

A LIFE- CHANGING CAREER MOVE

90'ten

PART OF ENVISION PHARMA GROUP

At 90TEN we make people healthier and happier through life-changing communications and medical education. **Join us?**



OUR STORY

THEN

In 2001, 90TEN was founded with a mission to make a positive difference to people's lives through healthcare communications while having fun in the process.



There are many many things I love about life at 90TEN. Two that stand out most (apart from the amazing people and clients) are how democratic the organisation is, everyone's opinion genuinely matters, and how the company facilitates and encourages a growth mindset, which means absolutely anything is possible!

Sarah Avent
Associate Director

NOW

Today, 90TEN has more than 70 employees, dedicated PR and medical education divisions and is recognised as one of the leading healthcare communications consultancies in Europe.

We are part of Envision Pharma Group and through this partnership we have ambitious plans to expand into new geographies around the world, including the United States.

To this day we continue to make a difference to people's lives through our life-changing, behavioural science-led work.

We still have a lot of fun in the process!

We are part of the

Envision Pharma Group family.

90TEN is part of Envision Pharma Group (EPG), an employee-owned global leader in medical affairs and healthcare communications with 22 offices across four continents including locations in Australia, Japan, the UK and the US. EPG employs over 1100 team members around the world.

Being part of the EPG family gives our team fantastic opportunities to learn, grow and take our life-changing work to more people in more places than ever before.



90'ten
Life. Changing.

90'ten



ENVISION PHARMA
GROUP

WHAT MATTERS TO US

Our mission is to make people healthier and happier through life-changing education and communications.

At 90TEN, being life changing means understanding people's behaviour – why they do what they do, how they learn, what makes them act or hesitate – and

using that to design communications and educational programmes that drive meaningful and positive change. This is what we are inspired to do every day.



A background photograph of three people in winter clothing. A man on the left is partially visible, wearing a red beanie. In the center, a woman wears a colorful striped knit beanie and a teal turtleneck, cheering with her mouth open. To her right, another man wears an orange beanie and is also smiling. They appear to be outdoors in a cold setting.

COMMITMENT

We want to change lives and we believe that we can. We care deeply about our work because we know it matters.

RESPECT

We do the right thing by each other, our clients, our community and the patients and healthcare professionals we reach.

COURAGE

We have no fear and we pride ourselves on breaking new ground to deliver some of the boldest and most creative work in our industry.



