

S&S *Steele Executive Search, Inc*



**CASE STUDY: EMPOWERING LEADERSHIP
IN COMPUTATIONAL CHEMISTRY**

 **NOVARTIS**



THE PROBLEM

Novartis encountered a critical challenge within its computational chemistry department. While boasting 12 highly skilled computational chemists with diverse backgrounds and expertise, the absence of a direct leader for over two years posed a significant obstacle. Despite internal attempts to fill the leadership role, the company struggled, resorting to an extended internal recruitment strategy, and assigning temporary leadership. Unfortunately, after two years of effort, the position remained vacant, leaving the team without a unified strategic direction.

Feeling the urgency to address this leadership gap, the company attempted an internal recruitment strategy, assigning the responsibility to an internal team. However, after a substantial six-week effort, the position remained unfilled, leaving the team without a cohesive and strategic direction.

THE STEELE SOLUTION

Enter Paula from Steele Executive Search, a seasoned recruiter with a successful track record in finding exceptional talent. Acknowledging the urgency of the situation, Paula swiftly leveraged her extensive network and expertise to streamline the recruitment process.

Within an impressively short timeframe, Paula pinpointed a candidate with the ideal skill set and potential to effectively lead the computational chemistry team. Initially met with hesitancy from the client due to the candidate's perceived junior status for the leadership role, Paula stepped in as an advocate.

Employing effective communication, Paula highlighted the candidate's strengths, relevant experience, and growth potential within the leadership position. Her strategic approach aimed to dismantle the client's reservations and showcase the candidate's true capabilities.

Moreover, the internal temporary leader for this group had expressed the intention to leave if the candidate wasn't considered, further emphasizing the urgency. Upon interviewing the candidate, the client's concerns dissipated, confirming the candidate's suitability for the role, aligning with Paula's intuition.

Through Paula's advocacy, she successfully secured an interview for the candidate, providing the client with a firsthand experience of the individual's capabilities. This not only alleviated the client's concerns but also allowed them to witness the candidate's suitability for the role.

With the client now convinced of the candidate's qualifications, the hiring process accelerated. Paula efficiently navigated the remaining steps, ensuring a seamless and swift recruitment process. In under four weeks, Paula successfully placed the candidate into the leadership position, filling the long-standing void within the computational chemistry department.

OUTCOME

The impact of Paula's strategic intervention was immediate and transformative. The newly appointed leader brought forth fresh perspectives, a strategic vision, and effective management, significantly enhancing the computational chemistry team's productivity and cohesion.

Steele Executive Search not only swiftly resolved the prolonged leadership vacuum but also underscored the value of strategic recruitment and persuasive advocacy.

In under four weeks, the long-standing void within the computational chemistry group was successfully filled. Notably, that candidate remains at Novartis, serving now as the Global Head of Computer-Aided Drug Design.

SELECTION OF CLIENTS



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