

## CASE STUDY - HOUSTON CRO

A growing Houston-based CRO needed to hire a leader to manage an analytical development team servicing a niche clientele.



### AT A GLANCE

#### Challenges

- Unfamiliar company
- Competitive talent market
- Targeted science

#### Benefits

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

### CHALLENGES

The CRO had set ambitious hiring goals for a critical leadership position to direct its analytical development team. However, the company faced a significant challenge in attracting qualified talent due to its relatively unknown name and targeted science. This made the task of meeting its hiring goals even more challenging.

### SOLUTIONS

By working closely with stakeholders, we deeply understood their needs and evaluated their cultural compatibility. Collaboratively, we established the role requirements. With the help of our proficient recruiter and a highly-targeted profile, we identified a candidate who possessed the required skills, readiness for the job, and cultural fit. Our intelligent sourcing and purposeful interviewing techniques enabled us to screen candidates effectively, and we maintained transparent communication throughout the process to ensure a seamless experience. As a result, our approach yielded exceptional results, laying the foundation for a successful partnership with our client.

### BENEFITS

Through meticulous collaboration with stakeholders, we clearly understood their needs and evaluated their compatibility. We then designed a comprehensive profile for the positions and entrusted our dedicated recruiter with filling this role. We leveraged our well-curated network to ensure a successful match and sought referrals from trusted sources. Our search extended beyond Houston, and we identified a Director of Analytical Development willing to relocate. Furthermore, we provided comprehensive relocation assistance to ensure a seamless transition for the hire.

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