

# CEO Worldwide Case Study

## **Novo Nordisk Case Study : A challenging recruitment mandate completed in the Healthcare aseptic production sector within few weeks only**

**Novo Nordisk**, a Danish stock market listed company is the world leader in Diabetes Treatment with 27.000 employees covering 179 countries.

The Managing Director of the French production facility in Chartres (700 staff) urgently looks for an Aseptic Production Director. Besides of being operational as quickly as possible, the candidate also needs to respond to the following criteria:

- Experience in the aseptic production in the pharmaceutical sector
- Medical or pharmacist education
- Management of more than 300 staff and executive committee experience
- International coordination of several production sites
- Bilingual English/French

### **The recruiting process and the associated timing**

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|--|----------|
| Executive search agency selection pitch on the phone with HR       | 18/08    |
| CEO Worldwide selected among 2 other executive search agencies     | 07/09    |
| Mandate briefing on the phone with the MD and HR                   | 11/09    |
| Online Mandate validation by the client                            | 23/09    |
| 4 candidates short list submission to client (CV+pitch+references) | 06/10    |
| 4 candidate pre-interviews by CEO Worldwide                        | 15&16/10 |
| 4 face to face interviews set up with client                       | 21/10    |
| 4 candidate post-interviews by CEO Worldwide                       | 30/10    |
| Additional interview with the candidate selected by the client     | 02/11    |
| Final selection & contract of employment submission by the client  | 09/11    |
| Signature of the employment contract and operational start         | 16/11    |

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The reactivity of CEO Worldwide's executive recruitment service in facts:

- 8 working days from Mandate validation by the client to the short list of 4 candidates submitted by CEO Worldwide
- 27 working days from the short list submitted by CEO Worldwide to the operational starting date of the selected candidate
- 35 working days between the search for this very specific profile and the operational star in the client company