

## CASE STUDY

# Senior Director Clinical Development Oncology



## SCENARIO

Cpl Life Sciences US exclusively partnered a clinical stage biotechnology company currently leading the way in Oncology development. With over \$300M in funding, their novel platform was allowing them to expand into new disease areas at a rapid rate. As the company began their growth journey, they reached out to Tom – Practice Lead on US Physicians at Cpl due to previous success in hiring the best Physician talent as they sought a Senior Director Clinical Development with responsibility for leading on several early-stage oncology programs.

## ACTIONS

A full in-depth brief was taken from the VP of HR. Within 24 hours Tom and his team put together a comprehensive market mapping document including competitor companies and similar ongoing programs. After an in-depth search across passive candidates and direct head hunting, the team was able to present three on brief candidates for review within 2-weeks. All three were selected for first stage interviews. Each candidate selected for interview was fully prepared and given a comprehensive overview of the business, role and pre interview coaching.

## OUTCOME

After the initial selection process was finalised & candidate selected to offer, the role was declined due to a Counteroffer. This is not an unusual situation in the current market given the scarcity of talent. Cpl Life Sciences service levels and understanding of the competitive landscape had meant further candidates had been briefed throughout the recruitment process. Tom and the team acted swiftly presenting three further on brief candidates. The client moving agilely through the new process and moved forward to 1st and 2nd stage interviews and assessments. This resulted in a further offer and acceptance. Prior to the candidate's acceptance, the Cpl team managed all candidate pre-employment checks to facilitate a start within 2 weeks of offer and acceptance and keep to deadline. This meant the further scaling of the team suffered no further delays. The Physician that started their new role in during the aftercare call with the Cpl team gave exceptionally positive feedback on both their new role and the journey they had as a candidate and is settling in well into 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



"I was pleased with all aspects of working with Tom. He kept me informed about where things stood even when things appeared to be stalled for whatever reason. He was pro-active about my timelines and worked very hard to keep things moving and without mystery, always getting back to me with rapid feedback. Compared to other head-hunters I have used; he was remarkably responsive and seemed to have better ability to get answers and influence the timeline than others. I very much appreciated his involvement, which is not always the case with some head-hunters who appear to be redundant at times.