

CASE STUDY - SAN DIEGO BIOTECHNOLOGY

The San Diego-based biotechnology clinical operations department needed an overhaul.



AT A GLANCE

Challenges

- Unavailable internal HR department
- High turnover
- Competitive talent market
- Looming PDUFA date

Benefits

- Filled 4 critical roles
- Company morale improved
- Company went public

CHALLENGES

The sponsor's clinical operations department experienced a challenge of high turnover, which caused a decline in output quality. Unfortunately, the client's internal HR department was unavailable to help. Senior leadership decided to rebuild the team with experienced leaders to address the issue. This decision was made with the critical PDUFA deadline in mind, as the company operates in highly competitive San Diego and Statistics markets.

SOLUTIONS

To meet our stakeholders' needs, we strongly emphasized cultural compatibility by working closely with them. Our strategy involved leveraging our extensive network of over 20,000 life science professionals to target established experts in clinical operations within the San Diego area. We meticulously screened all potential candidates and provided support in analyzing job offers and comparing them with their current compensation packages. Our approach secured the most qualified and best-suited professionals for the client.

BENEFITS

Within 45 days, we filled 4 critical positions: Director of Clinical Operations, Director of Data Management, Head of Biostatistics, and a Manager of Document Management. These new leaders immediately positively impacted team morale and helped meet the PDUFA deadline. As a result of this successful turnaround, our client took the company public shortly after.

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