

Case study

Finding tech experts to revolutionize the pharmaceutical markets



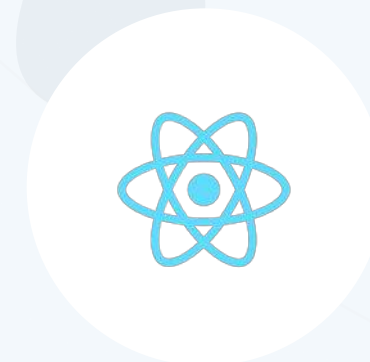
Overview

01 Company overview

The company is a global giant in the pharmaceutical industry. Its goal is to create a healthier world for all people, by pursuing scientific innovation to prevent and treat life-threatening diseases.

02 Case overview

The company needed an expert who would be responsible for **managing the technical aspects of software development** for a new, business-critical public platform. Our job was to find a **top-notch Tech Lead** to ensure the success of delivered solutions.



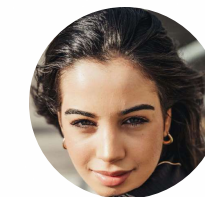
Candidates



Alex Marsh 🇺🇸



Blair Lindsay 🇺🇸



Daisy May 🇺🇸



Nathan Murray 🇺🇸



David Lawson 🇺🇸

The challenge

The majority of the candidates on the market were not up to the client's expectations.

The process itself was very challenging. The company was looking for a very specific combination of skills which is hard to find.

The candidates were required to possess not only technical expertise but also strong experience in an agile startup ecosystem, an ability to work closely with UI/UX designers in a cross-functional team, exceptional business acumen and communication skills.

Furthermore, the recruitment procedures proved even more complex as we were geographically limited to just one city.



Blair Lindsay 🇺🇸

 Tech lead

 In progress



Alex Marsh 🇺🇸

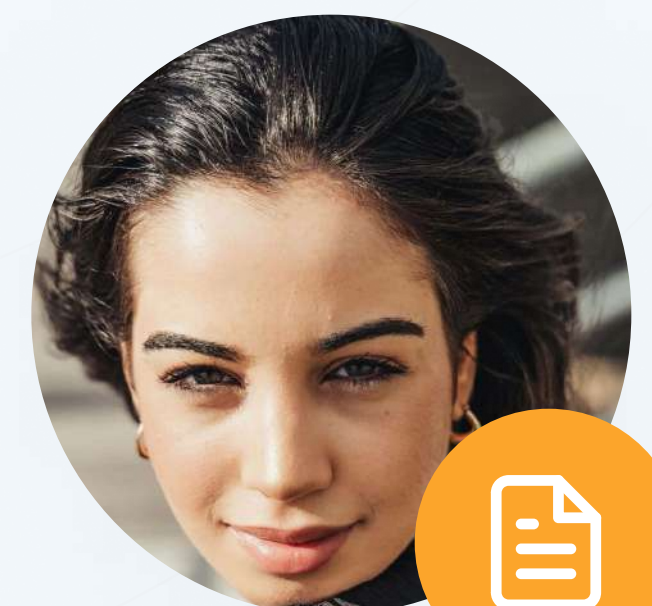
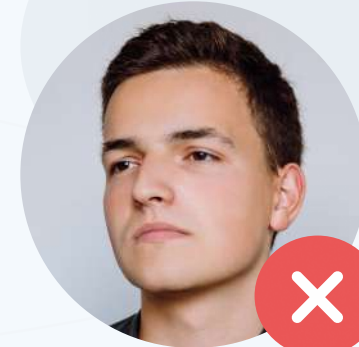
 Tech lead

 In progress



**Problem-solving
algorithmic challenge**

Aug 10



Process Specifications

01 Multi-step process

To meet our client expectations, we had to create a custom, multi-step, and rigorous recruitment process, to be able to find candidates with the best qualifications for the role. Moreover, we had to test their skill set and we had to do it at scale.

Not only did the candidates have to go through several HR calls with recruiters to check their soft skills, but also chosen candidates had to go through several technical steps, including algorithmic tests, programming assignments, and technical interviews, to confirm their qualifications.

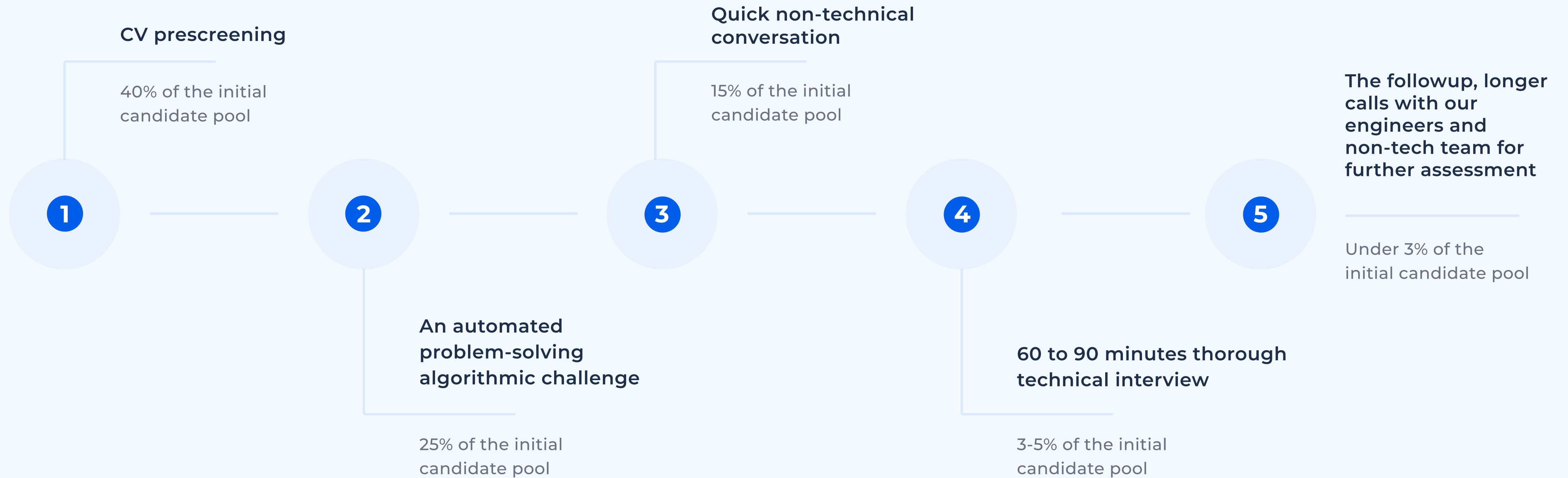
02 Sourcing across many channels

The objective was to remove weak candidates from the process very early on and interview only the promising ones. And to start each and every step with challenging questions suitable for this recruitment stage.

We have sourced engineers across many different channels including the most popular ones like job boards, social media and LinkedIn.



Five-step process



Results

01 The process

The process, since its inception, took 3 months to complete, and the search was very difficult. But the client was extremely satisfied with the results and the quality of the candidates.

02 Result - scale up

Not only did the company **hire the candidate** provided by us to their Boston office (we've been competing with 2 other tech recruitment agencies), but also **gave us 4 new assignments** for similar roles in Singapore, London, Berlin, and Tel Aviv.

03 The second batch of recruitment

The second batch of recruitment posed different challenges for us - different specifics of sourcing from various international locations, employment law and cultural differences. We have learned a lot of things along the way, but needless to say, the client also signed these 4 international candidates based on our recommendations.

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