

CASE STUDY

Senior Vice President 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 Vice President (VP) to drive the overall management and development of the portfolio. The role had been live for 12 months via the internal talent team without a successful candidate identified. Based on recent success in placing a senior hire the company reached out to Cpl Life Sciences 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

Subsequent to the in-depth briefing, Tom and the team built a Talent Map of the market and competitor landscape. Once completed a limited number of candidates of perfect fit candidates were identified. After 4-weeks of detailed sourcing, feedback and client briefing the team presented 3 on brief candidates for the position. The client selected two candidates to take forward with extensive Oncology development experience with a knowledge of the business and proven success in leading and developing cross functional teams. The client was advised that speed and agility would be key for this sought after talent pool. The interview process consisted of 5 stages including calls with the CEO & President over the course of several weeks. The two candidates selected were kept up to date throughout process and the team worked closely with the client to negotiate the best outcome possible for both parties to ensure a seamless experience for both.

OUTCOME

Following a successful and agile interview process, the team were able to negotiate a more senior title for the candidate in tandem with an extremely competitive compensation package that worked for both candidate and client. Once on-boarded, the Senior Vice President was given responsibility for several teams and upscaling projects and settled quickly into the new role. In their first month with the business, the Cpl team kept in constant contact with the candidate to ensure a smooth transition. Within weeks the candidate reached back out to the team to request their exclusive support on several further vacancies across Medical, Scientific & Regulatory. All roles were taken as a priority and interviews were secured for on brief candidates for. With the fast development of their responsibilities in this role, the client has been pleased with progress and is now taking direction from the candidate regarding strategy for the next financial year

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 lead 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!