

Life Sciences Case Study: Divisional Chief Executive



KEY POINTS

- Our client, a global provider of biopharmaceutical services, had recently undergone significant structural and strategic changes. This created the need for a new Divisional CEO.
- After extensive international research, we identified a total pool of circa. 110 candidates, two of whom could have been appointed from the final shortlist of six.
- Our work evidenced a thorough understanding of the competitive landscape, and built a partnership based on trust and effective communication between all parties.



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THE CHALLENGE

- Following a change in strategy, our client, a global provider of biopharmaceutical services, sought our help in appointing a new CEO to run one of its Divisions. This was a pivotal role within the wider Group as the appointee would be tasked with addressing a range of complex internal challenges, defining market positioning, and ultimately driving growth.
- With a broad portfolio of service offerings, a Group and Division undergoing significant change/transformation, and a geographically spread team working multiple time-zones, this was a challenging role.
- The successful candidate needed to be credible, technically strong, culturally aware, have strong natural communication skills, be professionally agile and able to adapt to variable market conditions. They also needed to be an 'agent of change' from day one. Strong prior experience was essential, as was an ability to deal with multiple internal and external stakeholders (regulatory, investor, client).

OUR APPROACH

- Having understood the brief, we fine-tuned the candidate specification and compensation. We then undertook extensive global research, mapping the entire Talent Landscape. Though the Talent Pool was shallow, we networked extensively to broaden the list of viable candidates, most of whom were outside the UK.
- We identified a range of internationally-based candidates within direct competitors and related industries. Offering a range of candidates to our client was critical and aided decision-making.
- Our shortlist of six was interviewed by the client with four progressed to second stage. Two subsequently moved into the final round for psychometrics.

THE OUTCOME

- This business-critical appointment was completed in line with expectations, on time, and to budget.
- NB formed a strong relationship with candidates ensuring their overall 'candidate experience' was positive and brand enhancing for our client.
- This appointment came at a critical time for our client hence our execution was swift, accurate, and rigorous to ensure a successful outcome.