

progress  
recruitment

**Delivering tangible results for  
critical vacancies**

# Market Coverage

- Medical
- Pharmaceutical
- Life Science
- Scientific
- Clinical Research Organisations
- Biotech

# Commercial Team

Specialising in:

- Managing Directors
- Commercial Directors
- Sales Directors / Managers
- Field based Sales Professionals
- Product Managers and Marketing Specialists

# Technical Team

Specialising in:

- Quality Assurance Directors / Managers / Professionals
- Regulator Affairs Directors / Managers / Professionals
- Engineers
- Product Development Teams
- Clinical Operations Specialists (CRM, CTA, CRA)
- Medical Affairs

# Recruitment Services Offered

By offering 3 recruitment solutions we can ensure our clients meet all their staffing needs:

## **1. Contingency Recruitment**

- Allocated a specialist consultant for the hiring process
- No placement, No charge
- Shortlist of 3-5 candidate profiles
- Hiring process of 2-6 weeks

# Recruitment Services Offered

## 2. Contract / Interim Recruitment

- ❑ Contracts ranging from 1 month to long term rolling contracts
- ❑ Useful for projects, maternity cover or on an interim period whilst you hire a permanent candidate
- ❑ We manage all contracts and payroll and offer a fully compliant service
- ❑ Ability to work within strict timelines as set by our clients

# Recruitment Services Offered

## 3. Retained Search

- Useful for an urgent or niche vacancy
- 25% of the invoice charged at search, 25% at interview stage, final 50% once candidate is placed
- Dedicated consultant works exclusively on the vacancy
- Additional research and marketing included

# Hiring Process





# Candidate Generation

Progress utilise a variety of tools to access the best talent – both “active” and “passive”.

We use the following methods to source our candidates:

- Targeted headhunting
- Candidate referral schemes
- Specific candidate database
- Industry specific job boards
- Social Media
- Conferences / Networking events

# Why Use Us?

We can help you recruit the best candidate for your vacancy by introducing you to candidates who won't have already come to you through your own advertising or other recruiters.

We are specialists & experts in Medical, Pharmaceutical and Life Science Recruitment – With over 30 years combined sales recruitment experience.

No placement no fee –so there are no costs involved in interviewing our candidates. You only pay a fee when you recruit one of our candidates.

# Why Use Us?

We interview all candidates, so we are able to provide a shortlist of applicants who not only fit your specification, but also who are motivated by your opportunity.

Unique applicants – ONLY AVAILABLE THROUGH OUR NETWORK.

Dedicated Client and Candidate services split, our Business Development team focuses purely on client customer service and our Delivery team looks after all current and prospective candidates.

Confidential service with a bespoke “service level agreement” offer made to clients

# Value Added Services

- We are a consultancy service. Not a CV shortlisting solution!
- We offer contingency, retained and partnership branded recruitment solutions
- We supply market feedback from top tier candidates - their perceived views of a potential employer (branding, positioning, reputation)
- We provide salary and benefits benchmarking guidance free of charge.
- We save you time and money in identifying and securing the best available talent.

# Thank You.

Please keep in touch:

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