

Case Study

Fast-Track Solution for an Urgent Problem

European Pharma Service Company

Background:

A European pharmaceutical services provider encountered an urgent need when their Director of Quality Assurance resigned unexpectedly without serving their notice period, leaving a critical leadership gap.

Challenge:

The company required immediate interim leadership to maintain operations and initiate the search for a permanent director without delay.

Action Taken:

Verbatim Pharma was contacted outside of business hours and responded promptly. By the following Monday, a detailed qualification discussion was held to ascertain the precise requirements of the role. Within one business day, Verbatim Pharma identified and shortlisted suitable candidates from a pool of vetted freelance professionals experienced in the pharmaceutical industry's fast-paced environment.

Outcome:

A fitting candidate was selected and commenced the role within 24 hours of confirmation, ensuring no interruption in critical quality assurance processes. This swift response facilitated the client's continued focus on their long-term staffing strategy.

1



RESPONSE

- Upon receiving the emergency call regarding the resignation, Verbatim Pharma immediately initiates the recruitment protocol outside of standard business hours.

2



ASSESSMENT

- A qualification call is conducted first thing on the next business day to determine the exact requirements and urgency of the role, ensuring precision in candidate selection.

3



SOURCING

- Leveraging a pre-vetted talent pool, Verbatim Pharma quickly curates a list of candidates who meet the needs of the job role.

4



SELECTION

- A candidate whose skills and experience align with the job's specifications is identified, thoroughly vetted for suitability, and confirmed for the role within one day.

5



PLACEMENT

- The selected candidate is promptly onboarded and begins the role with no disruption to the client's operations, while support for a permanent hire continues.