

CASE STUDY - HOUSTON CDMO

A Houston-based CDMO startup needed an experienced Executive Capital Project Manager to lead the construction of a biomanufacturing facility from the ground up.



AT A GLANCE

Challenges

- Unknown company brand
- Competitive talent market
- Limited budget

Benefits

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

CHALLENGES

The company needed help hiring a critical executive to spearhead its capital projects. Unfortunately, the company's relative obscurity and specialized field made it difficult to attract qualified candidates. To make matters worse, the limited talent pool in Houston for this particular skill set exacerbated the challenge of meeting the company's hiring goals.

SOLUTIONS

We worked closely with stakeholders to understand their requirements and assess their compatibility. Then, we devised a profile for the positions and assigned a dedicated recruitment team to fill them. To prevent poaching from our local partners, we expanded our search beyond Houston and sought candidates willing to relocate. Also, we provided comprehensive assistance to ensure the candidates had a smooth transition.

BENEFITS

Our team quickly overcame challenges by leveraging our extensive network of over 20,000 life science professionals. We successfully filled our client's Executive Capital Project Manager role in a short span of 30 days.

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