

Case study:

Supporting the European growth of a proteomic company

A fast-growing European proteomics company was looking to hire two Business Development Manager roles as part of their major expansion plans across Europe.

The company offers a niche product and finding a candidate with specific industry knowledge and experience proved difficult. It was important to the company that they hired someone who could also work well with the rest of the team. After struggling to fill the role on their own, the company approached Invenia Group to help.

Our solution:

We conducted a retained headhunt search, which focused on mapping out the market to identify all candidates with the relevant experience. As part of our service, we also created candidate packs for each role to give a more in-depth insight into the business, its niche products and technology and its future vision to gain more buy in from candidates who may not have heard of the business.

After shortlisting relevant candidates, we completed an additional stage of extensive interviews and conducted psychometric tests to ensure the candidates presented would work well with the rest of the team.

Impact:

As a result, we successfully recruited two Business Development Managers for the business. The successful process and placement meant we have since supported the growth of the business with several applications and sales positions in the UK, Netherlands, France, Nordics and the DACH region, including a Sales Director position.