

CUSTOMER STORY



EXPANDING ECLINICAL COMPANY REQUIRED GLOBAL SEARCH SOLUTION

With a reputation built on expertise and a tenacious approach to Global Executive Search, Spencer Group was the 'only choice' for a world-wide Clinical Technology organisation who needed to rapidly expand the business in just six months.

To support their strategy, the company needed to recruit 20 highly experienced professionals across the commercial arm of the business; within business development and client success both in Europe and the US, enabling them to open new markets, drive value, and better serve strategically important customers.

To reach the high calibre of individuals needed within the constricted timeframe was going to be a challenge, which is why Spencer Group was the first choice of the independent organisation's Chief Commercial Officer.

Independent organisation's Chief Commercial Officer:

"I wanted to make sure that whoever was going to take on this huge project was someone with the commitment we needed to achieve the scalability, and someone that we could trust. I knew Spencer Group was that partner, their ability to not only identify market-leading talent but to deliver the desired results set our expectations high."

**"THEY ARE, QUITE SIMPLY,
A TRUSTED AND
CONSISTENT PARTNER"**



WHY SPENCER GROUP?

Despite having an internal talent acquisition team, this highly confidential search called for a discreet, specialist recruiter that not only understood the specific skills required, but who could engage highly sought-after professionals. Before any search took place, rigorous specification meetings were held to identify criteria, glean exacting requirements, understand company culture, and build an industry-specific profile of exacting candidates.

Julian Minett, CEO at Spencer Group explains:

“Due to our thorough process our team knew the right questions to ask, whether they were about structure, culture, or working practice in order to represent the company as accurately as possible to potential candidates. The client welcomed not needing to invest time in coaching our team. Our detailed specification process meant we could confidently present the client with stand-out shortlists of highly experienced professionals.”



“ I CANNOT RECOMMEND SPENCER GROUP HIGHLY ENOUGH.”

The unrivalled eClinical knowledge, together with 20 years of sector insight makes Spencer Group a formidable and highly respected team within the industry. This deep level of understanding also enables the Spencer Group to look out of sector, recognising that highly desirable candidates, with truly transferable skills are notoriously seldom in the job market. Finding and engaging with those individuals takes effective communication and sensitivity, something the team at Spencer Group prides themselves on. The team are also exceptionally skilled in guiding candidates through sometimes complex, resignation process - supporting them to take the next step on their career path.

Communication, transparency, and accountability were key to the Spencer Group search process. Bi-weekly client meetings were held not only to inform and advise, but also to maintain momentum on a project of such pace. As a result of the chosen candidates the organisation built a team of over 120 commercial staff in just 6 months.

The client:

“Getting to critical mass, within a desired timeframe, for this campaign was one of the key milestones for our business.

We met this milestone with the creation of a high calibre sales team that understands and embraces the company culture. Spencer Group made this possible as they stand out from other recruitment companies as a partner of choice. We have built an excellent relationship with the team; their knowledge of our market is second to none, but the real key to their success is their tried and tested process that works well and yields quality results. The fact that we are still working together 20 years after meeting is testament to this trusted partnership.”

To learn more about how we can help scale your business for growth contact us [spencergroup.com](https://www.spencergroup.com)

