

CASE STUDY - AUSTIN CDMO

A growing Austin-based CDMO needed to hire leaders to manage teams servicing a niche clientele.



AT A GLANCE

Challenges

- Unfamiliar company
- Competitive talent market
- Targeted science

Benefits

- Filled 2 critical roles
- Quick turnaround
- Access to 20k + talent network

CHALLENGES

The CDMO needed assistance scaling quickly and efficiently while facing significant challenges in meeting its ambitious hiring goals for critical leaders to manage its manufacturing team. The company struggled to attract qualified talent due to its unknown name and targeted science, which made the task even more challenging.

SOLUTIONS

Working in collaboration with key stakeholders, we gained a deep understanding of their unique needs and carefully evaluated cultural compatibility. Together, we established the precise role requirements and, with the help of our skilled recruiter and targeted candidate profiles, we successfully identified local candidates possessing the necessary skills, career readiness, and cultural fit. Our intelligent sourcing and rigorous interviewing techniques enabled us to thoroughly screen and assess each candidate while maintaining open and transparent communication. As a result of our meticulous approach, we delivered exceptional outcomes that enabled our client to meet a critical regulatory deadline.

BENEFITS

Our team quickly filled two important roles for the client, Director of Quality Assurance and CMC Associate Director of Project Management, by utilizing our extensive network of over 20,000 professionals in the life science industry. New leaders have positively impacted team morale and helped meet deadlines, exceeding our client's expectations.

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