

## CASE STUDY

# Clinical Research Physician



## SCENARIO

Cpl Life Sciences US partnered with one of their long standing global clinical research organizations (CRO) who, due to covid-19, were in urgent need of hiring an additional physician to support their upcoming clinical trials. Due to a strong working relationship with the Chief Medical Officer (CMO) the team were tasked before other Consultancies and track record of success to partner for the hiring of this time critical hire.

## ACTIONS

Following a detailed briefing the team provided a Talent Map of the Bay Area and provided the CMO with a full overview of hiring trends. The team reached out immediately to their passive network immediately after an extensive briefing call outlining all requirements. Tom and the team then worked through extensive screening calls to build a shortlist of ready to hire quality candidates for Resume review. The team identified nine excellent fit candidates with full resumes and commentary around selection. The nine candidates put forward resulted in seven being selected for video/ face toface interviews. Following first round interviews the Cpl team built a schedule for selected candidates and prepared each candidate for onsite visits. Due to covid-19 restrictions, the team applied extra compliance ensuring candidates arrived early for testing and had all required documentation with them.

## OUTCOME

After completing the initial interview stages, 2 candidates were identified and progressed to final interviews with the leadership team. Feedback from the hiring manager was that both candidates met the complete brief given and had headcount been available, would have hired both. Having identified their lead candidate, Cpl Life Sciences US worked to negotiate with both the client and candidate to negotiate remuneration and start date that worked for both parties. With a positive acceptance the candidate commenced employment within 2 weeks and made an immediate positive impact. Following a 4-week feedback session with the CMO, the company confirmed a positive hiring experience, a great cultural and skill set fit and the candidate's progress already making a positive impact the firm was already forming a long-term progression program for the candidate within the organization.

## 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



Tom was an outstanding recruiter to work with. He was extremely professional, proactive, and polite. I appreciated the careful preparation for any client interaction and the extent to which he kept in touch. Tom would work late into the evenings consider the differences in time zones. It was an absolute pleasure working with Tom and I would recommend him to anyone.