



Director of Regulatory Affairs

International Pharma Consumer Health Company



David James Bsc. Hons, MREC CertRP
Associate Director | North America Business
Development & Staffing

(+1) (984) 444 9907
+44 (0) 2392002799
djames@compass-ls.com



Reason and Purpose

The Client

Compass Life Sciences was mandated by a rapidly growing, international consumer health pharma company due to their business expansion plans within the USA. The client specializes in developing and manufacturing consumer healthcare brands and OTC products.

Due to the companies' growth plans, the placement of a Director of Regulatory Affairs was essential to support their continued expansion plans. The client's USA team currently comprises of a headcount of 30, with plans to expand this further, along with product growth plans.

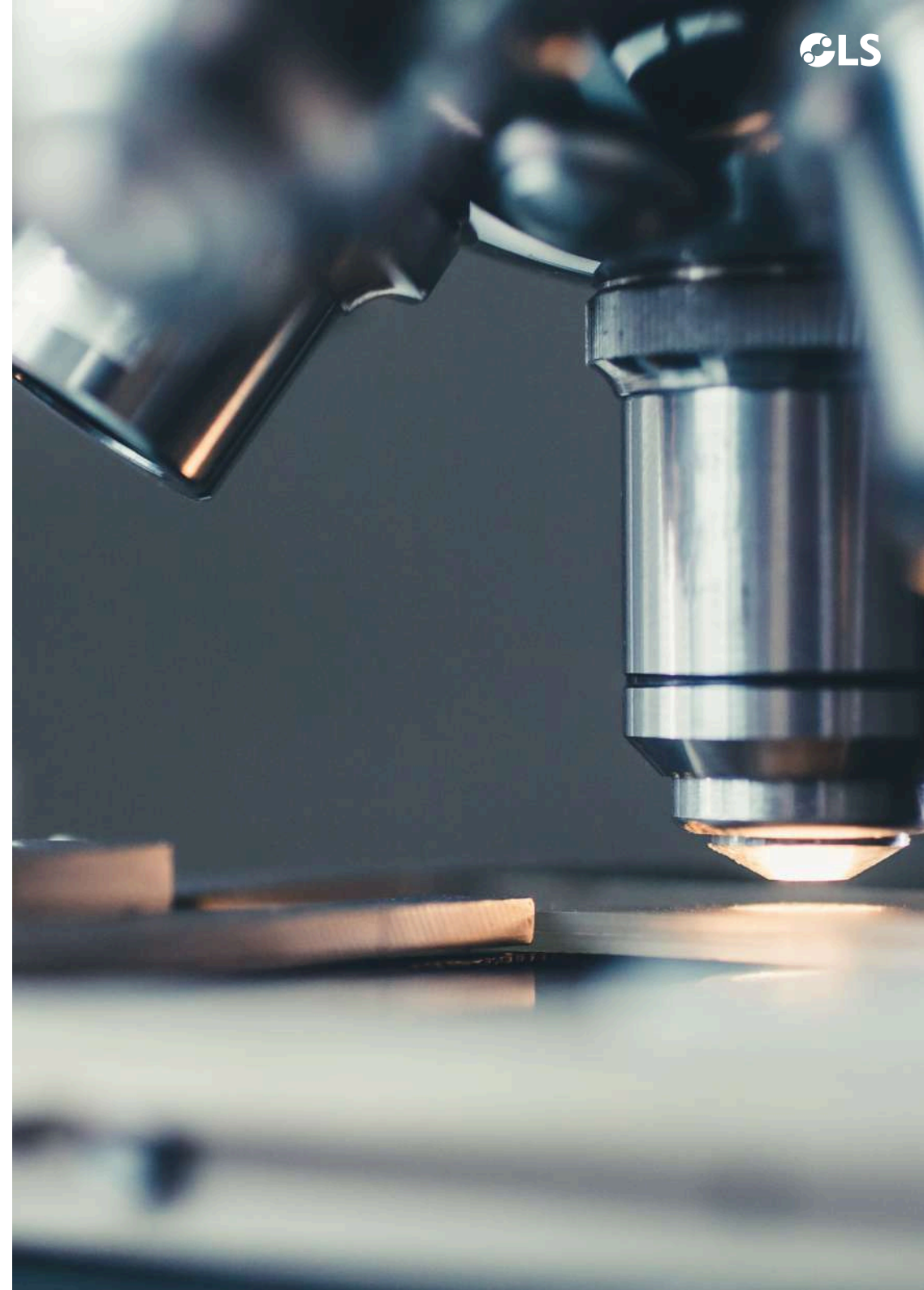
Historical Relationship

CLS had previously worked with the client by supporting a number of placements within their UK Regulatory Affairs team. Due to the credibility and previous track record provided by CLS, the client approached CLS to support with the placement of a Director of Regulatory Affairs. Having previously worked with this client, CLS already had a well-established understanding of the client's vision and purpose.

Assignment Process

After the initial introductory meeting with the North American Talent Acquisition Leader, the client and CLS agreed on business terms along with a detailed brief to ensure clear communication was conveyed throughout the whole process. The interview process involved five stages including virtual meetings and an in-person on-site meeting. The client was ideally looking for a middle to senior level experienced candidate with consumer experience for the role.

CLS identified four potential candidates that were presented to the client. The client invited all four candidates to the first stage interview which saw two of them identified to be invited to the second stage. From the third stage onwards, one candidate was identified to be invited for the three final interviews. The interview stages varied from being virtual to in-person with the candidates being interviewed by the senior leadership team within the UK and in the USA.



Outcome

After attending all five interview stages, the candidate was successfully offered the role. The client was impressed with their previous experience in consumer health and felt that the candidate could fulfill their Regulatory Affairs scale up requirements.

The client provided an offer accordingly, due to the candidate being in the process of accepting a counter offer. The candidate was highly sought after and therefore the client needed to act quickly.

The whole process was completed within a month from initial contact to the candidate being offered the role.



“I had the pleasure of working with David when he contacted me about an opportunity that was the perfect fit for me. From the initial conversation through my first week in the new role, I was impressed with David's support, understanding of the role, industry and recruiting process, as well as his help with all of my questions along the way. I am grateful for having had the opportunity to work with him and I strongly recommend him as a stellar example of a recruiter in the Life Sciences industry.”

Amy Levitt, Director

Regulatory Affairs and Quality Assurance

Alliance Pharmaceuticals