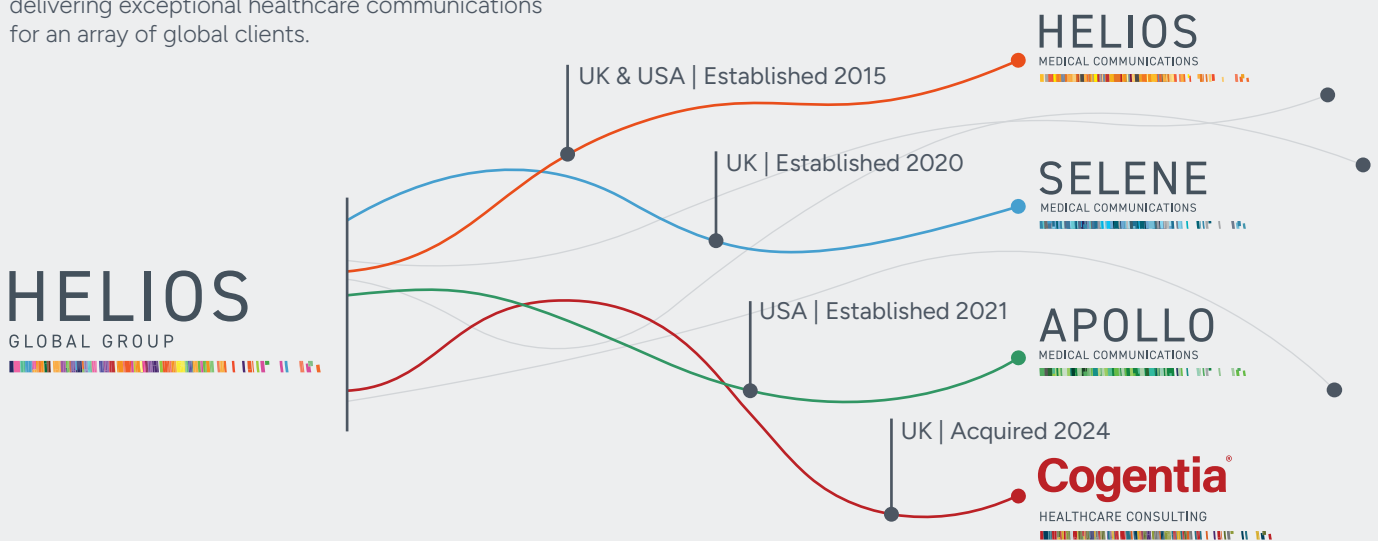


Company size



Agencies within the group

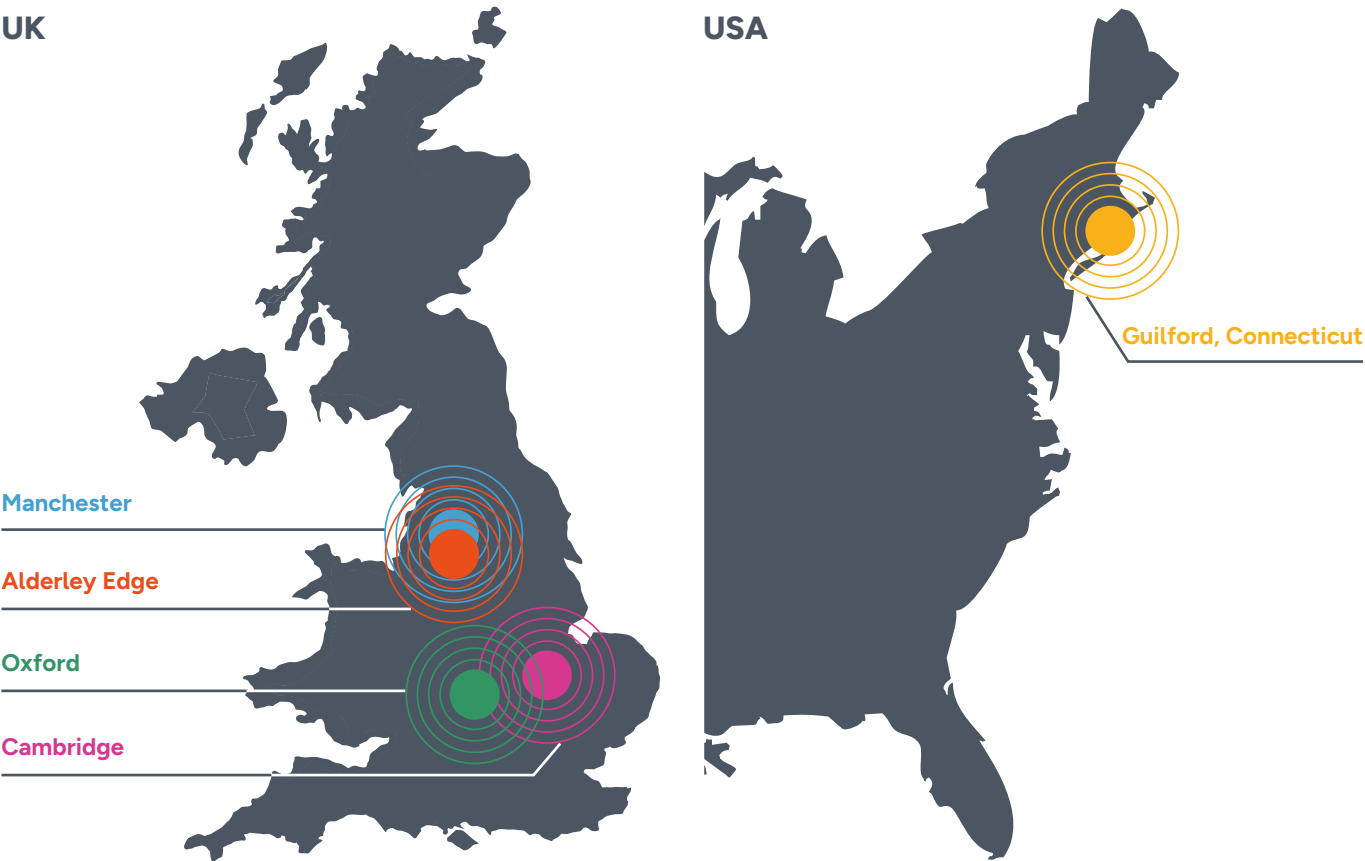
Our agencies are united by a shared goal of delivering exceptional healthcare communications for an array of global clients.



Office locations

UK

USA



Awards and recognitions



Group overview

Clients

We are privileged to count some of the leading global pharmaceutical and biotechnology companies as our clients. They trust us to work on their blockbusters, groundbreaking therapeutics and disease transformation initiatives.

Our work

We work with global, regional and domestic/national client teams, focusing on the following areas of healthcare communications:

- Strategic consultancy
- Medical and scientific communications
- Commercialisation solutions
- Evidence, value and market access

Expertise

Our work is varied and our expertise covers an array of deliverables (eg communications strategy and execution, advisory boards, symposia, standalone meetings, slide decks, training materials, publications, competitor analyses, congress coverage, external expert identification and engagement, digital deliverables, health economics and outcomes research materials and analyses, etc.).

Our programmes of work are designed to maximise engagement and education; working across multiple channels and touchpoints to provide an optimum audience experience.

Please see our [website](#) for further information on our services and expertise.

Key therapy areas

We work across all major therapeutic areas and the list keeps growing:

- Cardiovascular and metabolism (eg acute coronary syndrome, myocardial infarction)
- Immunology (eg lupus, eosinophilic diseases, atopic dermatitis)
- Neurology (eg Alzheimer's disease, epilepsy, multiple sclerosis, schizophrenia, panic disorder, psychosis, neuromuscular disease)
- Oncology (various solid tumours)
- Rare diseases (various diseases, gene therapies)
- Respiratory (eg asthma, chronic obstructive pulmonary disease). This is currently our biggest therapy area



Working for us: what to expect

We survey our employees and our clients annually to understand their views, obtain feedback and make adjustments to the way we do things, where needed.

Employee satisfaction

Our last annual employee survey (December 2024) revealed:



Combined data from Helios, Selene, Apollo and Cogentia. N=205. Includes those rating statement as 'Strongly agree' or 'Agree'.

Client satisfaction

You will be joining one of THE best teams in healthcare communications, working in partnership with an array of clients from leading pharmaceutical and biotechnology companies.

Our last annual client survey (November/December 2024) revealed:



Combined data from 86 clients from Helios, Selene, Apollo and Cogentia.

