Filling the Talent Gap:
How Bridge Informatics Helped a Leading Pharmaceutical Company Overcome A Talent Shortage

bridge
INFORMATICS

SITUATION

- Leading global pharmaceutical company's Functional Genomics (FG) team, responsible for analyzing data from functional genomic screens to discover and validate tumor-intrinsic and microenvironmental targets to overcome resistance to targeted and immuno-therapies, had a paralyzing talent gap that needed immediate filling
- They needed a highly skilled bioinformatician with expertise in analyzing large-scale functional genomics screens to identify novel drug targets for overcoming resistance to existing therapies
- Recruiting a full-time, in-house specialist proved challenging due to the specific skillset required
- Client sought an experienced staff augmentation partner to help them full their need for this full-time role, and turned to Bridge Informatics (BI) after seeing them successfully place a qualified candidate on a different research and development team

STRATEGY & PROCESS

- BI's team of bench scientists met with Client's FG team to enhance their initial job description, making sure they had a deep understanding of the team's want- and need-to-haves
- Leveraged BI's pre-vetted talent pool to quickly identify and present a shortlist of qualified bioinformaticians, saving the client valuable time and resources typically associated with traditional recruitment
- BI identified a dozen contenders within two weeks before narrowing down to three top candidates
- After completing two internal interviews with the top candidates, an introductory interview and a technical interview, BI set up interviews with Client

RESULTS

- Following just two interviews, Client confirmed BI had found their perfect match
- The candidate started with FG just one month after their first interview
- BI successfully placed a highly qualified bioinformatician with a Ph.D. in Bioinformatics and extensive experience in analyzing functional genomics screens, including CRISPR-based and single-cell RNAseq assays
- Client avoided high management overhead by letting BI handle recruitment, onboarding, and management
- Client was able to predict costs within BI's straight-forward pricing models