

Gene Therapy Company chooses GTS Scientific and Berke Executive Search for retained search of technical operations leadership team.

GTS Scientific and Berke Executive Search completes retained search for Gene Therapy Company comprising 12 new leadership hires in 6 months.



Opportunity

A leading Philadelphia biotech company, focused on unique gene therapy research, had several highly successful financing rounds and it was time to expand the management team including multiple Vice President positions for technical operations as well as various director level positions. Utilizing internal resources to source, screen and select personnel would have taken vital resources away from the Company's core operating goal - developing transformative therapies for rare, monogenic central nervous system disorders. The Company needed experts who would manage talent acquisition of a full leadership team with the strategic and operational skills to improve performance and fuel the growth of the Company.

Referred by one of the world's leading life science investment companies, the gene therapy company turned to GTS Scientific and Berke Executive Search because of their extensive industry knowledge, proven ability to fill multiple positions simultaneously from a national pool of high-level, quality candidates, and a local presence to ensure the hands-on support the Company desired.

GTS and Berke Executive Search selected 51 qualified and interested candidates of which the client interviewed 42. (An 82% sub-interview ratio)

Leadership Positions Filled

- Vice President, Gene Therapy Clinical Supply Chain Operations & Planning
- Vice President, Gene Therapy Manufacturing Operations
- Vice President, Gene Therapy Process Development
- Associate Director, Analytical Development
- Associate Director, Manufacturing Operations

- Senior Director, Downstream Process Development – Gene Therapy
- Senior Director, Clinical Supply Chain Operations – Gene Therapy
- Director, Gene Therapy Manufacturing Operations
- Executive Director of Analytical Development

- Director, Upstream Process Development – Gene Therapy
- Associate Director, Downstream Process Development
- Associate Director, Quality Control



Solution

GTS Scientific and Berke Executive Search's existing knowledge of the industry and strong relationships with qualified leadership within the gene therapy industry enabled them to quickly react to the Company's specific hiring needs. The GTS Scientific and Berke Executive Search team tailored the search approach, identified candidates, interviewed, and selected a qualified short list for the Company's Chief Technical Officer to hire.

Of the 42 interviews, 12 candidates received and accepted offers.
(29% interview: offer ratio)

Results

The Company stayed focused on their business of gene therapy development while GTS Scientific and Berke took care of the recruitment process. Initially retained for 9 positions and ultimately expanded to 12 positions, GTS Scientific and Berke saved the company countless hours of valuable time typically spent sourcing, screening, and selecting candidates.

Soon after meeting with GTS Scientific and Berke, the Company began interviewing multiple qualified and cohesively screened candidates, and within six months, offers of employment were extended and accepted for 3 Vice Presidents, **1 Executive Director**, 2 Senior Directors, 4 Directors and 3 Associate Directors.