*The Net Promoter Score is a measure of loyalty to a company. Scores are calculated from a single question survey and reported with a number from -100 to +100, with higher scores reflecting higher levels of loyalty.¹

1. Qualtrics. What is NPS? Your ultimate guide to Net Promoter Score. Available from: <https://www.qualtrics.com/uk/experience-management/customer/net-promoter-score/>. (Accessed 1 April 2025).

Career pathways and personal development

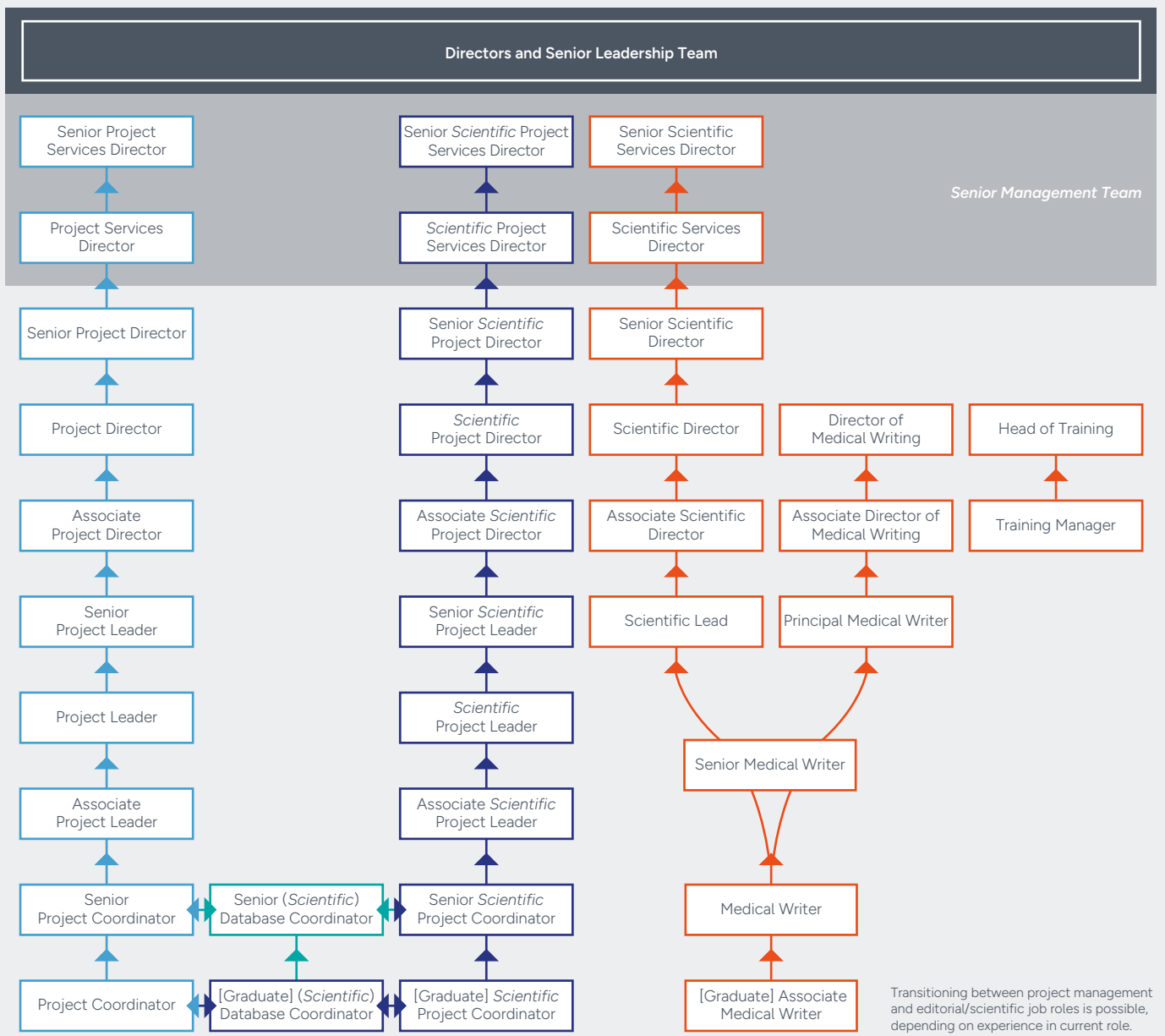
- Clearly defined career development pathways across the Group, with detailed job descriptions and an established personal development framework
- Opportunities to work on more than one account to provide variety in work, therapy areas and project types
- Hybrid project management and scientific content development roles available, with opportunities to learn new skills and potentially transition between roles and agencies
- Annual performance review appraisal with informal mid-year personal development 'check ins'

