

Case study:

Hiring a Head of Commercial Operations in one month

Our client, a biotechnology startup company, was looking to hire a Head of Commercial Operations to establish a commercial division within the company. The role had been open for a month but, as a startup, the organisation didn't have the resources available internally to find the right candidates.

The business was looking for an individual based in either the UK or Germany and turned to Invenia Group to help find the right candidate for the role.

Our solution:

For this assignment we utilised our existing network and referrals across the UK and Germany to identify all potential candidates with relevant startup experience and the necessary qualifications.

We headhunted and engaged with the identified candidates to attract them to the opportunity. As our client was a start-up, there was a lack of brand awareness to attract candidates to the role.

To counteract this, we also created a marketing campaign to promote this role on our website and LinkedIn. We also produced a company-branded hiring brochure, giving each candidate in depth information on the company to encourage them to consider the opportunity.

As a result, within just a few weeks we submitted a highly qualified shortlist of 5 people through a combination of our headhunting strategy and marketing campaign, with 3 making it to the final stage interviews.

Impact:

Within one month of partnering with Invenia Group, the role was filled with a highly qualified candidate. This individual has now seamlessly transitioned into their new role and is helping the company to build out the commercial operations team and support its future growth plans.