

Case Study

Industry type:
Biotechnology

Functional area:
Regulatory Affairs

Location:
UK

Service:
European Executive
search supported by
a specialist mailing

Recruiting a new Regulatory Affairs team for a specialty Biopharmaceuticals company focusing on cutting edge human genetic therapies.

Brief

Our client is at the forefront of discovering, developing and commercialising protein therapeutics for a range of genetic diseases. Due a change of location they had lost key members of the European Regulatory Affairs team and were looking to use this as an opportunity to bring new technical and leadership expertise into the business.

The new team was to consist of a Senior Director and two Senior Managers tasked with devising and delivering European Regulatory Strategy for a range of novel products.

Challenge:

We refined the brief for this project by meeting with the UK based HR Director and the SVP for Regulatory Affairs, based in Boston, USA.

To take full advantage of the opportunity presented by being able to replace most of the RA team, our client had some very specific requirements. These included attracting individuals with expertise within the orphan drug registration process and experience of products aimed at meeting un-met medical needs, ideally biologicals. Since we would be recruiting a team it was apparent that we would need to carefully assess the individuals to ensure that they would gel, we would also need to carefully manage the expectations of the Senior Manager candidates, as they would be unable to meet their line manager during the interview process.

Solution:

Supported by a TOPRA mailer, designed in-house, we commenced our search activities by mapping the markets in orphan drugs and genetic therapies across Europe. We identified the RA teams and made approaches to the individuals identified at a number of levels – Manager, Senior Manager, Director and Senior Director. Our investigation and networking enabled us to identify some high calibre individuals who were excited about working for a leader in the field of human genetic therapies.

Result:

Our three shortlists for these roles contained candidates from a range of companies and European countries. Interview logistics were complicated due to the number of meetings and venues involved, with the preferred candidates for the Senior Director role needing to have a detailed assessment day at the USA headquarters. The three candidates appointed after the interviews were from the UK, Germany and Switzerland. It was agreed that the successful candidates had a very high chance of working well together. Due to differences in notice period the Senior Managers started with the client before the Senior Director was in place.

Outcome

The new team have helped drive the business forward, collaborating well as a team and with international colleagues.

Since this project we have been asked to find other members for the RA team, as new products emerge from the pipeline.

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