



**SVP - Mid-Europe  
General Manager  
Pharma**



**David Jolley FREC, BA (Hons)**

EVP & Country Head

+1 (919) 492 7658

+1 (984) 444 9984

[djolley@compass-ls.com](mailto:djolley@compass-ls.com)



## Reason and Purpose

Compass Life Sciences were engaged by a rapidly expanding market-leader in cardiovascular disease management to source a SVP – European General Manager for the business, who would be responsible for covering the mid-Europe region, encompassing Switzerland, Benelux, Austria, and the Nordics.

Following outstanding success in the US, Compass Life Sciences were mandated by the high growth Pharmaceutical business to secure an exceptional leader to oversee the launch, sales and market penetration of their drug across more than a third of Europe.

The successful candidate would be accountable for approximately 15 direct reports, more than 100 indirect reports, and have experience of comparable drug launches across territories of a similar scale – alongside budgetary responsibilities of several hundred million CHF.

## Assignment Process

---

Compass Life Sciences were able to engage candidates through excellent knowledge of the drug – owing to the legacy delivery the team had achieved in securing talented leaders to the organisation in the previous three months – as well as the understanding of the therapeutic area, the business, and the planned European launch. These were amongst several factors cited by candidates as stand-out features when approached about the opportunity, offering “reassurance, credibility and a key point of differentiation” compared to any other approaches they had received.

The team produced a shortlist of more than 30 prospective candidates closely meeting the brief: several of whom were referred by board members of European pharmaceutical businesses within similar therapeutic areas, or by members of their senior leadership teams.

Three candidates were submitted, all of whom were interviewed, before the client quickly identified a preferred option.

More than **30**  
**prospective**  
**candidates** closely  
met the brief.



**Members of the Senior Leadership Team commented on the quality of the secured candidate**

5 different stages of the interview process were completed in various guises ranging from video calls to face-to-face meetings, before the successfully identified candidate was offered and accepted the opportunity first time.

In subsequent meetings at the UK headquarters, members of the senior leadership team commented directly to Director, David Jolley, about how impressed they were with the quality of the secured candidate, reaffirming their high praise for the Compass Life Sciences levels of delivery in securing exceptional talent for their business.

*“It has been a true pleasure working with David Jolley in the recruiting process. David has from the beginning been very present, fast in responses, always attentive, and he has been my solid partner throughout the full process. I can only give my highest recommendations and thank you to David.”*

**Henrik Asmussem,**  
Mid-Europe GM, Amarin

