

Head of Assay Development and Laboratory Director

Retained Search for a Medical Diagnostics Start Up



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Challenge

A newly funded diagnostics start-up needed one leader to set up an ISO 15189 laboratory, build a technical team and run multiple projects. Many experienced scientists are wary of the risk a start-up brings.

Accreditation



Lead the new laboratory through the move from ISO 15189:2012 to 15189:2022. Experience of leading accreditation was essential.

People Management



Build and manage a technical team from scratch, so strong people leadership was a must.

Project Management



Manage multiple projects at once, including product transfers from acquisitions and work with third-party partners.

Results

- ☒ 139 Suitable Candidates Identified
- ☒ 4 Candidates Shortlisted
- ☒ 4 Candidates First Stage Interviewed
- ☒ 2 Candidates to Final Round Interview
- ☒ 1 Successful Hire

Outcome

Offer accepted within six weeks. We were open with candidates about the start-up trade-off, so the hire came in with eyes open. Within six months, they led the laboratory to ISO 15189:2022 accreditation at its first audit, with only three minor findings.

Team Expertise

Tracey Harris
Director



Tracey Harris founded Harris Lord in 1997 and brings over 30 years' experience in search and recruitment.

She leads every client relationship personally, from the first conversation through to appointment, and works with you to build a clear hiring strategy around your business goals.

Her approach is honest and consultative. She takes the time to understand what you want, what the business needs and where the risks sit, then gives straightforward advice on the right hiring route, whether that is a retained search, an exclusive project or a different solution altogether.

Contact Us



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