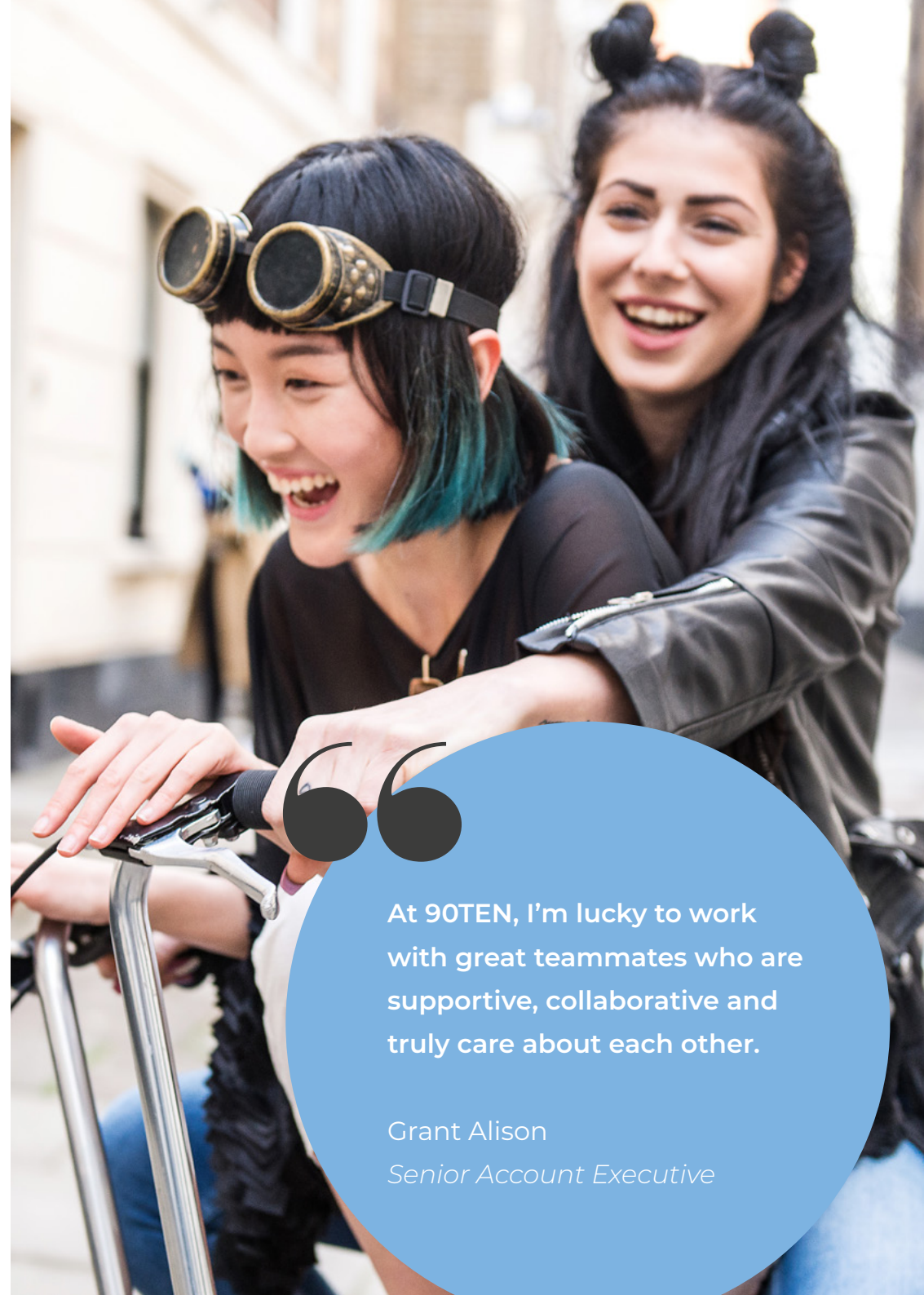
What excites me the most about logging on each morning is the sheer breadth and variety of projects that I work on. From oncology, to diabetes, to neuroscience, I have had a crash-course in so many different therapy areas. I have learnt so much from my team members, and I'm sure there are things they have learnt from me too.

Amelia Schmidt
Senior Account Executive

LIVING LIFE CHANGING

What it's like to join our team

We like different. There is no typical 90TENNER – we are a diverse group of people brought together by our belief in the power of communications and education to change lives. This is one of our strengths and one of the reasons why we pull out all the stops to create a working environment where everyone can be themselves.



At 90TEN, I'm lucky to work with great teammates who are supportive, collaborative and truly care about each other.

Grant Alison
Senior Account Executive



We recognise that everyone has their own path

to take. We encourage our people to explore, experiment and discover the type of work that really motivates them. While some of us like to do a bit of everything, others specialise in behavioural science, patient advocacy, creativity, writing or digital communications. Tell us where you want to go and we will give you the time, space and training you need to get there.

We look out for each other.

We strive to create a culture of support and openness. We have mental health ambassadors and several members of the team are trained mental health first aiders. During 2020, we also rolled out a series of mental wellbeing activities including Wellbeing Wednesdays, a 'brain food' book club and an arts and crafts club.

We have fun. Whether it's one of our legendary summer parties, our Zoom 'Snacks and Chats' club or an impromptu get together over tea and cake, we think having fun together matters.

CARING. LEADING. PROUD TO BE WHO WE ARE.



