

CASE STUDY: Transforming Talent Acquisition for a Global Biotechnology Company

A global biotechnology company, dedicated to drug development for rare genetic diseases, faced critical challenges in sourcing top-tier talent across scientific and IT roles.

Skill Sets Supported:

Research Associates (Gene Therapy, Research Outcomes, Translational Biology, HTPD, Downstream Process Development, Analytics, Upstream ERPD, Histology, and Morphometrics), QA Specialists, QC Document Control Specialists, Technical Writers, Study Managers and Coordinators, Laboratory Operations and Research Assistants, Laboratory Aides, Colony Management Specialists, Animal Technicians, Sample Coordinators, Lab Systems Analysts and Managers, and TA and Equipment Coordinators.

Problem

- Existing staffing vendor fell short of delivering candidates with the required caliber, leading to a mismatch in skills and hampering project progress.
- Slow candidate acquisition hindered project timelines and impeded critical research and development activities.
- The three-step interview process posed challenges as many candidates dropped out during the interview stages, raising concerns about the efficacy of the hiring process.

Astrix Solution

Astrix took a comprehensive approach to overhaul the talent acquisition strategy and address the client's challenges:

- Introduced a comprehensive spreadsheet accessible to key stakeholders, providing real-time visibility into candidate submissions, interview progress, and position in the hiring process.
- The three-step interview process was streamlined to a more efficient two-step approach, with Astrix conducting pre-screening to accelerate the hiring timeline.
- Astrix organized an onsite facility tour, fostering direct interaction between hiring managers, the TA team, and Astrix. This initiative enhanced understanding, aligning recruitment efforts with client expectations.
- Bi-weekly meetings were established for ongoing discussions, feedback sharing, and staying informed about evolving business needs.

Results

- The time to receive candidates was reduced from **three weeks to 48 hours**, allowing the client to quickly assess and select candidates.
- **Time to hire was reduced by 70%**, including a substantial decrease in background check clearance time from **one week to just two days**.
- Due to Astrix's ability to meet the client's needs quickly and efficiently, the scope of support expanded from initially supporting **two departments to ten departments**.
- Astrix's flexible and customizable staffing solution earned an **exclusive partnership** with the client to support their ongoing and future hiring needs.

