

T-cell Immunotherapy developer chooses GTS Scientific and Berke Executive Search as full-service RPO (Recruitment Process Outsourcing)



Opportunity

A UK-based developer of engineered T-cell receptor (TCR) immunotherapies was poised for significant growth at their South Philadelphia manufacturing facility. They were planning to expand hiring in multiple areas of the company when their internal recruiter resigned. This posed a serious issue for the company who had neither the skills nor the time to redirect their energy towards the recruitment and hiring process. They needed more than an individual contributor or a contingent search firm. They needed to outsource the entire recruitment process, and they turned to GTS Scientific.

Of the 34 jobs filled, 133 candidates were presented of which 120 were interviewed. 28% of candidates who interviewed received offers.

Positions Filled

Biometrics/Information Management

- Director, Biostatistics and Clinical Informatics
- Principal Biostatistician
- Principal Statistical Programmer
- Principal SAS Programmer
- Senior SAS Programmer
- System Analyst, Manufacturing Systems
- System Analyst, Clinical Data Systems

Quality/Regulatory

- Associate Director, Regulatory Affairs
- Associate Director, GMP Training
- Associate Director, Clinical Compliance
- Associate Director, Clinical Sciences
- Senior Flow Cytometry Systems Specialist
- Senior Analytical Methods Specialist
- Senior Calibration Technician
- Quality Assurance Lot Release (2 positions)

Manufacturing

- Quality Control Specialist
- Quality Control Associate
- Quality Assurance CMC Associate, Deviations & CAPA
- First Shift Manufacturing Cell Specialist (5+ positions)
- Second Shift Manufacturing Cell Specialist (5+ positions)

Solution

As an experienced RPO, GTS Scientific has the professional staff, experience, and resources to cost-effectively assume the role of a client's entire internal recruiting department. GTS Scientific's sourcing of qualified talent in a competitive marketplace and creating a shortlist for decision makers to interview, allowing the client to remain focused on their core business goals.

For this rapidly growing engineered T-cell developer, the experts at GTS Scientific customized an RPO plan specific to the company's needs. The company was aggressively expanding staff across manufacturing, regulatory, quality control, information

management, and biometrics departments requiring specific skills in cell therapy, oncology, and aseptic manufacturing.

As a true RPO, GTS Scientific managed the complete requisition process from job qualification, candidate sourcing, screening, and shortlist selection. After decision maker interviews, GTS Scientific was responsible for interview feedback, offer extensions/negotiations. GTS Scientific further supported management by developing and holding KPI meetings to keep hiring managers and executive management informed throughout the process and seeing each candidate through acceptance to their start dates.

Results

In the 10 months following the resignation of the internal recruitment manager, the Company was able to maintain their concentration on their core goal of engineered T-cell receptors targeted at solid tumors. While GTS Scientific solved the business challenge of attracting and retaining 30+ new high quality, specialized cell therapy employees.