



Vice President
Pharma



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Reason and Purpose

Compass Life Sciences supported a family-owned Pharmaceutical business, in the recruitment of a Vice President.


Following recent capital investment by Goldman Sachs, the organisation were looking to expand their operations into the US region. The role would see the Vice President be responsible for women's health and endocrinology, working alongside global teams to ensure the various product lifecycles are appropriately managed.

This was the first time CLS had been engaged in the recruitment services of the client, and had undertaken a competitive pitch to present the capabilities of the team. During the discussions, the team were able to demonstrate their advisory and consultative services; ability to serve as a one-stop-shop for the pharmaceutical business – owing to the various consultants working in the other CLS specialisms (R&D, Data & Biometrics; Commercial Operations; Regulatory Affairs; Medical Affairs and Clinical Research); as well as the ability to understand the cultural importance of key hires into the business – as ESG and more specifically, DE&I, is a critical driver at the business. As a result, the team were mandated this significant piece of work.

Assignment Process

Compass Life Sciences conducted a thorough search of the market to identify prospective candidates closely matching the clients' criteria, and submitted a shortlist of six candidates for consideration. Five of the initial cohort were invited to interview, before the successfully placed candidate was identified and put through a three-stage process in total which involved virtual meetings with the US Lead, and two meetings with the UK hiring manager..

The successfully placed candidate was offered and accepted at first time of extending the news.



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“I had a great experience working with David James. He was supportive all way along the process, had a great understanding of my CV, industry experience and career aspirations. He identified the perfect role enabling me to secure my first global role. He was very responsive, provided me with timely updates and was a pleasure to deal with, highly professional!”

Svetlana Glover,
Vice President – Norgine

