



Haybury

Case Study:

SCOPE: Placement Biomarker Leadership

THERAPEUTIC AREA: Inflammation and
Autoimmunity

CLIENT: Top 5 Global Pharma



PROBLEM TO BE SOLVED

- Top 5 Global Pharma engaged Haybury in a search for a Immunology Biomarker Therapeutic Head to join the organisation's research and innovation hub
- This strategic role would act as the voice of Biomarker Development and oversee the advancement of exploratory medicine
- Our client was looking for an exceptional leader who could be considered for advancement to Global Leadership roles

THE CHALLENGE

- Due to value add and non-hierarchical in nature of the organisation it was important to engage, leaders interested in creating impact, rather than those who were concerned with title or number of reports
- The ability to lead via influence, and without ego, was critical. We were looking for a passionate scientist, an agile thinker and innovator
- All these criteria meant that rigorous assessment of leadership and interpersonal attributes was critical

THE CHALLENGE CONTINUED

- Our client's Biomarker group work at the forefront of science, across 60 different indications and encompass a broad range of world-class technical expertise
- The role required a leader who could combine exceptional biomarker knowledge with strong clinical expertise in autoimmune/ Inflammatory disease area biology
- Key stakeholders expressed interest in individuals who were content and having significant impact in their roles. This required Haybury to engage the passive market via creative and multi-channel approaches



THE SOLUTION

- We began by conducting a thorough market mapping exercise, across Europe targeting locations and companies with established Biomarker and Immunology divisions
- We utilised our extensive international network for leadership referrals and used specific scientific search strings
- When speaking with a passive talent pool, positioning the role in a compelling manner was critical
- We endeavoured to build strong and trusted relationships with talented professionals during the rigorous screening process which enabled us to elicit detailed and precise overviews of applicants scientific contributions and personality
- Throughout the search, we sustained a close contact with our client, providing regular updates and diligently refining our process
- Personal, empathetic and supportive communication was provided to each of the shortlisted professionals presented. Our team provided expert guidance throughout the entire hiring process including during offer negotiation and a complex relocation



OUTCOME & RESULT: APPOINTING OUR STAR CANDIDATE

- Appointment of established leader in Immunology, Translational & Precision Medicine from renowned top 10 Pharma Company
- Bringing a decade of industry experience leading teams, across Clinical Development, Translational Sciences/Medicine, Experimental/Precision Medicine, and Molecular Biomarkers
- Stellar academic and scientific track record in Immunology and Molecular Biomarkers
- An exceptional communicator, collaborator, and relationship builder
- Clear ability to impact and champion a people-oriented leadership style

BENEFIT TO OUR CLIENT

- Secured an agile thinker with a pioneering mindset. Able to lead, influence and impact in a dynamic and evolving environment
- The new Biomarker Therapeutic Head is able to collaborate across multiple therapeutic and functional areas, enabling optimisation of the company's diverse pipeline
- Our star candidate's incredible drive, passion for science and ability to rapidly get up to speed is helping our Client on their journey to deliver breakthrough medicines to patients suffering from immune-mediated and inflammatory diseases

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