



Case study:

Hiring a Vice President – Business Development for Alvogen in under 4 weeks

Alvogen was looking to hire a Senior Director/Vice President – Business Development to focus on the US generics market. With ambitious growth plans, finding the right person for this role was critical to the business.

Alvogen was looking to partner with a new executive search company and Faysal Kalmoua – Executive Vice President Portfolio at Alvogen – approached Invenia Group due to our specialism in US-based senior-level hires within the generics market.

Our solution:

We began by conducting a qualifying process with the hiring manager, which resulted in a target list of two candidates the business had already identified. As well as headhunting these individuals, we reached out to our existing pharma network.

After one day, we presented a shortlist of 4 candidates to Alvogen, who were all invited for 1st stage interviews within 4 days.

As this role was critical for the business, we continued to engage with qualified candidates throughout the process should there have been any complications during the interview and offer stages. In less than 4 weeks, an offer was accepted by a candidate.

"I would highly recommend Invenia Group to anyone looking for a professional and efficient recruitment service. I approached Invenia Group to support Alvogen's search for a business-critical role and the team completed the whole process from start to finish in just 4 weeks, demonstrating great speed and agility. The team has proven they have an astute understanding of client needs and maintain a great network of professionals to draw quality candidates from, particularly within the generics pharmaceutical market."

Impact:

The new Vice President Business Development joined the business just over 6 months ago and has initiated several business development deals that are expected to close in the next few months.

Shortly after joining the business, the candidate also identified some areas of improvement to the due diligence process that was in place for the Business development department, which has resulted in a smoother process for the whole team.

