

# From first contact to trusted career advisor, The Spencer Group is with you every step of the way

## “ Honest and transparent ”

There is no arguing that change is unsettling for us all, but The Spencer Group can make moving onwards and upwards as smooth a ride as possible.

That's according to Dan Beaudry, Senior Vice President, Customer Success at CluePoints, whose experience of changing jobs with The Spencer Group was so successful, he recently used the recruitment consultant to expand his own team.

So, what was it about the process that made him feel so at ease? And why would he recommend The Spencer Group to others? He shares his story.



Cluepoints Dan Beaudry,  
Senior Vice President  
Customer Success

### Tell us about your career so far

I am a toxicologist by training, but I quickly realised that the labs were not for me. I have a passion for drug development, so I moved into an MBA focused on pharmaceutical business.

I spent the first couple of years of my career in cost benchmarking support, understanding investigator fees and outsourcing costs. Then I did a stint in IRT, focused on supply management randomisation.

### How did you find out about the role at CluePoints and how did it fit into your career aspirations at the time?

In late 2014, a gentleman from The Spencer Group called and asked if I was interested in a new role. He outlined the opportunity, and I was excited. I already knew that CluePoints co-founder and COO, Patrick Hughes was something of a marketing magician, and I was really interested in the science behind the company's statistical engine.

Moving to CluePoints, in a role that was quality risk management and data quality oversight, was a great next step for me. I enjoy helping customers get there and I enjoy promoting enabling technology, so I very much wanted to stay in the eClinical sector, rather than move into the CRO space.

### What was your experience of being a candidate with The Spencer Group?

I would describe the whole experience as close hand holding. In fact, I am really grateful to The Spencer Group for how safe they made me feel.

This feeling continued throughout the process. They did a great job of preparing me – of explaining who I would be meeting with, and the points I would need to cover to be successful. They were extremely responsive to any questions, and we would never go more than a couple of days without an update or a check in.

They also made sure there was a mutual level of comfort – that I was comfortable with the position and that CluePoints were comfortable with me. I thought they did an outstanding job of making sure there was confidence on both sides.

### Based on your own experience as a candidate, what would be your feedback or advice to The Spencer Group?

First and foremost, thank you for the way in which the opportunity was presented and the process was run. I would say continue to be honest and transparent, because that was the key to understanding exactly what CluePoints was looking for in a candidate.

Sometimes, recruiters get a bad reputation because they are seen as just trying to fill spots. But, as I was being brought through the process, I did not feel that way at all. I truly felt as though I was in safe hands.

## How did The Spencer Group support you after you started to work with CluePoints?

The process didn't stop once I was hired. The Spencer Group stayed in touch, checking in at three and six months to make sure I was still happy and that I had everything I needed. Even now, I have someone at The Spencer Group who I know I can call upon if I need anything, whether that's executive coaching training, or mentorship. He has become a trusted advisor on my career journey, and that speaks volumes as to how The Spencer Group is different to other recruiters. It is very much a continuous process: I feel as though their success is my success and vice versa.

Recently, we have used The Spencer Group to expand our team at CluePoints. What I love is that the folks we have hired have said the same thing I said six years ago – that they felt completely comfortable the whole way through the process. It's gone full circle for me, and I think that's amazing.

Change is unsettling and having a steward to help you get through that in the least disruptive way possible, both personally and professionally, is key.

The Spencer Group will help you do that.

## How did your experience with The Spencer Group differ from your previous dealings with recruitment agents?

I have worked with recruiters in the past, but never in a proper headhunting situation. In the past, I may have reached out to consultants and built something of a relationship with them, but this – both in terms of the process and the feeling – was completely different to anything I have ever been part of.

The Spencer Group presented the opportunity in a way that made me feel very comfortable in this being the right next move for me. In my previous experiences, the pitches came across as open opportunities, whereas as this one just sounded very focused and exclusive from the start.

What I liked most about the whole process was the feeling that The Spencer Group was working for me as much as they were working for the client they were hiring for. Recently, we used The Spencer Group to expand our team and I saw the process from the other side. I just love that the folks who we have hired are now saying the same things as I said six years ago.

## How has your role at CluePoints evolved since you were headhunted by The Spencer Group?

At the time I joined, I was a sole contributor, and my career aspiration was to grow in that area. But when I got to CluePoints and started to experience success here, I realised that I wanted to take that next step in terms of management and leadership roles.

Still today, what I love most is helping customers to get there, but now my customers are the internal folks as well as the customers. I now sit on top of a vertical that is a global customer success organisation. It gives me joy to help my colleagues and, through my reports, grow, learn, and be able to help their customers.

That's how you scale as a business. You hire smart people, you empower them, and you help them to get there. And that is what I love doing.

What is next for you?

Looking ahead, my career ambitions are to stay commercially focused.

I love the eClinical space because I believe there are many inefficiencies in the drug development realm that can be solved through enabling technology. I am just really excited to be part of that.



To learn more about our us and how we can help you scale your team for growth please contact us [spencergroup.com](https://spencergroup.com)