

Multiple Hire Project

Executive Search Project on Seven Strategic Hires for an
British Award Winning Medical Device Manufacturer



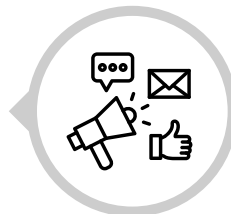
Project Proposal



Production and
Warehouse
Manager

Over the course of six months, our recruitment project was to recruit for seven strategic hires for a Medical Device manufacturer.

Product Marketing
Manager



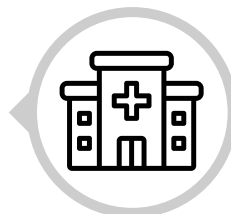
The company had enlisted us to work as the sole recruitment company for these roles.



Territory Manager
x2

We worked on an Executive Search Retained model, working to a bespoke process with our client.

Sales Executive



We achieved a 100% fill rate on each role and each candidate is happily in post.



Customer Support

Territory Manager



Challenge

We needed an experienced Territory Manager to bring extensive knowledge and experience to a territory that required development and needed to grow.

Medical Device Experience Needed



The candidate needed specific Medical Device experience as the territory required development.

Cultural Fit



The fashion industry is highly competitive, with established brands dominating search engine rankings.

Solution



We were able to research and build a targeted list on potential candidates ready for interview.

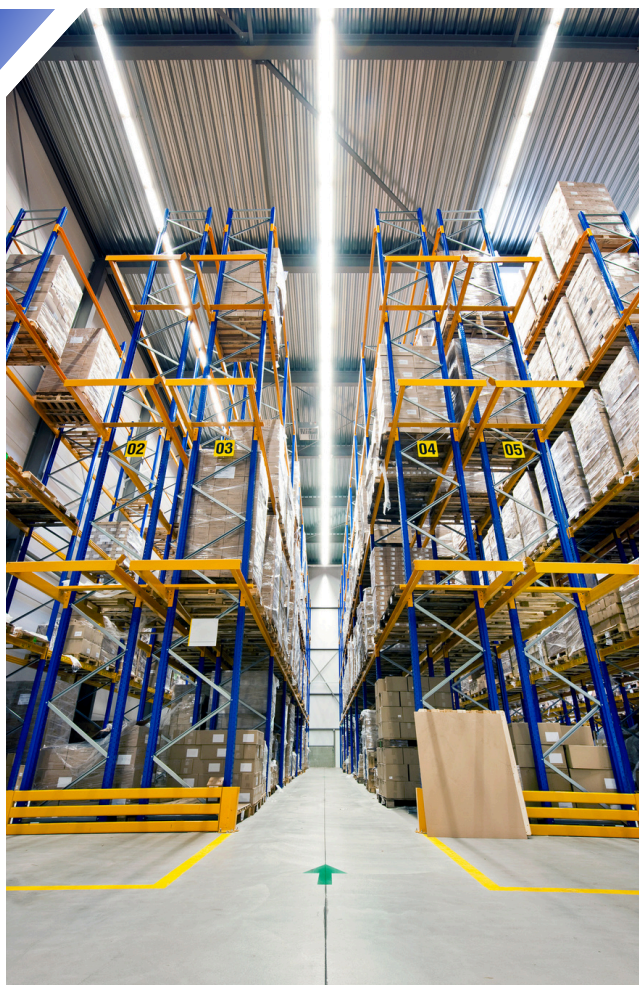
Results

- ☒ 141 Suitable Candidates Identified
- ☒ 5 Candidates Shortlisted
- ☒ 5 Candidates First Stage Interviewed
- ☒ 3 Candidates to Final Round Interview
- ☒ 1 Successful Placement

Outcome

Within six weeks, an offer was made and accepted as we identified a specialised candidate who aligned with the company culture and their long-term goals.

Production and Warehouse Manager



Challenge

We needed a candidate with experience of production or warehouse management that could do a combined role, we also needed someone who had experience of working in the life sciences industry.

Lack of Candidates



There was a lack of suitable candidates in the market, so we did an extensive search of the whole market.

Life Science Industry Experience



This role required Life Science industry experience within a production and warehousing role.

Solution



We were able to research and build a targeted list on potential candidates ready for interview.

Results

- ☒ 116 Suitable Candidates Identified
- ☒ 6 Candidates Shortlisted
- ☒ 6 Candidates First Stage Interviewed
- ☒ 3 Candidates to Final Round Interview
- ☒ 1 Successful Placement

Outcome

Within seven weeks, an offer was made and accepted as we identified a brilliant candidate who had all of the relevant skills and experience that was required for the role.

Product Marketing Manager



Challenge

We needed a candidate with experience of marketing medical device products, ideally with experience of urology or gynaecology.

Life Science Product Experience



The candidate needed specific medical device product marketing experience.

Time Critical



The role was imperative for the sales of the products and had been open for over two months which was having a negative impact on sales.

Solution



We were able to research and build a targeted list on potential candidates ready for interview.

Results

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

Outcome

Within six weeks, an offer was made and accepted. The candidate at first glance did not appear the exact fit, but upon competency interviewing them, we soon realised they had all the skills and experience required and was an excellent cultural fit for the business.



Client Testimonials



Operations Director

Medical Device Manufacturer



"We have found Harris Lord to be a valued partner for our recruitment, especially for new or challenging roles. In particular, their approach for this role was focussed, timely, transparent and very successful"



Sales Manager

Medical Device Manufacturer



"I really appreciate all of the upfront work you've done to screen candidates and saved me some much needed time!"



HR Manager

Medical Device Manufacturer



"The communication and feedback you've provided us throughout the process has been fantastic and I am really pleased with who we've hired, thank you! "



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.



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