

## CASE STUDY

# Vice President Pharmacovigilance



## SCENARIO

Following several months of struggling to find a suitable candidate, this global biotechnology company specialized in Rare Gene Therapies requested the support of Tom and the team to map out the market and identify a physician that could support them with building and establishing an inhouse safety and pharmacovigilance function. Following a detailed briefing from the client and some recommendations from the team, Cpl Life Sciences US began to build a mental picture of the ideal profile this client would need.

## ACTIONS

The team had a separate debrief that outlined the approach they would take when targeting such a small pool of candidates in the Rare Disease Gene Therapy space. Once briefed, the immediate protocol was to reach out to the existing relationships that they had, resulting in candidates being presented as a first batch. The second batch followed a week after and several interviews were conducted. The standout candidate was quickly identified, and the team worked to book this individual in for a series of calls with the c-suite team

## OUTCOME

After identifying the strengths that this Pharmacovigilance Physician had, they progressed with several rounds of interviews and then proceeded to move forward with an offer. Having already presented the candidates package expectations and notice period at an earlier stage, the client was able to put together a highly competitive package with a start date that suited the candidate. Due to the time between first and last interview, Tom recommended that the candidate and hiring manager have the opportunity to connect again before closing out the process. This enabled them to dig further into the plans once established in the role. Time to hire was significantly reduced and although the client had requested other agencies prior to Cpl's support, they were pleased with the outcome and continue to use the team for hiring needs.

## 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



Following this project the team went on to continue supporting the business and is still working on recent Medical Director/Pharmacovigilance requirements for the hiring team. As the business continues to grow, Cpl Life Sciences US will support with the expansion plans.