



Senior Medical Director,  
Women's Health Lead  
Big Pharma



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## Reason and Purpose

Compass Life Sciences were mandated by a Top-10 global pharmaceutical business to support with the recruitment of a Senior Medical Director – Women's Health Lead, owing to an internal promotion within the team leaving an opening in headcount.

The role would see the successfully appointed candidate be responsible for building their menopause franchise which was a key growth focus from a strategic perspective long-term for the organisation.

The Compass Life Sciences Medical Affairs team had a long and established relationship with the client – originally placing the incumbent role who had subsequently been promoted to a Director – and owing to this pre-existing relationship, were given exclusivity to source the role when attempts from the onsite RPO had failed to deliver.




## Assignment Process

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The recruitment process involved a four-stage interview which comprised both virtual meetings and a face-to-face final stage. In this particular instance, there was also an opportunity to introduce the successfully placed candidate to the person who had previously occupied the role, giving the opportunity to see first-hand the clear progression opportunities associated with the role – reinforcing that the decision to accept the offer was the correct thing to do.

Despite the successfully appointed candidate having multiple offers with various pharmaceutical businesses, the new Senior Medical Director – Women's Health Lead was confident in their decision to accept the role when offered, and has had an immediate positive impact to the business.



The recruitment process involved a **four-stage interview** which comprised both virtual meetings and a face-to-face final stage.

*“David has been instrumental in assisting me in finding a new role. His knowledge of the market is outstanding and he liaised closely with me to ensure only suitable roles were considered. He was also of great assistance and advice during negotiations. I would highly recommend David as a recruiter.”*

**Julie Smith,**

Senior Medical Director, Women's Health Lead - Bayer

