

INTERSEARCH

InterSearch Life Science Practice Group

The Life Science Practice Group is a global representation of InterSearch countries actively engaged in supporting clients in the following industries - Pharmaceutical, Biologics, Medical Technologies, CRO's and Healthcare. We specialize in identifying the best candidates with sector experience in General/Division/Product management, Procurement, Materials, Manufacturing, Engineering, Quality Assurance, R&D as well as Marketing & Sales, HR, Finance/Administration, Logistics.

Members of InterSearch who have specialist senior consultants in the Life Science sector include: Argentina, Austria, Australia, Brazil, Belgium, Czech Republic, France, Greece, Italy, India, Ireland, Japan, Malaysia, Netherlands, Poland, Russia, Slovakia & USA.

Web-site: www.intersearch.org

Case Study – International Executive Search

Industry: Consumer Medical Device

Location: Europe & Middle East

Challenge

The client is one of the largest producers of eye protection technology in the world. A U.S. multinational with a manufacturing plant in Ireland in addition to a number of business support functions supporting Europe, Middle East and African (EMEA) markets. Human Resources (HR) for the EMEA region are managed from Ireland. The HR function is responsible for talent acquisition within the business. They required one executive search partner with the capability to manage leadership and management recruitment across the EMEA region. It was critical that the executive search partner had offices in all key EMEA Countries. InterSearch was retained as the executive search partner to provide these services.

Assignment Partners

There are usually four key partners in the recruitment process:

1. Client Hiring Executive
2. Client HR Representative (based in Ireland)
3. InterSearch Consultant (normally based in Country where vacancy arises)
4. InterSearch/Client Account Director (based in Ireland)

Recruitment Process

1. The InterSearch Account Director receives continuous updates on client background, product portfolio, culture, candidate competencies etc.
2. When vacancy arises, the client HR Representative contacts the InterSearch Account Director. An initial discussion on type of role and Country occurs.
3. The InterSearch Account Director contacts Consultant in relevant InterSearch Country and discusses vacancy.
4. Conference call is arranged – four way (Client Hiring Executive, Client HR Representative, InterSearch Consultant and InterSearch Account Director). Discussion on role, requirements, recruitment methodology etc..
5. InterSearch Researcher undertakes research in the local Country to identify suitable candidates.
6. InterSearch Consultant undertakes interviews of potential candidates in local Country.
7. The InterSearch Account Director communicates regularly between InterSearch Consultant in local Country and the client HR Representative.
8. InterSearch presents shortlist of candidates to the client.
9. First interview takes place in InterSearch Country office/ client local office/ hotel. This involves the candidate plus client Hiring Executive and client HR Representative.
10. Second interview normally takes place in client office or hotel. This involves the preferred candidate(s) plus senior executives.
11. Final interview takes place at EMEA Regional Headquarters. This involves the preferred candidate(s) and General Manager.
12. Reference checking and medical examination.
13. Offer and Acceptance.

Outcome

InterSearch has successfully recruited the following vacancies with the client using this recruitment methodology:

Position	Country	Year
• EMEA Marketing Director	France	2007
• EMEA Supply Chain Director	Ireland	2006
• Business Development Director Middle East	UAE	2005
• Business Development Director Eastern Europe/CIS	Germany	2004
• Business Development Director France/Benelux	France	2005
• EMEA HR Manager	Ireland	2007
• Business Development Manager	Germany	2008
• Business Development Manager	Italy	2008
• Business Development Manager Russia/CIS	Russia	2008
• Director of Sales	Germany	2008
• Business Development Manager	Belgium	2007
• Business Development Manager Middle East	UAE	2010
• Business Development Manager	Poland	2004
• Business Development Manager	Netherlands	2004
• Business Development Manager	Spain	2004
• Business Development Manager	Hungary	2006
• Business Development Manager	Germany	2006
• Business Development Manager	Turkey	2006
• Business Development Manager	Sweden	2007
• Business Development Manager	UK	2008
• Operations Manager	Ireland	2009

For additional information on the capability of InterSearch within the Life Science industry or to seek further information on this case study, please contact:

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