

How to Hire Top Talent in Medical Affairs Within the Gene Therapy Space

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About
PharmaFinders
Where Real Meets Recruiting



Discussion Topics

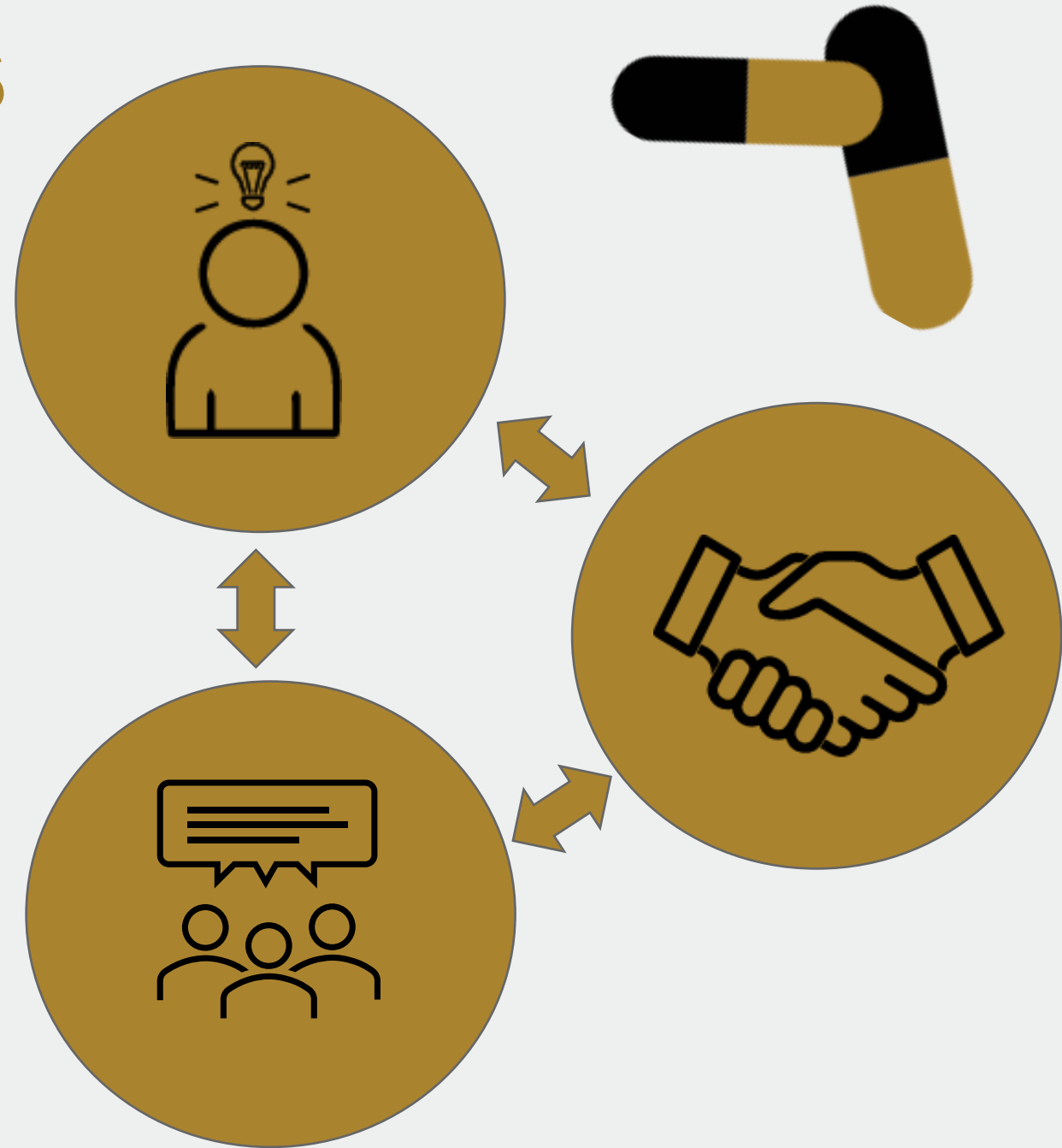
- Interview process
- Screening for intangibles
- Managing the competition
- When to engage recruiters

... And How We Can Help You Hire Top Talent



Interview Process

- 3-5 interview steps, including a presentation for field employees, is a good benchmark
- Be mindful of the length of your interview process from initial phone screen to offer
- Who you involve in the interview process is key
- Recruiting firms can help maximize the time spent for the entire interview process



Screening For Intangibles



- EQ is just as important as IQ
- Seeing the experience on paper differs from true excitement for the role
- Be mindful of how candidates communicate via email and how prompt they are with follow up
- Take note of the candidate's comfortability level with each interviewer

How to Manage the Competition

- Understand the variables that go into the total compensation package to remain financially competitive
- How quickly is the competition rolling out offers?
- Watch out for non-competes
- Be mindful of other team build-outs in your therapeutic area
- Watch for any possible objections from those within industry





When to Engage Recruiters

It's never too early and here's why:

- ✓ Free PR for the company and portfolio
- ✓ Help create company resources and job description
- ✓ Get you quick candidates when you are ready for it
- ✓ Thorough pre-screening of all candidates to alleviate workload
- ✓ Contingency firms result in low risk and low cost yield



Thank You! Questions?

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