

CASE STUDY

VP, HEAD OF MEDICAL AFFAIRS GENE-EDITING BIOTECH USING CRISPR/CAS9 PLATFORM

THE ASSIGNMENT.

To assist the Executive VP of R&D with the recruitment of the first Medical Affairs hire – Head of Medical Affairs.

THE CHALLENGE.

With a high-profile Clinical & Commercial Partnership in place with a larger biopharma company, it was important for the CEO, EVP R&D and Board to recruit a well-versed Clinician to drive Medical Affairs strategies, as well as build and lead a function for their Clinical programs (Hemoglobinopathies Franchise). The goal was to identify a Physician with domain expertise in the Benign Hematology space, that had recent drug development experience and proven Medical Affairs experience, preferable with a focus in US. We also needed to have someone based in Cambridge, MA.

THE OUTCOME.

We successfully identified a board-certified Pediatric Oncologist who also worked in the Center for Cell & Gene Therapy at a renowned Hospital, as the principal investigator for a number of first-in-man and first-in-pediatrics studies using virus-specific T cell as well as CAR-T cell immunotherapeutics. The candidate is responsible for building and leading a new Medical Affairs organization across all therapeutic areas.

Separately, we also identified another individual that aligned perfectly for our clients' needs and the decision was made to hire 2 people to build the Medical Affairs function – this person was hired as a Medical Director, Medical Affairs, reporting into the VP/Head of Medical Affairs.



CANDIDATES SOURCED

250



CANDIDATES SPOKEN TO

58



CANDIDATES QUALIFIED

8



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.