88% of our team agree that we provide good opportunities to broaden their skills and experience



80% of our team are happy with their personal development

Overview of project management and editorial/scientific career development pathways



Training

- Industry-leading training programme designed by our in-house training team and supplemented by specialist external training providers
- Extensive range of training and personal development opportunities
- Individualised approach to training, with tailored training plans for all employees
- Formal training sessions complemented by on-the-job training and 1:1 coaching and mentorship
- A flexible approach, uniting face-to-face, virtual and on-demand training
- Web-based learning management system (the Training hub) allows easy access to training and supports training planning and management

92% of employees said we provide an excellent level of training*

92%

85%

85% of our team consider their experience of training at Helios as better than at other healthcare communication agencies*

A connected and inclusive community

- Monthly Coffee Stops to share important information, team news and business updates across the company
- Insight Meetings to share new approaches, best practice and innovation initiatives
- Annual summer party where employees are invited to an off-site event for team building, with group and social activities
- Annual Christmas Party, where we celebrate the achievements of the past year
- Active Social Committee, which runs various themed events and charity fundraising activities throughout the year. Everyone is encouraged to support these
- Various company-wide and office-specific social activities
- Clear focus on DEI (Diversity, Equity and Inclusion) and ESG (Environment, Social and Governance) initiatives
- Trained mental health first aiders
- Regular charitable fundraising activities to support our charity of the year (voted for by our employees)
- We are members of the Healthcare Communications Association (HCA) – a pan-agency group that focuses on driving best practice and quality standards, providing education and professional development support, and offering networking and mentoring opportunities to those working in healthcare communications

*Information presented relates to UK healthcare communications agencies.

What do employees say about working at Helios?

Helios as a company and my individual teams provide lots of fantastic opportunities for development and leadership

Each year we are a different company to the last and I see that as offering excellent opportunities for growth and development

Everyone goes above and beyond to do their best

I cannot highlight enough how much Helios' core values positively affect the workplace environment

I feel very privileged to have started my professional career at Helios

I LOVE IT here; I wouldn't be anywhere else

Helios is an incredible place to work. I love the company, I love the job, but more importantly I love the people

I really enjoy the mix of content and project management I get on a day-to-day basis and really glad you have the hybrid role

I take great pride in my work at Helios knowing that the company strives to deliver excellent quality work

Helios really is a great place to work. I feel supported by my team and by senior members of the company

The communication and support are fantastic, and they really stand by their claim of 'people first'

I feel extremely valued and that my efforts and hard work are always recognised!



What do clients say about working with Helios?

You feel that they are part of our team, almost like another colleague ... I don't remember having this feeling with other agencies

Helios is the best agency I have worked with in the industry

The team has been excellent: challenging ideas and pushing forward projects with a strong compliance mindset and great ability to manage both internal and external stakeholders

Helios is head and shoulders above most agencies



Helios is the agency of choice because of quality, ability to deliver and creativity

The team is excellent and provides a level of partnership that is very well informed and strategic

I would give an 11 out of 10 if I could

They are the best med comms partner I have worked with thus far in my career!

Helios' expertise provides a technically and quality-driven refreshing approach to strategy

They are truly an extension of my team

I am not flippant with my praise; Helios really has been a great partner and has done the job well, and that makes my job easier

There's a real will particularly from the Helios leadership to listen ... they want to succeed, and they want to build this partnership

Remuneration and benefits

Salaries and bonuses

- Competitive salaries, with annual industry benchmarking to ensure alignment
- Company-wide annual salary review process at the start of each year for those employed >9 months
- Profit-related pay bonus paid annually, dependent on company (Group) performance
- Special employee awards to recognise exceptional and outstanding performance and achievements
- Referral 'Finder's Fee' bonus of up to £5000

