MAC

ATTRACTING TOP CANDIDATES IN A CHALLENGING MARKETPLACE

THE ORGANISATION

MAC Clinical Research is one of Europe's largest contract research organisations (CRO), committed to providing full-service delivery of global clinical studies.

THE CHALLENGE

MAC have a consistent stream of Data Manager roles. These roles are notoriously difficult to fill due to lack of expertise available in the candidate marketplace at any time, as well as a tendency for candidates to stay long term with their roles.

MAC required a team extension in terms of numbers of staff to build the data management team within the business. Bearing in mind the challenging marketplace for candidates, this task was not only a priority but was also going to require a very methodical approach to find best-in-industry candidates willing to move.

Manpower® Engineering

MAC

PROVIDING A QUICK TURNAROUND TO FILL CRITICAL ROLES

THE SOLUTION

Katy, a Lead Technical Consultant with Manpower, analysed the role with her customer to maximise her knowledge in order to gain the attention of the best candidates. She provided an in-depth search into the candidate marketplace. The roles were headhunt only, as huge effort was required, and focus was maintained within clinical trials organisations from a CRO or NHS background.

THE RESULT

This quick turnaround represents a huge win for MAC as they needed to fill these critical roles and had sought out assistance from Katy and Manpower based on relationships developed previously, and knowing that Katy had a genuine understanding of the requirements.

> *Partnering with Manpower to support recruitment across our Data Management and Statistical teams has been a great success. Katy has developed a great understanding of MAC and the roles we are looking to fill; she is tireless in her search for potential candidates who come to us well prepared for interviews. MAC have a high recruitment rate with Manpower, a testament to the high quality and good fit of candidates Katy shares. It's a successful relationship which MAC is delighted to continue with!*

Philippa Waller
Head of Biometrics-MAC

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