



A Leading Pharmaceutical Recruitment Consultancy

**Specialists in Medical
Affairs, Pharmacovigilance
and Clinical Development**

**Retained Search,
Contingency Recruitment
and Interim Contractors**

www.axess.co.uk

Resourcing Solutions for Medical Affairs, Pharmacovigilance and Clinical Development

AXESS is a specialist pharmaceutical recruitment consultancy that focuses on providing an expert, knowledgeable and professional service to candidates and clients in our sector.

We specialise in executive level jobs and interim positions for professionals within Medical Affairs, Pharmacovigilance and Clinical Development including functions such as Regulatory Affairs, Quality Assurance and Biometrics.

Our Team

AXESS was formed in 1990 and we have an unmatched level of experience in the sector. Our Directors have worked within the pharmaceutical industry and our consultants have significant Pharmaceutical recruitment experience – on average they have been with AXESS for 10 years.

Our Talent Acquisition team each specialise in a specific functional area. Their deep specialist knowledge means they can appreciate the needs for each position and give good advice on recruitment strategy. Their unrivalled network ensures a good long term fit.

Our Account Management team build long term partnerships that add value to the recruitment strategy and employer branding within their Pharmaceutical and Biotechnology clients. They offer a single point of contact to streamline the recruitment process but provide our clients access to a range of specialist services and expertise. In smaller companies they act as an extension of the HR team and in larger organisations work closely with in-house recruitment teams and RPOs to fill hard to fill executive roles.

Network

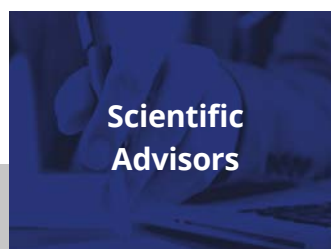
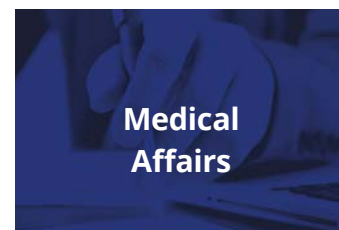
Our time in the industry means that we have built an extensive specialist network. Our long term relationships means that often hard to reach talent will take our calls and engage with our assignments.

AXESS has developed an extensive database of 25,000 contacts within our specialist areas. We have a policy of continual recruitment, ensuring the database is live for all areas. We also have a significant presence on LinkedIn™ with targeted networks and active groups, meaning we can quickly reach the very best talent.

We like to meet candidates on a face to face basis, ensuring that staff requirements can be met quickly with the right calibre candidates.

In addition, AXESS attends a broad range of industry events and are active members of industry bodies – producing advice and thought leading publications in partnership with these organisations.

AXESS continually builds on our extensive database through intensive networking and high profile advertising. We are proud that many candidates register with us on the recommendation of friends and colleagues.



Services

Search and Selection

When recruiting key executive appointments a more targeted approach is often required. To attract high calibre individuals with discretion, clients retain AXESS's extensive market knowledge and networking ability.

Contingency Database Search

For fast, targeted and cost effective recruitment, AXESS will search our extensive database of live candidates, advertise and network for suitable candidates who are screened and submitted for your consideration.

Interim Assignments / Contract Staff

AXESS has been providing contractors within the pharmaceutical industry for over 25 years and this makes up 50% of our business. We have a significant database of technical specialists and pharmaceutical consultants. This means we can fill your short term vacancy quickly and efficiently. Because of the care we take, over 95% of our contract candidates complete their contracts, and over 85% are kept on with the client organisation or have their contracts extended.



**Drug Safety /
Pharmacovigilance**



**Pharmaceutical
Physicians**



**QA and
Compliance**



**Regulatory
Affairs**

Our process

Client meeting

- Understand culture of the company and team
- Understand company and department structure, development opportunities and package details
- Develop a detailed job specification including role priorities and USPs
- Develop a person specification including technical and soft skills requirements

Talent Acquisition and sourcing

- Targeted search of AXESS database
- Networking, headhunting and referral strategy
- AXESS.co.uk, social media and job board advertising
- Development of long list
- Candidate screening
- Pre-screening research and calls to qualify
- Identity and qualification checks
- Extensive face to face interviewing of candidates – technical, CV and competency
- Develop shortlist with recommendations

Interview and placement

- Set up client candidate interviews
- Detailed candidate preparation calls and advice
- Management of offer process
- Feedback to unsuccessful candidates protecting the client's reputation as an employing brand
- Management of candidate through resignation, notice period to commencement of employment



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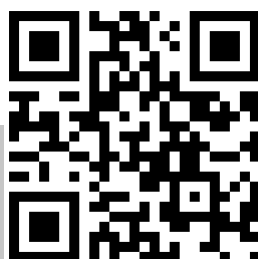
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