

Accelerating the Search for a Leader in Advanced Analytics

CASE STUDY

About The Swan Group

Founded in 1999, The Swan Group, LLC has evolved from a family business, growing to specialize in IT jobs within the pharmaceutical, biotechnology, life sciences, and consumer products sectors. As a boutique search firm, Steve Swan personally handles every search engagement, ensuring tailored and quality service.

Key metrics



20

Qualified Candidates



4

Interviewed Candidates



3 months

to get the role filled

CHALLENGE



A client had been struggling for 16 months to find a suitable candidate for a Leader in Advanced Analytics role. Despite their best efforts, they were unable to find a candidate who met their specific requirements and expectations.

APPROACH



The Swan Group spent a significant amount of time with the hiring manager to gain a deeper understanding of the role and the specific skills and attributes the client was seeking. They needed a hands-on manager. This insight was crucial in redefining the search parameters and identifying potential candidates who not only had the necessary management skills but also preferred a hands-on approach.

SOLUTION



Leveraging their new understanding of the role, The Swan Group was able to strategically refocus their search efforts. They took the time to engage with each potential candidate, ensuring that they not only possessed the required skills but also had the desire to be hands-on in their role.

OUTCOME



1

The Swan Group's thorough and tailored approach led to the successful placement of a candidate who was a perfect fit for the role.

2

The candidate's management skills and preference for a hands-on approach aligned perfectly with the client's needs.

3

This successful match ended the client's 16-month search and demonstrated the effectiveness of The Swan Group's personalized and understanding-based approach. The candidate still thrives in the role today, further validating the success of The Swan Group's approach.

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