

CASE STUDY

SVP, GLOBAL MEDICAL AFFAIRS – SGD & ONCOLOGY
GENE THERAPY BIOTECH TREATING SEVERE GENETIC DISEASES AND CANCER

THE ASSIGNMENT.

To assist the long-standing Chief Medical Officer with the recruitment of a SVP Global Medical Affairs Executive. Our client was approaching major milestones, including their first product approval.

THE CHALLENGE.

Medical Affairs was an established function and team at the time of this search assignment. There was a VP Medical Affairs in place, who successfully built out a robust and impressive team, which included all core areas of a successful Medical Affairs Department. Given the emergence of their growing Oncology franchise, Senior Leadership wanted a proven Medical Affairs Leader with deep Hematology/Oncology experience. Along with the ideal Therapeutic Area match, the CMO required a MD for this position and someone that has led a large (30+) team.

THE OUTCOME.

Our search strategy was centered mainly on bigger biopharma companies that have successfully commercialized in the Hematologic Oncology space. Our focus quickly centered on ~40 individuals who met the requirements – MD + Deep Track Record in Hematology/Oncology + Leadership of a 30+ Person Medical Affairs Organization. Our client was able to attract a seasoned Medical Affairs professional that aligned perfectly with the parameters of the search but even more importantly, was a strong cultural fit.



CANDIDATES SOURCED

153



CANDIDATES SPOKEN TO

40



CANDIDATES QUALIFIED

11



MARC SILBER
Client Lead & Recruiter



DEBRA CHAN
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.