

# Case Study: Anti-Fee Model

PharmaLogics launched the Anti-Fee recruitment model in 2009. Our clients pay by the hour for the actual time it takes to fill a role rather than an arbitrary fee based on salary. Our clients own all the resumes, contacts, referrals and references that are generated during the search at no extra cost. There are no additional fees when multiples hires are made from one search. Our goal is to help our clients attract the highest quality employees in the most efficient manner possible and at the best price.

We have helped our clients save nearly 60% on placement cost-per-hire compared to traditional contingent or retained search fees. Since the launch of this model, we have maintained an average placement fee of 13% across all disciplines and in all parts of the world within life sciences.

## Position:

Global Program Clinical Head

## Client:

Global pharmaceutical company  
10,000+ employees  
East Hanover, NJ

## Placement Experience:

- Senior Director, Clinical Development at Teva
- Director, Psychopharmacology at Sanofi-Aventis
- PhD Pharmacology, Duke University



• Submitted • Phone Interviews  
• Onsite Interviews

**Base Salary:** \$265,000.00

**Days to Fill:** 65

**Cost:** \$31,020.00

**25% Fee:** \$66,250.00

**Client Saved:** \$35,230.00

**PharmaLogics Fee:** 11.7%

## Client Feedback:

"The PharmaLogics team has been extremely professional & thorough throughout the entire recruitment process. They are clearly working way above their competitors - great partners!"