



CASE STUDY: **GLOBAL HEALTHCARE**

EXCELLENCE IN TALENT MAPPING AND PIPELINING

The Client

A leading global healthcare company was faced with an unprecedented recruitment challenge following one of the sector's biggest deals in recent times.

The firm needed to identify and recruit a large number of external hires across Europe, the US and Asia Pacific.

Armstrong Craven was selected to partner with the client's internal talent acquisition team to ensure it reached all potential candidates, including hard-to-reach passive talent.

What We Did

**OVER
1,200**

profiles
identified



**OVER
80**

candidates
shortlisted



**£220,000
SAVED**

in recruitment
costs



**50%
SAVING**

versus traditional
suppliers



**28%
SAVING**

versus internal
team solution



**FUTURE
TALENT**

pipeline



How we did it

Armstrong Craven mobilised a dedicated client account team of specialist healthcare recruiters. This included 4 project managers ensuring a single point of contact for each of the areas in which we were recruiting – the UK, Switzerland, United States and Singapore.

Our team are all healthcare and life sciences specialists, linguists, scientists and broader life sciences professionals. Between them there is over 100 years' experience of providing cross-border mapping and pipelining services.

We were also able to tap into our office in Singapore as well as experienced personnel on the ground in the US.

We designed an assessment matrix including competency assessment and the healthcare giant's own expectations framework.

Why Armstrong Craven:

- * Access to global talent market*

- * Flexible partnering model that complements internal strengths*

- * Full client data ownership allowing ongoing hires*

- * Tangible ROI compared to traditional search*

- * Reduced cost and time to hire*

- * Partnership approach ensures enhanced client / candidate experience*

- * Strategic rather than operational approach to hiring*

ABOUT ARMSTRONG CRAVEN

Armstrong Craven is a global talent mapping and pipelining specialist with offices in the UK and Singapore.

We work across a number of industry sectors including technology, healthcare and life sciences, professional and financial services, industrial and consumer.

We have vast experience of working with clients undergoing transformational change and looking to identify and recruit talent that is often highly in demand or specialised.