

Case Study

Industry type:

Vaccines

Functional area:

Clinical development

Location:

Continental Europe

Service:

Executive search

Appointment of Clinical Strategy Leaders.

Brief:

Our client - a major vaccines company - needed to recruit a number of Clinical Strategy Leaders across a range of disease areas. Responsibilities included definition of global clinical strategy conducive to achieving the registration of new vaccines; including the design of clinical development plans and protocols across the development lifecycle, including the pre-clinical/clinical transition, early phase development and critical phase III studies to support regulatory filings.

We were seeking physicians or PhD scientists, with experience of clinical leadership of a global or regional clinical development project. Candidates would need to demonstrate an understanding of the specific challenges of clinical development in the vaccines sector.

Given the high level of industry demand in this field, coupled with internal salary constraints, the company had experienced difficulty in attracting this level of scientific experience from within the industry, in part as a result of cost of living differentials across the main European markets.

Solution

We conducted a rigorous search across the industry, but as soon as we confirmed the disparity with remuneration, we recommended broadening search targets to include potential candidates with a focus on infectious diseases who were working in academia and government agencies.

By reorienting the search we were able to identify a relatively untapped field of expertise, including many physicians who had worked collaboratively with industry and therefore had the appropriate experience profile.

Highly structured competency based interviews were then used to assess their suitability and ability to transition successfully into industry.

Outcome

All posts were filled successfully and the projects completed to time and budget.

All hires have since been promoted into more senior positions.

We continue to work with the client on key leadership roles across the global business.

Client Feedback

"We have worked with Barrett Webb for about seven years and currently it is the only Executive Search agency that we work with that is based in the UK. The strength of Barrett Webb lies in their tailor made service. Every applicant they have put forward has been excellent. Their consultants have a real talent to understand our needs and they have the ability to be able to assess people in terms of culture fit, which is really important. They have an in depth knowledge and understanding of the pharmaceutical sector in Northern Europe and have demonstrated excellence in the ability to head hunt throughout the North European market from their base in the UK."

Senior Director, Recruitment

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