Pension scheme

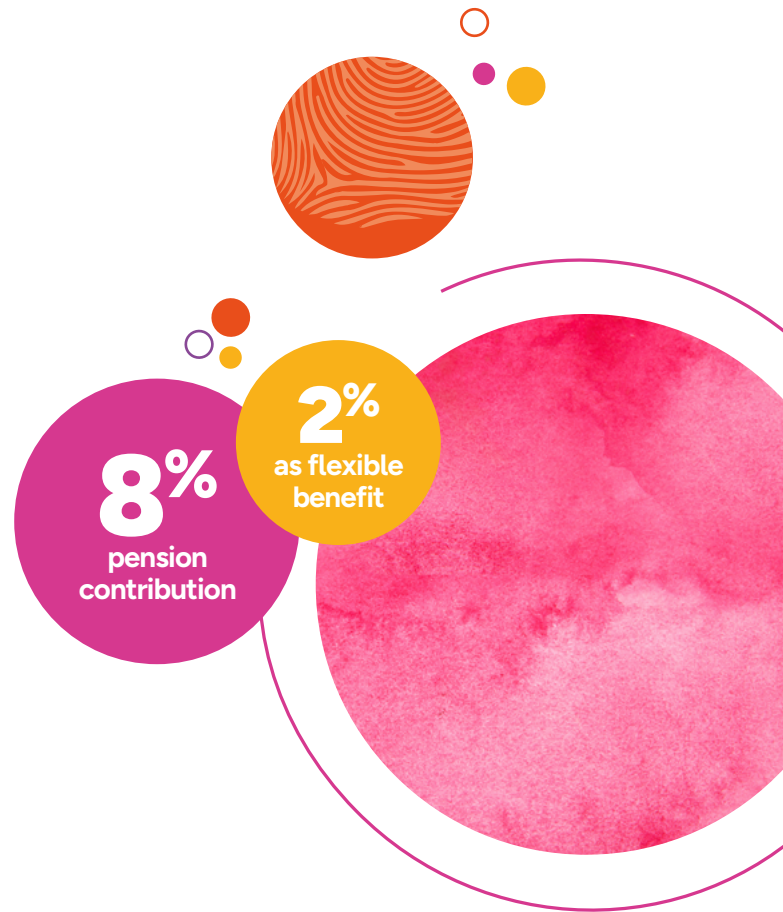
10% of gross salary is paid as an employee benefit. This covers:

- **8% pension contribution**
This is the minimum contribution under current UK pension laws. We make the pension payments directly to a pension scheme with Aviva
- **2% as 'flexible' benefit**
This can be used as an enhanced pension contribution, paid towards private health insurance or taken as additional salary. You can also pay an additional monthly amount into your company pension

We can provide free access to independent pension planning advice if required.

Healthcare and other benefits

- Entitlement to join our company Bupa healthcare plan, which can also cover partners, spouses and legal dependants for a monthly membership fee
- Access to Tooth Fairy™, which provides instant remote access to registered dentists. Services include video consultations, provision of advice, diagnoses, triage, referrals and prescriptions, including discounted cosmetic services
- Access to WeCare, an online GP, mental health and wellbeing support service that also provides financial and legal guidance
- Access to a bereavement counselling service
- Access to a probate helpline, which provides access to probate experts who can help with advice on various matters relating to probate and bereavement
- Four times salary payment life insurance cover
- Eligibility to join our cycle-to-work scheme
- Eligibility to join our electric vehicle lease scheme

