

## CASE STUDY

**DIRECTOR, PROGRAM MANAGEMENT**  
BIOTECH DEVELOPING NOVEL SMALL MOLECULE CANCER THERAPEUTICS

### THE ASSIGNMENT.

This role reported into the SVP, Program/Portfolio Management and would oversee multiple Discovery and Pre-Clinical programs moving quickly towards the clinic. We had already successfully placed one Director of Program Management and were brought back to help recruit an additional one shortly thereafter.

### THE CHALLENGE.

Our client needed a seasoned Program Manager with a strong scientific background in small molecules who had experience managing cross-functional teams. We needed to identify candidates who excelled in program execution and could gain credibility with the Scientists from day one. They also needed to be very comfortable with intricate workflows in these earlier stages of Drug Development.

### THE OUTCOME.

We placed a Project Manager professional with a background in Pre-Clinical Operations, Pharmacology, and Toxicology who had moved to a CRO and missed the biotech environment. The candidate's small molecule background and ability to oversee a number of programs in the right stages made her an excellent fit for this role.



**CANDIDATES SOURCED**  
108



**CANDIDATES SPOKEN TO**  
53



**CANDIDATES QUALIFIED**  
21



**CHRIS PORTANOVA**  
Client Lead & Recruiter



**SHARON SUCHECKI**  
Sourcer

- 1 CLIENT INTAKE**  
Our Client Lead meets with the Clients to understand needs and establish expectations.
- 2 STRATEGY**  
Our Sourcing Team creates a sourced list of qualified candidates.
- 3 OUTREACH**  
Our Recruiters connect with our network and the sourced candidates.
- 4 CLIENT CHECK-INS**  
We meet with Clients regularly to review candidates and interview feedback.
- 5 PLACEMENT**  
We help negotiate an offer the Candidate is motivated to accept.