

CASE STUDY - HOUSTON CMO

Due to intrinsic start-up challenges, the CMO faced initial obstacles in scaling quickly. They needed assistance to meet ambitious hiring goals for essential biomanufacturing demands.



AT A GLANCE

Challenges

- Company reputation
- Competitive talent market
- Business culture
- High turnover

Benefits

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

CHALLENGES

Attracting top talent while scaling quickly was a challenge for the new startup due to several factors, such as limited visibility and reputation, intense competition in terms of salaries, and a small pool of available talent in the Houston CGT market.

SOLUTIONS

Our team worked closely with stakeholders to gain a deep understanding of their needs and evaluated their cultural compatibility. We established the requirements through collaboration for each role and implemented proactive and direct recruitment strategies. This included market mapping of talent to identify potential candidates, brand development through content on social media, and engagement with the life science community for referrals. Our approach yielded exceptional results, laying the foundation for a successful partnership with our client.

BENEFITS

The team fulfilled 5 crucial roles for the client, including Manager, Human Resource Recruitment, Executive Assistant, Calibration and Metrology Associate, QA Specialist IV, and an Associate Director of Regulatory Affairs. 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. These individuals are now contributing to advancing novel therapeutics in clinical cancer care, positively impacting the industry.

CONTACT US

281.214.0470

roger@rogertrinh.com

1302 Waugh Drive, Ste. 587

Houston, Texas 77019