

## Case study:

# Hiring the First Director of Scientific Affairs for a Long-Standing Partner

An industry global leader and established partner of over 10 years got in touch with us to assist in growing their sales and commercial team across the US. The company required a Director of Scientific Affairs for the East Coast US.

This would be a brand-new function, requiring the individual to amplify brand awareness and develop relationships with industry leaders.

# The challenge:

The company were looking for someone that possessed a unique blend of skills, including experience in running bioanalytical drug development programs and prior director-level experience in bioanalysis. The role also required excellent communication abilities to effectively engage with Key Opinion Leaders and abilities to convey complex scientific information to various stakeholders amongst the business.

This hire was particularly challenging due to the specificity of the requirements. The transition from a research-focused role to a more customer-facing position is not a typical career path within the industry, making the search for suitable candidates even more complex. This was also the first time the company was hiring for this specific role, meaning the job description and expectations evolved through continuous feedback and collaboration between our team and the organisation.

# The solution:

To address the challenges, our team embarked upon a proactive search strategy. Leveraging our extensive network and industry expertise, we immediately identified several potential candidates who met the company's criteria.

# The solution:

Our approach involved closely managing timelines and adapting our search based on the company's evolving needs. Given the novelty of the position, we brought a variety of profiles to the table, refining our search criteria through iterative feedback from the company's board, and we used targeted headhunting techniques to engage with passive candidates who weren't actively seeking new roles.

Throughout the process, we utilized our industry expertise to effectively communicate the unique aspects of the role and the strategic vision of the company to prospective candidates. Because we have been partnered with the organization for 10+ years, we were able to effectively market the opportunity and the company's culture, strategy and internal progression opportunities available – because we've seen it all first hand.

Following our shortlist of talented individuals, one candidate, already within our network, stood out as a strong fit for the role, and was shortly hired for the opportunity.

# Impact:

Our collaboration with the company was crucial in finding the ideal candidate profile and ensuring alignment at every stage of the interview process. With continuous communication between the company & candidates, we were able to adapt our approach swiftly, and in June this year, the selected candidate commenced their role.

The candidates existing network and reputation within the industry have facilitated more effective communication and relationship-building efforts, and our ongoing partnership with the organisation continues as we work on filling a similar role on the West Coast and other strategic positions as the company expands globally.