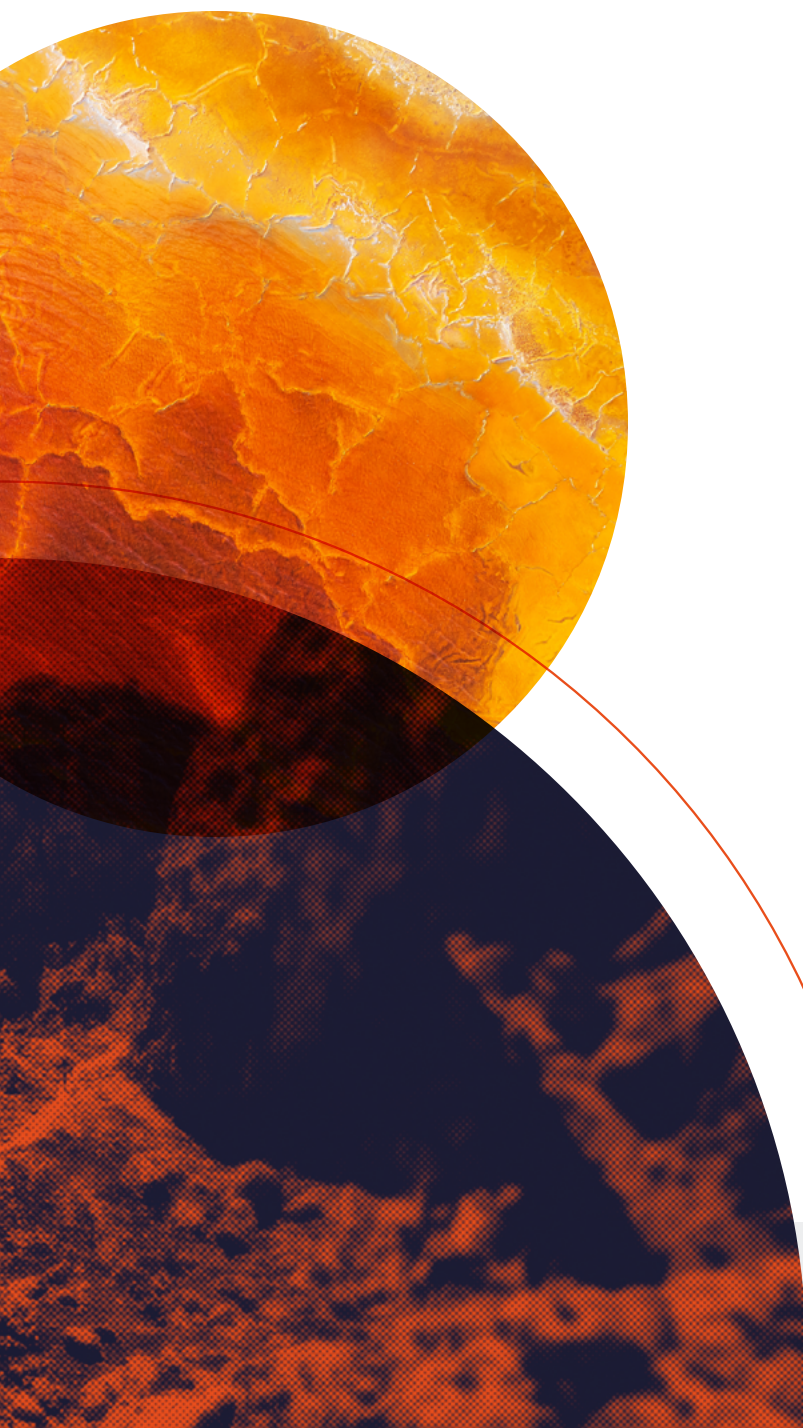


Holiday entitlement

- Annual leave allowance of 27 days (pro rata), increasing to 32 days (pro rata) after 5 years' continual service. This is in addition to the usual UK bank holidays (pro rata)
- Entitlement to enrol in our 'Holiday Plus' scheme available from the start of employment, providing up to 5 additional days' annual leave (pro rata)

Flexible working

- Hybrid working (mix of office and remote) is supported
 - ≥3 days/week in the office for entry-level team members during their first 6 months to aid onboarding and learning
- Core working hours for full-time employees are 09:00 to 17:30 with 1 hour for lunch. There is flexibility around this in terms of start/finish times to accommodate personal requirements
- Flexibility in working arrangements to cover family activities and emergencies
- No requirement to take annual leave to attend medical, dental or personal appointments. This applies for your own appointments, as well as for dependants/family members and pets
- Sabbaticals supported





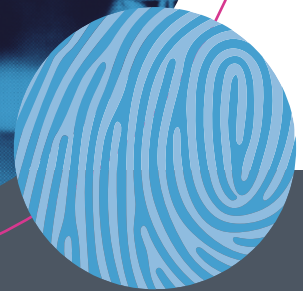
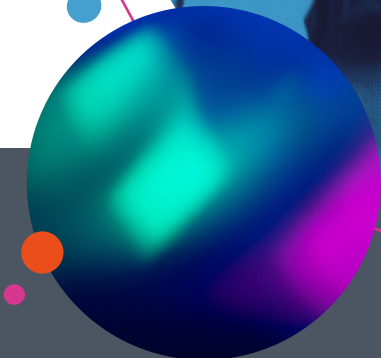
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