



Case Study: Internal Executive Search

Servier are an international, independent pharmaceutical company governed by a non-profit foundation, with headquarters in Suresnes, France.

Ahead of a major oncology unit launch in Paris in 2022, the client needed to fill the key role of Global Communications Manager for Clinical Development Medical Affairs. Servier had conducted an extensive search campaign with existing suppliers across France.

The brief was particularly challenging, with the client requiring strong scientific search experience, International Communications experience and importantly an existing network of key oncology leaders.

Volt encouraged Servier to broaden the geographical scope, creating a market map using the Volt database, corporate website, LinkedIn and outbound telemarketing, to identify where individuals with the necessary skills were based.

Volt identified a small list of suitable candidates, the most appropriate being a South African national residing in Hong Kong and having carried out communications projects in Asia, Africa and Europe. The highly sought after individual was engaged, initially with no formal offer. Volt managed the complicated visa process on behalf of the client and candidate, chasing down necessary documentation and providing regular feedback to all parties to ensure the candidate was in place in Paris on the required date.

Volt now regularly manage executive search briefs on behalf of the client.