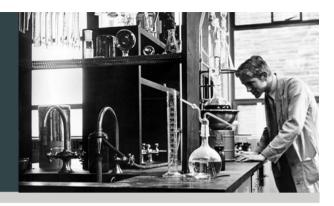# CASE STUDY - HOUSTON CDMO

CDMO experienced significant sudden departures, which led to a 40% loss of its workforce. They faced an imminent FDA audit and were in dire need of assistance identifying top talent to rebuild their teams.

AT A GLANCE

Challenges

- Company brand
- Competitive talent market
- Imminent FDA Audit

Benefits

- Quick turnaround
- Satisfied customer
- Access to 20k+ talent network

CONTACT US

281.214.0470
roger@rogertrinh.com
1302 Waugh Drive, Ste. 587
Houston, Texas 77019

CHALLENGES

The team encountered a significant obstacle when key tenured staff members unexpectedly departed, leaving the company in a challenging position. The subsequent shift in responsibilities had a negative impact on morale and quality of work, raising concerns among investors and clients. Despite conducting an exhaustive 45-day search for new hires, their internal recruitment efforts failed to identify candidates who met the client's specific biomanufacturing requirements in the fiercely competitive Houston talent market.

SOLUTIONS

By closely working with stakeholders and understanding their needs, we identified top talent that was a cultural fit for their organization. Our collaborative approach allowed us to establish precise requirements for the role and create proactive and direct recruitment strategies. We identified exceptional candidates through market mapping, brand development on social media, and engagement with the Houston life science community.

BENEFITS

Our team was able to fulfill 4 crucial roles for the client promptly. These roles included Manufacturing Manager, Quality Assurance Manager, Compounding Manufacturing Technician, and Quality Assurance Associate. With the help of our vast network of over 20,000 professionals in the life science industry, we were able to find the right fit for each position. Thanks to these individuals' hard work and dedication, the client was able to pass a critical inspection.