

Case Study

Industry type:
Contract Development –
Pharmaceuticals and
BioPharma

Functional area:
Development

Location:
UK

Service:
European Executive search

Contract Development and Manufacturing Organisation required leadership for its high growth Development Services business.

Brief

A well-established CMO required a proven R&D leader capable of driving their Development Services business forward. Key responsibilities included providing strategic direction for the organisation, leading business development activities and growing and developing the operation to meet current and future client demand. In addition our client required an individual capable of providing the scientific and commercial leadership to undertake business transformation programmes and to gain and lead further business in large molecules.

The role required a seasoned Director with sound commercial and scientific knowledge, able to operate within a very commercial organisation and with the credibility to convince major global Pharma and Biotech companies that their development activities would benefit from being outsourced to our client.

Challenge:

At this time the Development group was operating with a leadership vacuum, with the operation having to be directed by the USA-based CSO. In addition, it was clear that rapid growth had led to organisational issues, so finding the right person in a short period of time was essential. We took a detailed brief from a number of key stakeholders both in Europe and North America, assisting in defining the specification required for this challenging position.

Solution:

We conducted a highly targeted executive search among the key Development operations across Europe. Target companies included Big Pharma, contract development companies and Biotechs, our aim was to identify commercially capable Development leaders with both small and large molecule experience.

We identified around 100 potential individuals, then approached and evaluated the best-suited 20 potential candidates. Relocation was a major factor, as was the reluctance, in some cases, of people to move from the larger Pharma companies into a highly commercial organisation. Overcoming these issues we were able to present our client with a strong shortlist of candidates from the UK, Germany and Switzerland.

Result:

Our client's preferred candidate was appointed within 12 weeks from the outset of the search, including three interviews with the client. The CSO for the global business was delighted with the outcome.

Since his appointment our candidate has made major changes within the business and continued to grow the organisation, gaining new customers and multi million dollar projects; necessitating further expansion of the site. He has also been promoted to VP and is now leading all European development activities for our client. We continue to work closely with the client and have placed other people in key leadership and technical roles within the business.

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