

CASE STUDY - CHICAGO BIOTECHNOLOGY

The task was to spearhead the bioprocessing and manufacturing team for a Chicago-based clinical-stage CGT company.



AT A GLANCE

Challenges

- Build out department
- Unfamiliar company
- Competitive talent market
- Regulatory milestone

Benefits

- Filled 15 critical roles
- Built HR infrastructure
- Approved product, went IPO

CHALLENGES

Starting a bioprocessing and manufacturing department and building an aseptic modular cleanroom staff was difficult, particularly since the company needed brand recognition. Recruiting skilled CGT talent to work for an unknown company was a challenge. Additionally, there was no formal HR department, job descriptions, or requisitions. Despite these challenges, the company had an aggressive hiring goal. The company needed to find the best talent in a niche market in high demand. The company also had a regulatory milestone to be met.

SOLUTIONS

We partnered with senior leaders to develop an HR infrastructure, and we worked with the stakeholders to understand and define the job requirements and help create job descriptions. We aggressively devised a recruitment strategy, including offering candidates relocation packages and targeting people in established companies. This was a prioritization for a recruitment team to meet the deadline, so we worked 24/7.

BENEFITS

Our team's exceptional performance in hiring 15 new employees for the department within 45 days is a testament to our proactive approach and unparalleled expertise. We quickly built the necessary HR infrastructure, allowing us to exceed the client's expectations. Despite the intense pressure, they successfully obtained FDA approval for the product and went IPO. Our team's effectiveness and proven track record made us the ideal resource.

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