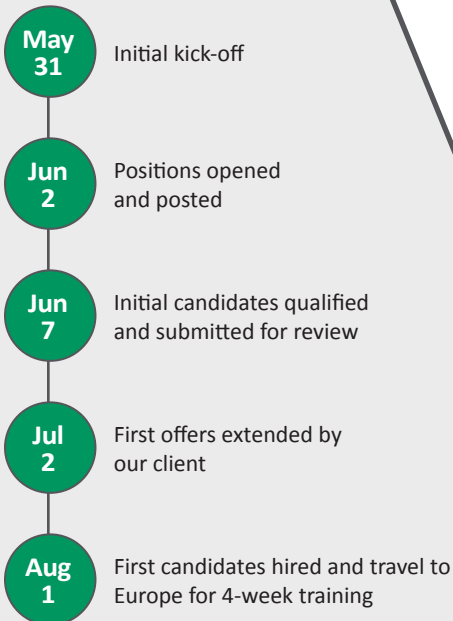


# Case Study: Aggressive Timeframe in Competitive Market

Our client is a leading provider of contract testing services to the global biopharmaceutical and biotechnology industries. They have operations in both Europe and the US with testing laboratories in both geographies.

Advanced RPO's team utilized their experience to fully staff our client's first expansion into the U.S. market with a new laboratory in a highly competitive market, meeting an aggressive timeframe required prior to receiving FDA approval.



## CHALLENGES

- > **Project Timeframe:** Our client had an aggressive hiring timeframe of just two months to fully staff the lab prior to receiving FDA approval and the average time-to-fill for scientists in the market was 104 days.
- > **Brand Recognition:** While well-known in Europe, our client was not recognized in the US. In addition, the market had a number of other life sciences organizations with strong brands and value propositions attractive to candidates.
- > **Candidate Quality:** New hires were required to possess bio similars and bio analytics experience in a highly competitive market. In addition, all new hires were required to train for four weeks in Europe.
- > **Process Improvement:** Our client was experiencing delays in hiring manager feedback and scheduling requests due to international time zone differences as well as difficulty evaluating candidates since they were presented to hiring managers one at a time with weeks between interviewing applicants for the same position.

## Average Time-to-Fill in Client's Market

Average Market  
TTF:  
**104 Days**

Average Market TTF  
by Advanced RPO:  
**54 Days**



## Types of Positions Hired

<b>Senior ADCC Scientist</b>	<b>Senior Bioassay Scientist</b>
<b>ADCC Scientist</b>	<b>Quality Manager</b>
<b>Senior Biacore Scientist</b>	<b>Quality Auditor</b>

### ADVANCED RPO SOLUTION

- Immediately identified a dedicated team to work with our client, supported with sourcing resources to identify passive candidates with the specialized skillset required to meet their need.
- Worked directly with the hiring managers to quickly understand their needs.
- Developed an employer value proposition for our client.
- Educated the European-based leadership on the passive candidate landscape in the US.
- Utilized a disciplined screening process for all candidates.
- Aggressively recruited passive candidates through our senior life sciences recruiters' personal networks and ability to convey the unique opportunities associated with this new US-based location.
- Introduced a video interviewing solution and managed all candidate logistics throughout the process.
- Presented full slate of candidates versus one at a time for best utilization of the hiring manager's time and better evaluation with a streamlined, efficient candidate selection process.

- Coordinated and facilitated debrief sessions to capture hiring manager feedback.
- Leveraged deep professional networks within the life sciences industry to engage highly qualified candidates in a highly competitive market.

### RESULTS

- Began submitting passive, screened candidates within five days of the launch discussion with the hiring manager.
- Promoted our client to candidates as an opportunity to join an established company while also being part of something new.
- Identified potential candidates by providing market-specific data including: candidate supply/demand, salary information, top companies hiring the same talent, and active workforce data.
- Overcame international challenges by incorporating the video interview technology.
- Fully staffed the new lab prior to receiving FDA approval.
- Decreased the average time-to-offer to just 54 days.

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