

CASE STUDY

**DIRECTOR, GLOBAL/US MEDICAL AFFAIRS
CELL & GENE THERAPY BIOTECH**

THE ASSIGNMENT.

Our longstanding client asked us to support their continued growth as they neared commercialization for their lead programs in Gene Therapy (Severe Genetic Diseases). Having recently recruited the SVP Global Medical Affairs, we were asked to support the search for a Director Global Medical Affairs for their rare hematology program.

THE CHALLENGE.

The position required a MD with relevant Rare Disease experience but there was no flexibility beyond a Director title. Our client was also critical on identifying a candidate that would fit well in a smaller biotech environment and report into a hiring manager being based overseas in Switzerland.

THE OUTCOME.

We were able to find a very sharp (passive) MD candidate who had already made the transition to biotech from academia two years earlier. Her diverse clinical background across general medicines, hematology, oncology, and palliative medicines along with her MS degree and recent industry experience in Medical Affairs made her a great fit for the role. Her polished but nimble personality seem to fit right into the company's culture.



CANDIDATES SOURCED
123



CANDIDATES SPOKEN TO
53



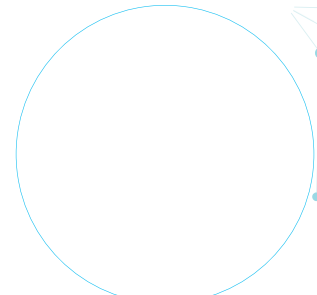
CANDIDATES QUALIFIED
12



MARC SILBER
Client Lead



CHRIS PORTANOVA
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.