We care about our community

We have a long history of partnering with local organisations to support them in the life-changing work they do. Organisations we have supported recently include the Brixton Finishing School, Little Lives UK, our local food bank and the homeless charity SPEAR.

We are leaders in our industry

We are active members of the Healthcare Communications Association and partnered with them to champion creativity in healthcare communications. *The Cannes or Canned?* initiative we launched together sparked an industry-wide conversation about the future of creativity in our industry.

We are proud

We celebrate our LGBTQ+ heritage. In 2019 we had our first company trip to London Pride where we flew the flag for LGBTQ+ rights.

At 90TEN there are members of the LGBTQ+ community at all levels of the company. I felt comfortable and proud to be myself from the moment I joined.

Nick Das
Account Manager

**We are
an award-winning
communications agency.**

In recent years we have been named PR Week Specialist Consultancy of the Year, Sabre Awards EMEA Healthcare Consultancy of the Year, PMEA Support Agency of the Year and Communiqué Communications Consultancy of the Year.

Our team members have been recognised in the Communiqué Young Achiever of the Year category, as PRWeek UK Young PR Professional of the Year and have been elected to the prestigious PR Week 30 Under 30 hall of fame.

These are just a few of the accolades picked up by our industry-leading team.



TELLING THE STORIES THAT MATTER

90TEN Communications

90TEN Communications has a thriving team of PR, patient advocacy, behavioural science, digital and storytelling experts. We are passionate champions for innovation and have a reputation for delivering bold and creative work that challenges the definition of what is possible in healthcare communications.

Whether we are finding new ways to empower men living with HIV to take control of their health or working out how to help people to recognise the value of vaccines, our aim is always to create life-changing work fuelled by our creativity and our knowledge of behavioural science. It's what we are known for and it's what we do best.



