

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:

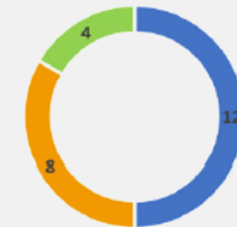
Leader, Technical Development and Manufacturing

Client:

Biotechnology Company
700+ employees
Waltham, MA

Placement Experience:

- Principal Scientist at Eli Lilly
- Senior Scientific Manager, ImClone Systems
- PhD Biochemistry, University of Mississippi



Submitted Phone Interviews
Onsite Interviews

Base Salary: \$185,000.00

Days to Fill: 57

Cost: \$29,177.50

25% Fee: \$46,250.00

Client Saved: \$17,072.50

PharmaLogics Fee: 15.7%

Client Feedback:

"PharmaLogics is very pragmatic in their approach, easy to work with and has a high degree of ethics. I'm a huge fan of them. Our partnership continues to grow because they continue to deliver."