

GENE THERAPY CASE STUDY

PROJECT EVOLUTION ENGAGED TO SCALE TECHNICAL OPERATIONS TEAM AT LEADING AAV GENE THERAPY ORGANIZATION.



PROJECT
EVOLUTION

Projectevolution.org

OPPORTUNITY

A leading Philadelphia biotech company focused on AAV gene therapy research had several highly successful financing rounds. It was time to expand the management team, including multiple Vice President positions for technical operations and 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 the talent acquisition of an entire 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 Project Evolution 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.



PROJECT EVOLUTION SELECTED 51 QUALIFIED AND INTERESTED CANDIDATES OF WHICH THE CLIENT INTERVIEWED 42. (AN 82% SUBINTERVIEW RATIO)

ABOUT PROJECT EVOLUTION

Project Evolution is a premier, proven, industry-leading alliance powered by Executive Search and GTS Scientific's capabilities and competencies. Project Evolution's pioneering end-to-end capabilities bridge Executive and Contingent placement and enables Life Science organizations of all sizes the ability to secure highly specialized talent quickly and efficiently.

Our customized service structure is adaptable and flexible to meet the needs of our clients. Project Evolution's collaborative platform has deep experience and expertise working with groundbreaking scientific organizations.

Berke

EXECUTIVE SEARCH

Berkesearch.com

GTS People
Process
Performance

Gtscareers.com

POSITIONS FILLED :

- *Vice President, Clinical Supply Chain Operations & Planning*
- *Vice President, Manufacturing Operations*
- *Vice President, Process Development*
- *Executive Director, Analytical Development*
- *Senior Director, Downstream Process Development*
- *Senior Director, Clinical Supply Chain Operations*
- *Director, Manufacturing Operations*
- *Director Upstream Process Development*
- *Associate Director Downstream Process Development*
- *Associate Director, Quality Control*
- *Associate Director, Analytical Development*
- *Associate Director, Manufacturing Operations*



Placements

OPPORTUNITY

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

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RESULTS

The Company stayed focused on its core business of gene therapy development while Project Evolution took care of the recruitment process. Initially retained for nine positions and ultimately expanded to twelve positions, Project Evolution saved the company countless hours of valuable time typically spent sourcing, screening, and selecting candidates. Soon after meeting with Project Evolution, the Company began interviewing multiple qualified and cohesively screened candidates, and within six months, offers of employment were extended and accepted for Three Vice Presidents, an Executive Director, two Senior Directors, four Directors, and three Associate Directors.

**OF THE 42 INTERVIEWS, 12 CANDIDATES
RECEIVED AND ACCEPTED OFFERS.
(29% INTERVIEW: OFFER RATIO)**