

Vice President Head of Pharmacovigilance

Physicians, a specialist US based retained search & contingent staffing firm focusing exclusively on the recruitment of pharmaceutical physicians for biotechnology & pharmaceutical companies.



CLIENT & SCENARIO



Cpl Physicians exclusively partnered with this clinical stage biotechnology company leading the way in Oncology development. With over \$300M in funding, their novel platform is allowing them to expand into new disease areas at a rapid rate. As the company began their growth journey, they reached out to Jacob at Cpl Life Sciences from an existing prior relationship to support them in hiring a Vice President, Head of Pharmacovigilance and Drug Safety who would assume responsibility for building and establishing a cross functional team.

ACTION



Starting with an extensive briefing with the Chief Medical Officer and VP HR, the team were faced with identifying an exceptional candidate from an extremely limited candidate pool of local executive level physicians. Jacob and the team focused firstly on their own passive network & identified several candidates and augmented this with further candidates via direct referral and then progressed to an in-depth screening process. This led to two perfectly on brief candidates that moved swiftly to 1st stage interview process. Jacob and the team managed the coordination of all interviews and issuing meeting invites for both client and candidate to ensure agile control of the process and timelines which were critical within this high-profile hire.

OUTCOME



The organization had placed a 6-month time to hire on this critical role due to the knowledge around the exceptional lack of skilled talent within the geographical area and volume of similar roles with competitors. The successful candidate was identified and evaluated via a comprehensive screening and interview process and was offered and onboarded within three months of the initial brief. During an aftercare call with the successful candidate after starting their new role the individual placed had already established themselves and was greatly enjoying their new role.

ANY OTHER ROLES FILLED WITH THE CLIENT

Having filled the position months in advance of the anticipated start date, this has now allowed the company to expedite their projects and are already well on their way to establishing a cross functional team beneath this Vice President. Jacob and the team are now assisting with this growth and have just completed another project with the company, hiring a Medical Director Oncology into the Hematology team.

