

# Permanent recruitment solutions

[hobsonprior.com](http://hobsonprior.com)

## Targeted headhunting

Great candidates are often already in employment, which is why our recruiters are trained to headhunt **passive candidates** within the industry. Vacancies that require people with niche specialisms and experience can have a very limited talent pool from which to fill them, and candidates are often in **high demand** among competing life science companies. Our recruiters will source professionals from around the world to bring you the specialist talent you need to drive innovation in your company.

We work in partnership with you to understanding your company's future development plans and proactively source candidates whose skillset and values align with your business as it grows.

Your dedicated recruitment team will take the time to fully comprehend your company's priorities, requirements, culture and growth plans.

## Understanding your business

It is not enough to find the best candidates; you need **the right candidate** who will fit into your company culture and drive innovation and success in their role. Your dedicated recruitment team will take the time to fully comprehend your company's priorities, requirements, culture and growth plans. By understanding your employer brand, we can best represent you in the market and attract candidates most suited to your team.

## Cross-functional support

Developing a full team for a project? Our client services team will be your single point of contact and co-ordinate recruiters for all required specialisms for **cross-functional hires**. Not only can you benefit from recruiters who focus on specific niches in the life sciences, but we can also ensure **chemistry** across your hires to help your teams thrive.

## Process management

Supported by decades of experience within the niche and global markets of life sciences, your recruitment will benefit from our **process automation**. From initial briefing and sourcing, through interview assessment and candidate management, to efficient onboarding and candidate support; there are various ways our team can **reduce hiring delays** and stresses to ensure you can focus on hiring the right people to build your teams. Digital interview solutions, international relocation support and **end-to-end process** management are a few of the ways you'll benefit. For longer term projects, we'll proactively create candidate pools in a **scalable process** to bring you recruitment support as your departments and projects grow.

Great candidates are often already in employment, which is why our recruiters are trained to headhunt passive candidates.

## Executive Level

Hiring for senior leadership and board level positions requires a **specialised** and dedicated approach. Built on over 20 years of market knowledge and experience, you'll benefit from a targeted process working with the Hobson Prior client services team to identify and recruit leaders that will **drive value** across your business.

The right leader can make the biggest impact; speak to your client services partner to find out how we can **empower** your search for senior, executive and C-level positions.