ENGAGING MINDS, INSPIRING CHANGE

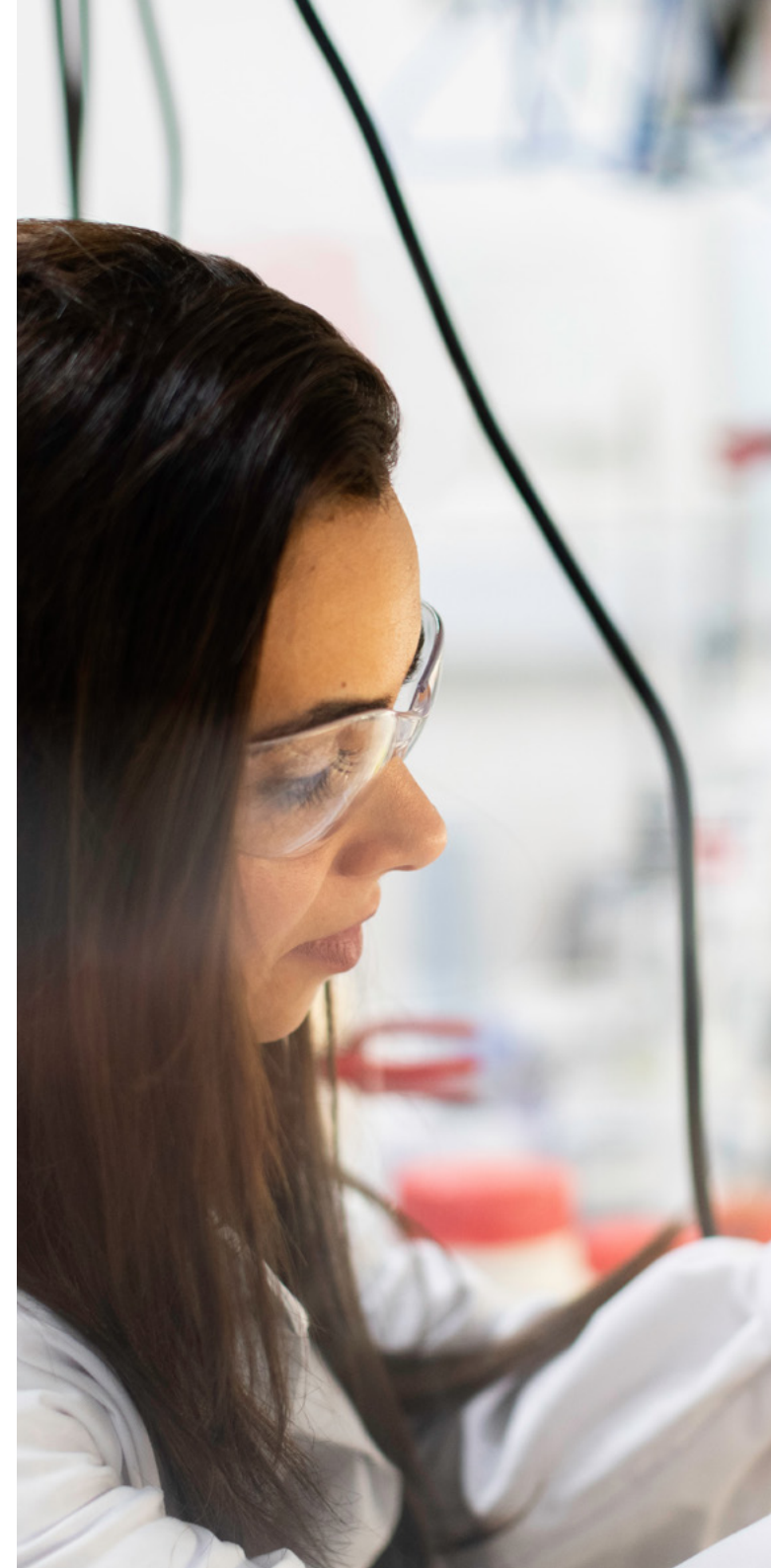
90TEN Medical

We are a team of scientists, writers and experts in behavioural science and marketing with a passion for delivering hard science through unique and compelling content. Our life-changing work spans all aspects of medical and scientific strategy development, medical meetings, editorial and content development and training.

What really sets us apart in our field is our understanding of human behaviour and our behavioural science-led approach to

medical education. We combine 90TEN's bespoke Feel-Think-Do™ tools with our creative and strategic expertise to deliver educational programmes that make people stop, think and act.

We are a close-knit and diverse team and we are always on the lookout for people who share our belief that medical education is a powerful tool for helping people to lead healthier, happier lives. If that sounds like you, give us a call!






90TEN is a great place to work, with a brilliant team and a supportive atmosphere. It's provided me with the opportunity to work on many diverse and interesting projects across a variety of exciting therapy areas, with both national and global clients. I love that I'm always being challenged and I'm constantly learning, while delivering work that ultimately benefits patients.

Phil Long
Scientific Director

What I love about 90TEN is the collaboration – everyone in the team gets stuck in to ensure that we deliver work that we are proud of.

Meghan Kelly
Senior Medical Writer



Part of the reason I joined 90TEN was because of their Feel-Think-Do™ model that drives behaviour change to address barriers in communication. I've had the chance to work with the medical education team to understand how to go beyond engagement and inspire positive change. Working with people who have different backgrounds and skill sets has led to the creation of projects that I am really proud of and I'm excited to deliver the results.

Caitlin Murray
Account Manager

What makes people tick?

We use behavioural science methodologies combined with creativity to deliver insight, tailored and targeted communications. Every member of our team is trained to use our unique evidence-based Feel -Think-Do™ tools to uncover the insights and plot the strategies that can change behaviour and change lives.

If you have a passion for understanding what makes people tick, let's talk!



Feel

The emotional triggers



Think

What is the rational case?



Do

What is achievable?

