

CASE STUDY

Clinical Development Director



SCENARIO

Cpl Life Sciences US partnered with an established global biotechnology company who recently received positive readouts on their phase III Oncology drug and were looking to hire a Director Clinical Development to lead on their studies. Based on recent success in placing a senior hire with this business, they reached out again to Physician Practice Lead. A full and comprehensive briefing was taken including all challenges experienced in the hiring process. With the pipeline progressing this was now at a critical hiring stage.

ACTIONS

Seeking an Oncologist ideally with a background in Radiology the team set out to network with both individuals in Academia and in the pharmaceutical/biotechnology industry. As the technology platform this business uses is extremely novel, the team were able to use this as a great talking point when connecting with candidates. Several profiles were presented to the hiring team and the Vice President Clinical Development selected 5 candidates to bring forward for an initial interview.

OUTCOME

Three individuals were shortlisted for further calls with the leadership team and members of the clinical development team. Due to recent local lockdown restrictions and some individuals being based across Europe, Cpl Life Sciences US were responsible for arranging and booking in the interviews for both parties. The hiring manager decided to proceed with a Board-Certified Radiation Oncologist who had an extensive background in clinical research. The team was able to support and guide this physician out of academia and into the industry with a smooth transition securing the candidate an attractive first offer. The candidate is now settled into the role and is enjoying the new challenge.

TOTAL TALENT SOLUTIONS

Why choose us

- Award winning sustainable business
- Committed to Equality, Diversity and Inclusion

Benefits

- Life science staffing subject matter experts
- Traditional, Permanent and Contingent
- Offices covering the UK, EU, USA and Switzerland



The team have now filled a further critical hire with the client from Director to Vice President. This has led to further exclusive roles coming through regularly as the organization grows. The team continues to build deeper relationships with the organization and is now offering advice on remuneration benchmarking, developing job descriptions and competency profiles. Continued and repeated work is the best reference any team can have!