

# CASE STUDY

## Sales Specialist

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Executive search to appoint a new Sales Specialist to join the Pelvic Floor team.



### The Search

Harris Lord Life Sciences were appointed by a British Medical Device manufacturer to find an experienced Sales professional to join the company in the North of England.

We used a retained recruitment model to ensure that the whole of the market was approached and we used a finely crafted process that allowed us to approach candidates who were not actively looking for a role.

### The Solution

As experienced Life Science recruiters with an expertise in Medical Devices, we were able to research and build a targeted list of potential candidates who offered the skills and experience our client required.

### The Challenges

- This role required an experienced sales person who would be able to bring extensive Medical Device sales experience to the role as the territory needed to be developed and grown.
- The cultural fit of the candidate was key as they needed to be able to fit in with an established team.
- The market was within a sensitive area and required someone empathetic and able to build strong relationships.

## Our approach

We worked closely with the company, taking a job briefing that ensured we knew the clients' needs, understood the key competencies for the role and the cultural fit of the right candidate. We reached out to our network and approached passive candidates.



## The results

- 141 suitable candidates identified
- 5 Candidates Shortlisted
- 5 Candidates Interviewed
- 3 Candidates at Final Round Interviews
- 1 successful placement

## Conclusion

Recruiting a Sales Specialist through a retained model enabled our client to make a strategic and tailored hire. This approach provided a confidential and efficient process for identifying a specialised candidate while aligning with the company culture and long-term goals. The successful recruitment not only met the immediate needs of the client but also contributed to them completing projects sooner than anticipated.

Harris Lord is a leading life sciences recruitment consultancy, supporting pharmaceutical, biotechnology and medical device companies across the UK and Europe. Recruiting across a broad spectrum of roles, from research and development through to production, regulation and sales positions, we've built an incredibly talented network of professionals and have established trusted partnerships with some of the largest and most innovative organisations around the world.



### What our client is saying...



**“I really appreciate all of the upfront work you’ve done to screen candidates and save me some much needed time! The communication and feedback you’ve provided throughout the process has been fantastic and I am really pleased with who we’ve hired.”**

GET IN TOUCH TODAY TO SEE HOW WE CAN HELP YOU!

**HARRIS LORD LIFE SCIENCES**  
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