



A new practice desk London

The Client

An international private markets search firm whose brand is synonymous with hiring investment and IR/Fundraising professionals.

The Challenge

As part of the firm's growth strategy, they were keen to add a new practice focused on hiring investment professionals for VC / PE funds focused on the Life Sciences sector. No one internally had the deep sector knowledge required to build credibility in the funds.

The ideal hire was seen to be a successful recruiter with management experience who working in life sciences recruitment. The challenge was that this individual would have no prior knowledge of our client and would need to transition into a new focus.

The Solution

Our research team mapped the London life sciences recruitment market for Senior / Principal Consultants and Team Managers. We prioritised candidates who had a life sciences-aligned degree but were hiring for non-scientific roles. We thought these applicants might be more willing to switch to a new candidate focus and the chance to build a desk working with the funds responsible for backing the most cutting-edge life sciences and biotech companies in the UK and Europe.

The Result

The successful hire was a manager from a specialist life sciences recruitment firm. They already had links to a handful of VC funds and saw this as an opportunity to become a go-to recruiter for the VC life sciences market.