



Senior Medical Director
Big Pharma



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Reason and Purpose

Compass Life Sciences' Medical Affairs team recently supported a Top-10 global Pharmaceutical business who have operations in more than 80 countries world-wide, to appoint a Senior Medical Director as part of a key hire for the organisation.

The successful candidate would be responsible for continuing current product development, as well as launching a new product within the organisation's cardiovascular franchise, which was part of a major international strategic initiative for them. As such, it was considered a critical hire.

Compass Life Sciences had a track record of delivery as a valued recruitment and advisory partner with the business, and were trusted to identify an appropriate individual who would be able to realise their long-term goals.

Assignment Process

The entire recruitment process was conducted over the course of three interview stages, several of which were on-site and also included meeting the Head of Medical Affairs across several franchise areas. The timeframe from being mandated the role through to the candidate starting in post was three months, which included their notice period.

The Senior Medical Director was appointed first time, which involved support from the CLS team during the resignation stage owing to pressure from the Global Medical Director at the candidate's former company encouraging them to stay. However, the opportunity was too good to turn down, with the appointed candidate joining at the start of the New Year.

**The Senior
Medical
Director was
appointed first
time.**

“David has been fantastic throughout the whole process (of me securing my Senior Medical Director role). He was extremely informative when it came to highlighting the requirements for the role, he kept me informed on next stages and the discussions that took place with the hiring manager, he also supported with interview prep (even if it was to lend an ear and to calm nerves).

Once the role was secured he was supportive in negotiations and provided clarity for me at a time when there was a lot of information to process. David is a fantastic asset to Compass Life Sciences and an individual I would not hesitate to speak to in the future. Thanks David!”

Vishal Thanki,
Senior Medical Director - Bayer

