



# Harten Interims

Harten Group is one of Europe's leading providers of interim and recruitment services for the pharmaceutical and biotech industries – with over 1900 consultants on its network.

A spectrum of solutions are on offer to meet individual business needs – an interim manager to fulfil a short-term project, a permanent recruit to fill a vacancy, a consultancy team to take a strategic view.

## **Harten Interims**

In today's competitive marketplace, interim management has an important role to play. Current predictions are that outsourcing within the pharmaceutical industry will continue to grow in popularity over the next few years as a valuable alternative to recruiting permanent staff.

Taking the interim route can be both efficient and cost-effective. It can provide cover for a temporary vacancy, bring instant specialist knowledge for a specific project or help to meet an urgent deadline. It can also be useful when there is a headcount freeze or an unexpected business opportunity occurs.

## **Harten Recruitment**

The permanent recruitment division is a key part of the Group's portfolio of services, established some years ago in response to client demand.

The recruitment division focuses on senior executive positions in such areas as medical affairs, R&D, drug safety and regulatory affairs. It regularly places high quality, experienced individuals in the pharmaceutical, biotech and other related industries in all sizes of company – from small start-ups to leading global players.

## **Harten Consulting**

Sometimes people can be too close to a situation to see the way forward so that's why it can help to bring in independent expertise to advise on best practice, business priorities or take maximum advantage of new opportunities.

Harten Group's consultants have an average of 12 years' pharmaceutical industry experience. They are commercially-astute. They can identify and handle the issues that need to be addressed, including implementing the changes required.

## Interim management

Do you need extra resources to cover an unexpected increase in workload? Has a key member of staff fallen ill? Is your company undergoing major changes, resulting in a headcount freeze? Or is there an exciting new business opportunity that needs short-term specialist expertise to bring it to fruition?

Whatever the reason, Harten Group can help.

With over 1900 consultants on our network, we have immediate access to highly qualified interim managers who can fill the gap – and hit the ground running.

Whether you need help for a few days, a few weeks or a few months, from an individual or a team, we can provide the right people to fit the brief.

Our consultants, who will work under your direction as part of your team either on-site or off-site at a pre-agreed daily rate, include pharmaceutical physicians, marketeers, clinical research personnel, medical information officers, pharmacovigilance specialists and regulatory affairs officers.

Speed is crucial in finding the right people. That's why within 72 hours of contacting us and discussing a brief, Harten Group will send you details of potential consultants. In conjunction with you, we then aim to draw up a short list of suitably-qualified candidates who are likely to be available for interview within one week.

## Profiles of the high calibre interims on our network

### Profile one: Physician

Senior Pharmaceutical Physician with 15+ years experience in the industry, following a successful career as a medical practitioner in hospital medicine. Career includes senior positions at global headquarters level within UK operating companies and as an independent consultant in pharmaceutical medicine.

Independent consultant for the last four years, working in long-term clinical research/pharmacovigilance role. Previous roles include Medical Director for subsidiary of blue-chip Scandinavian Pharmaceutical Company, Pharmaceutical Consultant and Director of Medical Services/ Acting Medical Director for US company.

Qualifications: B Med Sci (Hons), BM, BS, MRCP (UK)

Therapeutic areas: anti-infectives, cardiology, neurology, psychiatry, general medicine

### Profile two: Head of Clinical Operations

Experienced in Clinical Research, working in both Europe and US. Has set up and managed International Clinical Research Programmes, including selection and management of CROs. Strong organisational and project management skills, with ability to tackle complex, logistical issues.

Past three years working as Clinical Research/Public Health Consultant, with previous roles including Operational Leader for a pharmaceutical company and Head of Clinical Operations for a Biomedical company.

Qualifications: BSc (Hons) Pharmacology

Therapeutic areas: anti-infectives, CNS, oncology, rheumatology, urology

### Profile three: Regulatory Affairs Manager

Regulatory Affairs professional who has worked in both large and small companies, dealing with regulatory authorities in the EU and US for NCEs and biologicals. Experienced in project management and clinical aspects of pharmaceutical development.

