



Industry: Pharmaceutical

Client: Boehringer Ingelheim

Context:

Boehringer Ingelheim is one of the top 20 pharmaceutical companies in the world. Their key areas of interest are: respiratory disease, cardiovascular disease, HIV and Parkinson's disease. They have three key business units of Prescription Medicine, Consumer Healthcare and Animal Health. As a result it is essential that they hire the right Financial Controllers to lead these divisions, therefore Stanton House where engaged to conduct a search.

Solution:

Stanton House where invited to take a full brief from Boehringer Ingelheim's corporate head office in Bracknell. Given the nature of the role the requirement was to find a true business partner for the consumer healthcare division as well as the core financial controller duties. They needed someone who could challenge assumptions and act as commercial finance support for the sales and marketing functions.

A detailed screening process occurred where each candidate was met and interviewed based on the core competency of the role which included, innovation & improvement, motivation & commitment to results and change & adaptability. Recommendations as to who should be interviewed were made to the Head of Finance based on the key competencies and the cultural fit to the organisation.

The result was Stanton House successfully placed the Financial Controller of Boehringer Ingelheim's Consumer Healthcare division, with feedback that either of the final two candidates would have been perfect for the role. Due to the slick recruitment process Stanton House showed in the first appointment they were given exclusivity on a senior finance analyst position within the Prescription Medicine team. The outcome proved equally successful, both candidates started within the same week.

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