

## CASE STUDY

# Senior Director Clinical Development



## SCENARIO

This start-up biotechnology company leading the way in Gene Therapy Ophthalmology research had several progressing programs at Phase I/II and needed a physician to lead on these studies. Having recently delivered an outstanding candidate within Ophthalmology, Tom Burrows, Physician Practice Lead, Cpl Life Sciences, and his team exclusively partnered to deliver on this additional new critical hire. Due to the start-up stage and a small and very cohesive team in situ this was a hire that required a rare skill set within Neuro-Ophthalmology, but also had to be an individual that would be a good cultural fit and able to develop personally.

## ACTIONS

After a comprehensive briefing with the CMO and Head of HR, the team put together a comprehensive Talent Insights Report. This included competitor companies, similar ongoing programs and where this rare talent pool were currently working. Tom and his team in collaboration with the client established a small pool of relevant candidates and began their direct approach and marketing campaign. Many of the most sought-after candidates were already within Cpl Life Sciences passive candidate base, so could be contacted swiftly with comprehensive information around the role and opportunity. Each candidate was profile screened and vetted prior to selection and shortlisting to the client. Following the screening process, extensive cover sheets were created which detailed each candidate's relevant experience, motivations, remuneration requirements and commentary around skills and competencies versus client brief.

## OUTCOME

Due to the acute nature of this requirement and ongoing studies Tom and the team established an agile work pace and daily communication to update on real time progress with the role. After the initial shortlist delivery (within 2 weeks of the briefing) several rounds of interviews took place. From these initial stages the company was able to progress with 3 individuals that were very well aligned to the role. Following the interview process, a Neuro-Ophthalmologist with extensive industry experience was identified and offered the role. The offer management was critical to getting this exceptionally skilled Physician on board. This was all managed by Tom to ensure both parties were engaged in the outcome. The candidate started the following fortnight and onboarded just in time to support with the development of their programs as well as attending an important conference. This critical hire was made all in quick succession from the briefing to the start date.

## 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



Such was the level of success by Cpl Life Sciences US in 2021, this emerging Biotech has exceptional growth plans for 2022 and now wish to establish a deeper working relationship. Based on the quality and speed of outcome, credible knowledge and, most importantly a positive candidate experience this company has asked to retain Cpl's support for future senior hires. Tom and the team will be attending a meeting in early 2022 to work exclusively with the Talent Team and establish all hiring plans for the year ahead.