



Associate Director Case Study
Global Pharmaceutical Company

Reason and Purpose

THE CLIENT

Compass Life Sciences were mandated, by one of the most revered global pharmaceutical organisations, to support the hire of an Associate Director. The client's aim is to discover, develop and commercialise innovative medicines in areas of unmet medical need.

HISTORICAL RELATIONSHIP

This was a relatively new client for CLS after initial discussions with EVP & Country Head, David Jolley, who then introduced the Data & Biometrics team to support their talent acquisition team when required. This was the first time the CLS Data & Biometrics team and the client had worked together where CLS had to demonstrate credibility and ability to deliver, alongside presenting suitable profiles matching the brief.

The Data & Biometrics team had built up a rapport with the client's talent acquisition team to provide support with expanding the client's headcount in Ireland. This allowed the Data & Bioinformatics team to really understand the client's requirements and demonstrate their expertise, knowledge and experience.

Assignment Process

An initial meeting was arranged with both CLS and the client to discuss business terms along with a detailed brief to ensure clear communication was conveyed throughout the whole process.

CLS identified five potential candidates that were presented to the client with 80% of these selected for a three-stage interview process. The recruitment process was conducted entirely remotely, which involved meeting multiple senior stakeholders, as well as completing a virtual presentation.

One of the candidates was offered the role and accepted. This was due to their extensive understanding and ability to perform the technical programming aspects of the role, whilst also possessing the capabilities to grow and build a team within the department.



Outcome

Due to the niche market and the complexity of sourcing experienced candidates, the successful completion of this placement has solidified the client's view that CLS are the go-to recruitment advising consultancy to support with senior hires for the team with the client praising the outstanding success to date.

The feedback received from both the client and candidate observed an outstanding process for both parties, thanks to the hard work of CLS on the recruitment journey. As a result of this, the client has approached CLS with a further two additional roles to provide support with.

“I have had the pleasure of recently working with Compass Life Sciences, who found a great new role for me. There was a positive attitude and I was encouraged throughout every step of this process. Compass Life Sciences is always available for any queries and is always happy to help and nothing is ever a problem. I am glad they reached out to me with this role and that they put me forward and represented me. They are very open and positive to work with and I would recommend Compass Life Sciences without any hesitation!”

Paul McDwyer,
Associate Director of Epidemiology

