

CASE STUDY

SENIOR DIRECTOR, PROJECT TEAM LEADER CLINICAL-STAGE BIOTECH DEVELOPING IMMUNOTHERAPIES

THE ASSIGNMENT.

We were retained by our client to find a Program Team Lead at the Sr Director level to take strategic ownership of one or more programs across Discovery and Clinical Development.

THE CHALLENGE.

The client wanted a PhD with oncology experience, preferably in more complex modalities like vaccines, biologics, or cell therapy due to their scientific platform. They needed a candidate with a strong scientific background along with a deep knowledge of later stage development. The company was historically more of a scientific/research focused organization that was advancing their technology and building out clinical development. This created an interesting opportunity but also some uncertainty around the company's continued success as more of a Development focused organization.

THE OUTCOME.

We placed a Sr Director, Project Team Leader coming from large pharma who had a diverse background across Portfolio, Program, and Project Management but had never been a true Program Lead. We showed the client that the candidate's involvement across drug development and her exposure to key decisions made across various programs made her a good candidate to make this transition.



CANDIDATES SOURCED

78



CANDIDATES SPOKEN TO

39



CANDIDATES QUALIFIED

6



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.