



An International Pharmaceutical Company seeks PSS's expertise on executive compensation and senior level recruitment for its India business

Healthcare & Pharmaceuticals Practice

Client and the Mandate

Our client is a research oriented pharmaceutical company with a presence around the globe and a turnover of over 20 billion US Dollars.

To recruit people at all levels, the scope of the search had to include the entire pharmaceutical industry. The client had two objectives for this search. The first was to get a better familiarity with the availability of talent in the pharmaceutical industry in India. Once an understanding of the market was available to the client's management, a comprehensive recruitment strategy could be mapped out. PSS, in collaboration with its international partner Ray & Berndtson, India conducted the study and consulted the client on its recruitment study based on the findings of the study.

The client then mandated us to carry out the recruitment for 12 Senior Sales Representatives to 5 Senior Management Executives. The Senior Sales Representative positions were serviced by Lobo Staffing Solutions (a PSS Group Company), while the Senior-level positions were executed by PSS consultants.

Search Process

An elaborate search exercise was conducted for the senior position. Convincing candidates for Merck was not a difficult proposition initially, but the company's proprietary internal assessment process of potential employees proved tough sell for most candidates. PSS moved ahead with the goal of speaking to a large pool of candidates and then filtering down the list to few candidates who fit the role well and who could successfully undergo the rigorous internal assessment process.

The shortlist was provided to the client along with the longlist of initial candidates targeted. The longlist included candidates from different industries and at different income levels. PSS also provided a report on the feedback it received from candidates about the company. The client was happy with the work done by PSS as its initial objective of hiring a search firm was fulfilled.

PSS was mandated to function as a defacto HR department, conducting salary surveys, designation surveys, structuring and issuing of offer letters, advising on kind of cars that should be allowed for each grade etc. These were not without intense negotiations.

This involvement certainly helped in giving confidence to the candidates during this challenging period and PSS was viewed in the candidate fraternity as an extended arm of the organization.

Result

Candidates from the shortlist were selected for the Senior Management roles. Lobo staffing fulfilled 11 out of 12 Senior Sales Rep positions.