



CASE STUDY: INTERNATIONAL EXECUTIVE PLACEMENT

The Company: a venture-backed pharmaceutical company focused on the discovery, development and commercialization of breakthrough therapies for the treatment of cardiovascular and metabolic diseases. Company had completed its round A financing and was looking to build out its management team. The company has operations in the US and in Europe.

The Position: VP of Biology – Reports to the CEO and is based in Europe.

The Problem: The requirements for the position were extremely specific: the candidate must have hands-on scientific expertise in the disease state; must have designed and run both large and small animal studies. In the addition, the geography was a challenge as there were very few local candidates. The total pool of potential candidates with this background was small and the client company needed to have someone sourced from a competitor.

The Solution: Anvil Search Group along with our sister office in the U.K. conducted an extensive search of cardiovascular companies, CROs, and cardiovascular research institutions throughout Europe and the US. A targeted list of candidates with the specific scientific requirements in the disease state was contacted, recruited, and screened. From that group a short-list of four candidates was presented for client interviews. Anvil Search Group worked closely with our sister office in the U.K., the client, and the candidates throughout the interview process.

The Result: A highly-qualified candidate accepted an offer (\$10,000 under the target salary) within fourteen weeks from commencement of the search. Our client company saved on relocations costs as the candidate was local.

For more information on how we can deliver similar results for you, please contact:

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