

The top half of the page features a vibrant pink background with six dark blue hexagons arranged in a staggered pattern. The hexagons are positioned at the top corners and along the sides, framing the central text.

Harten Recruitment

Providing fast-track solutions to your recruitment requirements Harten Group has in-depth knowledge of the pharmaceutical and biotech industries and an extensive network of over 2000 senior consultants and interim managers.

High quality specialist service

Established in 1994, Harten Group offers an unrivalled service for your recruitment requirements, including bespoke solutions for unusual, highly sensitive or multiple positions.

Specialising in senior scientific, medical and commercial roles and board level appointments, we have extensive experience of successfully finding people for key positions in research and development, medical affairs, pharmacovigilance and business development.

Our knowledge of the industry means that we understand even the most complex of positions, giving us a head start in tracking down the right individuals. Some roles present particular challenges, which require innovative approaches. We believe in open communication and regular updates with both client and candidate to ensure everyone is clear how the assignment is progressing.

Harten Group is committed to delivering a high quality specialist service that will bring a shortlist of the best candidates to you.

Harten Recruitment

Our process

Brief

We believe that taking a thorough brief is the only way to provide a first-class service for both clients and candidates.

Our approach is consultative; we spend time with the client to understand and define their needs. We meet with multiple team members, ensuring we understand the role completely and discuss specific aspects of the role that are important, allowing us to develop an understanding of the client's culture and working style.

A full and extensive brief means that we react quickly and effectively to promote both the role and the company to candidates, maximising the opportunity to attract first class individuals. Client feedback tells us that this has saved them time as it has avoided unnecessary contact and questions later

Candidate search

Our extensive network of over 2000 consultants and interim managers, including key industry players, enables us to rapidly provide names of potential candidates, and to quickly identify candidates held in the highest esteem by their peers.

Searches can be supported by placing details of a position on appropriate websites, as well as emailing a copy of the advertisement to the membership of a relevant professional body. This can considerably increase the exposure and visibility of the position to targeted groups of potential candidates.

Interview

Once we have compiled a substantial list of good candidates, our in-depth interviewing process allows us to select the very best candidates to make up a robust shortlist.

We take a great deal of time to determine individuals' skills and experience, as well as their personal circumstances, long-term career aspirations, motivation and determination to succeed ensuring those short listed are equipped with the appropriate competencies and interpersonal skills.

Our service

Harten Group operates primarily on a retained basis, using one of two established methods: Executive Search or search supported by advertising.

Working with clients we decide together on the best approach to use.

Executive Search

Otherwise called head hunting and often used when looking for specific individuals in a limited number of companies, especially those who are already performing well in a similar role to the one to be filled and usually not actively looking for a career move.

Executive Search is also the most appropriate method if a recruitment campaign is to be undertaken in confidence. We use a targeted, professional and discreet approach, working with experienced researchers who are skilled at making contact with high achievers.

Crucial to Executive Search is watertight confidentiality, which allows us to run highly sensitive campaigns, for example when there is a need to have a new senior executive in the wings and ready to replace an incumbent when a re-organisation is to take place. The same high level of confidentiality is applied to all recruitment assignments.

Search supported by advertising

This works well when there is a need to search for generic skill sets, multiple positions or diverse locations. Benefits to the client include having a skilled consultant to handle all the responses to the advertisement, interviewing those close to requirements and then producing a shortlist. In addition, your company benefits from a raised profile in the marketplace. There is also the option to advertise blind. This can be particularly beneficial if you wish the position to remain confidential and unseen by your competitors or existing team members.

A flexible approach

There may be occasions where we need to be flexible in our approach and provide a tailored service to meet clients' specific needs, for example when trying to locate good candidates for difficult-to-fill positions, such as unusual therapy areas or newly created roles. We can even combine an interim and permanent solution when required, allowing a company to be up and running immediately when a vacancy is urgent.

Case studies

Case study one: Head of Medical Affairs, UK and Ireland

Situation

Following a re-organisation in the UK as a result of an acquisition, a world-leading company in medicines needed to make an urgent appointment of a high quality Medical Director with an outstanding track record for the UK and Ireland.

Solution

Aware of the level of urgency, Harten Group, looking for an immediate solution was able to identify a highly qualified interim from its network of 2000 consultants to start the following week. Meanwhile a proposal was prepared for the assignment within 48 hours.

A high calibre shortlist was presented to the client for interview, from which a candidate was selected and is now in post. By using Harten Group's interim service, the client was also able to benefit from reduced fees on permanent recruitment.

Case study two: Head of Pharmacovigilance

Situation

One of Europe's leading pharmaceutical companies needed to recruit a Vice President in Global Pharmacovigilance and Risk Management. This required a high calibre individual with in-depth experience, as well as being a registered QP for PV. The role encompassed global responsibility for drug safety and risk management for group drugs and devices, as well as quality assurance and compliance standards within PV.

Solution

Against a tight deadline, Harten Group worked closely with the client to fully understand the requirements of the role including, essentially, the cultural fit needed. Using extensive knowledge and contacts within the industry, Harten Group delivered an impressive shortlist of four candidates, all of whom were taken to interview. Help was also provided with the package negotiation between client and successful candidate.

Case study three: Vice-President (Commercial) UK

Situation

A global pharma company was looking for a VP for its UK operation, with extensive commercial experience. The position included responsibility for marketing and sales strategy, with full P&L accountability for all therapy areas. The assignment needed to be handled with total confidentiality, as this was a new role to be filled once an acquisition had been completed.

Solution

Harten Group was brought in to manage this highly sensitive assignment, working with the Board to obtain a comprehensive brief and to understand the requirements of the new role. All of this was conducted against stringent timelines. In order to provide the client with the highest quality shortlist, the search moved outside the UK to include Europe and USA. Several high calibre candidates were identified for interview and from these, an appointment was made.

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.

Contact us

We would like to help your organisation.

Please call us on +44 (0) 1223 233 777 so we can tell you more.

We look forward to hearing from you.

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