

Case Study

Industry type:
European Pharma Company

Functional area:
Technical Services & Supply Chain

Location:
UK

Service:
Executive search

Executive Search - Building a Technical Services and Supply Chain team for a European Pharma Company

Brief:

Our client was in a major growth phase with new products to be launched from its own pipeline, via joint ventures and through in-licensing. They sought additional expertise to ensure the NPI activities to run smoothly and to make significant improvements to a fragmented supply chain.

Our assignment was to appoint a Head European of Technical Services, two Supply Chain Planning Experts and a Distribution and Customer Services Leader. The new incumbents would analyse the current supply chain status, suggest key recommendations for improvement and then implement.

Challenge:

The Head of European Technical Services required a wide knowledge-base across a range of dosage forms and device/combo products. In addition to this the extensive use of CMOs, as well as their own European manufacturing operations, meant they needed an individual with proven experience in managing CMOs. The other three supply chain positions would work very closely together so their ability to work as a team would be vital. In addition, to facilitate close working relationships, all candidates would be required to relocate to the UK HQ.

Solution:

For the Technical Services role we targeted large Pharma organisations that operated externally-focused technical services teams. We identified and engaged with the key people in this field across Europe. In addition we identified potential Manager level individuals as it was expected that the Head would need additional resource within six months. Identifying individuals at this stage would allow us to speed up the process when the further headcount was approved.

We suggested that the FMCG sector, as well as in European Pharma, could potentially offer individuals with distribution expertise gained across complex European Supply chains. For the Supply Chain Planning experts we networked in Pharma, with a focus on the UK.

As team and cultural fit was so important for this project we ensured that we spent time with various members of the existing team, in order to build up a thorough picture of the group and to aid us in selecting individuals in the research phase and at interview that would fit the team dynamic. In addition we assisted our client in creating some team based activities for potential candidates at the client interview stage.

Result:

After presenting all three shortlists on schedule we worked closely with the client in organising some complex interview logistics; with candidates from four European countries. Through careful management of interview logistics and working closely with all chief stakeholders and candidates, all four appointments were successfully negotiated. We received strong client feedback and further assignments were awarded.

Barrett Webb Ltd.

Tel +44 (0)1727 857755 **Email** info@barrettwebb.com