BENEFITS

At 90TEN we invest in our team members personal development – through internal and external training and coaching sessions (tailored to your experience and interests), opportunities to attend industry conferences including PRWeek Pharmacomms and New Scientist Live, and comprehensive 360 annual reviews to support promotions.

As a new joiner you will be assigned a buddy (someone of a similar level who can become your go to person for any questions) as well as a line manager who will support and mentor you to help you progress in your career.



**Flexible working –
including 'Summer
Fridays' 3pm finish**



**25 days of holiday
(increased by 1 day
per year of service),
plus Bank Holidays**



**Bonus and share
option incentive
schemes**



**Enhanced
Maternity/
Paternity
policy**



**Pension – with
matched company
contribution**



**Health and dental
insurance, life
assurance, income
protection, eye care
and sick pay**



**Cycle to work
scheme**



+more

OUR PRIORITY: YOU

How we made it work in the pandemic

In March 2020, when the first lockdown struck, we had to change the way we worked almost overnight. From homeschooling and caring responsibilities to the isolation and stress of life in a pandemic, we knew that our

people were facing challenges on every front. Our priority from the very first day was look after every individual member of our team and give them what they needed to thrive.



Flexibility

We asked everyone to find the working pattern that worked best for them and to make time in their day for fresh air, relaxation and whatever else helped them through lockdown.

Time and space

We reduced the number of projects each team member worked on to give them more headspace and more flexibility.

Staying connected

We couldn't be together, but we didn't want anyone to feel alone so we created lots of opportunities – from Zoom parties to book clubs and one-to-one chats – to keep everyone talking, sharing and engaging.

Putting mental health and wellness first

Our Mental Health Ambassadors trained to become Mental Health First Aiders and we ran training sessions and one-to-ones to support everyone's wellbeing.





I have never had a 'normal' day at 90TEN. My first day was the 23rd of March 2020, which was also the official start of the UK's first lockdown. But, nearly a year later, it doesn't feel like I've never been in the office. One thing that has really surprised me is that, even without meeting anyone or ever being in the office environment, I have really felt the positive, democratic and supportive culture of 90TEN, and have felt completely included.

Helena Spooner
Senior Account Manager

BUZZING BATTERSEA: OUR HUB

One of the things we missed most when we all had to work from home, was the atmosphere in our busy, buzzy Battersea office. Located in Battersea Studios, a former TV studio, which now plays host to an inspiring mix of creative businesses, our offices are where we work together, create together and make things happen.

Because we know everyone has their own working style, we have made sure there is plenty of space to spread out. We have cosy corners for quiet working as well as light and airy collaboratives spaces. Our onsite café serves great coffee and

the lunch options are pretty special too. We regularly pop to our local pub, The Victoria, for a drink or a spot of lunch and Battersea Park is popular for a lunchtime stroll.

Battersea Studios is a five minute walk from Queenstown Road Rail Station (regular services from London Victoria and London Waterloo), less than a ten minute bus journey from Clapham

Junction Rail Station and a twenty minute walk from Clapham Common tube station.

Because we embrace flexible working and fully remote working, not all of us are in the office all of the time. But we have carefully created a place where we hope everyone feels welcome, comfortable and happy. Why not come and visit us – we'll put the kettle on!



LET'S TALK!

We are always keen to talk to talented, passionate communicators who are excited about the power of healthcare communications and medical education to make people healthier and happier. If our life-changing work is something you would like to be a part of, we would love to chat to you.

Drop us a line, tell us a bit about yourself and let's get talking!

iwouldlovetowork@90ten.co.uk

Battersea Studios, 80 Silverthorne Rd,
Nine Elms, London SW8 3HE

Medical Writer Senior
Medical Writer **Assistant**
Account Executive *Account*
Executive Senior Account
Executive **Account Manager**
Senior Account Manager
Account Director Senior
Account Director **Account**
Executive *Associate Director*
Director Digital *Patient*
Advocacy **Behavioural**
Science Creative Services

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