

Case Study

Industry type:
Global Commercial
Solutions Group

Functional area:
Business Development

Location:
UK

Service:
Executive search

Three Business Development appointments made from one search for a major commercial solutions group

Brief:

In preparation for significant business growth, our client sought a Business Development Director for their flagship UK commercial solutions business.

The company, a recognised leader in its field, needed a commercial thought-leader who could develop peer level relationships with their UK pharmaceutical Board member clients and provide real insights to help their clients develop relevant commercial strategies and programmes to drive their businesses forward in an increasingly competitive and challenging UK market-place.

Challenge:

Our client's ideal candidate profile was very demanding - someone who had held a UK commercial leadership role within a major pharmaceutical company and had also made an outstanding contribution to business development within a respected commercial solutions provider.

Where individuals had no prior experience within a services environment they would need to demonstrate the ability to transition seamlessly and quickly into a major services organisation.

Solution:

Our lead project consultant appointed a team of experienced researchers to work with her to identify, approach, evaluate and attract potential candidates from two potential areas of the industry: Senior sales, marketing and business leaders from major pharmaceutical companies, and Business Development leaders in services organisations who had previously held senior leadership roles in major pharmaceutical companies.

Result:

We short-listed within seven weeks and our client appointed a strong Business Development Director, who had previously been a general manager with a Top Ten pharma and was currently a successful Business Development Director with a commercial solutions provider.

The client also hired two further candidates from this search – an ex biotech Commercial Director has been appointed as Global Business Development Director and a Top Five pharma Brand Leader has been appointed as UK Business Development Director.

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