An independent consultant since 2004 with previous roles including Director of Global Regulatory Affairs and Director of Regulatory Affairs & Planning for biotech companies, as well as Director of Worldwide Project Planning within a multi-national pharmaceutical company's R&D department. For seven years, held the position of Head of International Product Registration for a pharmaceutical company.

Qualifications: BA Natural Sciences, PhD Biochemical Pharmacology

Therapeutic areas: anaesthesia, oncology, respiratory

## Case studies

### Case study one: Interim Head of Medical Affairs

#### Situation

As a result of an internal promotion, our client had an urgent need for an interim Head of Medical Affairs. The role was to involve some demanding line management input during a period of change and restructuring for the client company. One of the major challenges was the location of the client company combined with a necessity for full-time onsite presence of an interim.

#### Solution

We began approaching potential candidates immediately, focusing on both line management experience and availability. Within ten days an interim Medical Affairs Physician had been interviewed by the client and had been successful in obtaining the role. The interim was able to be extremely flexible and work on a weekly commute basis, as well as working out of hours for this intensely busy, short term project lasting two months.

#### Update

Both interim and client were extremely pleased with the way the project had gone, so much so that four months later the interim was re-hired by the client, this time for a six month contract following another internal promotion.

### Case study two: Interim Clinical Development Director

#### Situation

Our client, a small biotech company was facing difficulties following their Clinical Development Director leaving unexpectedly. They needed to secure a replacement within two to three weeks. The major challenge was that the role required significant expertise within a high demand/low supply therapeutic area.

#### Solution

We are constantly seeking to expand our network of consultants, particularly in high demand/low supply areas such as oncology medicine, pharmacovigilance and regulatory affairs. We had been talking with an individual who was working within an organisation which was involved in a merger. A redundancy package was being discussed and the individual was seeking advice from the Harten Group on becoming an interim. There was a clear match for our client's role and an interview was arranged within one week of the initial brief being taken.

#### Update

The interim was offered the position and worked for six months on an interim basis. He proved such a good fit, that he was offered the permanent role which he accepted.

### Case study three: Interim Regulatory Affairs Director

#### Situation

Our client was going through a merger and therefore permanent recruitment was placed on hold. There was an ongoing vacancy for an individual to lead the Regulatory Affairs function within Europe. In addition the merger had created a great deal of additional regulatory affairs work for the client, which needed to be coordinated.

#### Solution

There can be a shortage of regulatory affairs interims at this level. However through referrals within our network we were able to produce a shortlist of the candidates for the role, all of whom were taken forward for interview. One interim in particular stood out and was offered the role on a three month basis.

#### Update

The interim continued working in the director role for 12 months in total, with the original contract being extended four times. In addition, following the appointment of a permanent Regulatory Affairs Director, our interim continued on a part-time basis for a further six weeks for mentoring and handover purposes.

## Case studies

### Case study four: Interim Brand Manager

#### **Situation**

As a result of a pending office relocation, our client found themselves unable to recruit for permanent staff. They were planning for a product launch in 12 months and found themselves without a Brand Manager to lead this process and coordinate the global launch activities.

#### **Solution**

Interim Brand Managers can be in short supply. However through a combination of searching our network, referrals and advertising, a number of interims were screened, and a shortlist of three candidates was prepared. Interviews needed to be arranged quickly, and in some cases telephone interviews were used initially due to the challenge of working around the Christmas holiday season.

#### **Update**

One interim was selected by the client, and paperwork was prepared and negotiated in time for the interim to start at the beginning of January. The client was impressed by the interim's ability to make an impact right from the start, and flexibility in terms of travelling for off-site meetings. The interim stayed in post for 12 months until the company was able to hire on a permanent basis, following a successful product launch.

## Contact us

**We would like to help your organisation.  
Please call us on 01223 233777 so we can tell you more.**

**We look forward to hearing from you.**

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