

CASE STUDY

Sales Associate

Executive search to appoint a new Sales Associate to join the Critical Care team.



The Search

Harris Lord Life Sciences were appointed by a British Medical Device manufacturer to find a Sales professional to join the company in the South East of England.

We used a retained search model to ensure that the whole of the market was approached and we used a finely crafted robust process that allowed us to approach candidates who were not actively looking for a role.

The Solution

As experienced Life Science Search Consultants with an expertise in Medical Devices, we were able to research and build a targeted list of potential candidates who offered the skills and experience our client required.

The Challenges

- The cultural fit of the candidate was key as they needed to be able to fit in with an established team.
- The market was within an established territory and required someone who would use their initiative, be a self starter and be able to build long lasting relationships.
- Time sensitive as needed someone to join quickly but finding the right hire is imperative

Our approach

We worked closely with the company, taking a job briefing that ensured we knew the clients' needs, understood the key competencies for the role and the cultural fit of the right candidate. We reached out to our network and approached passive candidates.



The results

- 111 suitable candidates identified
- 4 Candidates Shortlisted
- 4 Candidates Interviewed
- 2 Candidates at Final Round Interviews
- 1 successful hire in 6 weeks from briefing

Conclusion

Recruiting a Sales Associate through a retained model enabled our client to make a strategic and tailored hire. This approach provided a confidential and efficient process for identifying a specialised candidate while aligning with the company culture and long-term goals. The successful hiring not only met the immediate needs of the client but also contributed to them completing projects sooner than anticipated.

Harris Lord is a leading life sciences search consultancy, supporting pharmaceutical, biotechnology and medical device companies across the UK and Europe. Recruiting across a broad spectrum of roles, from research and development through to production, regulation and sales positions, we've built an incredibly talented network of professionals and have established trusted partnerships with some of the largest and most innovative organisations around the world.



What our client is saying...



“The candidate interviewed very well and showed infectious energy and eagerness for the role. We were very impressed with his confidence and we believe he will be a great culture fit, thank you for finding such a great candidate!”

GET IN TOUCH TODAY TO SEE HOW WE CAN SUPPORT YOUR HIRING!

HARRIS LORD LIFE SCIENCES
2 PIRIES PLACE, HORSHAM, WEST SUSSEX, RH12 1EH
TEL: 01403 273370