

## Case Study

# Specialised Recruitment Solutions for Industry Leaders

## Introduction

A multi-billion dollar leader in scientific research and healthcare, faced challenges in recruiting for niche roles despite having a dedicated in-house recruitment team. This case study highlights how even large companies need specialised support to secure top talent.

## The Challenge

The company needed highly specialised professionals in their Business Development and Sales department. Key challenges included:

- Limited pool of qualified candidates.
- Intense competition for top talent.
- Need for specific technical expertise.
- Urgent project timelines.

## Our Approach

We provided specialised recruitment support to address these challenges:

1. **In-depth Consultation:** Understanding specific role requirements and organisational culture.
2. **Targeted Search Strategy:** Leveraging our network and tools to find qualified candidates.
3. **Industry Expertise:** Utilising our deep knowledge in clinical trials and supplies to assess technical skills and suitability effectively.

## Conclusion

Our tailored approach enabled this company to successfully fill 6 of their niche roles, demonstrating the value of specialised recruitment support even for industry leaders. Additionally, the average time from job qualification to offer acceptance was 34 days.