

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:

Senior Data Scientist

Client:

Global Pharmaceutical Company
10,000+ employees
Cambridge, MA

Placement Experience:

- Manager, Precision Medicine Technology at Pfizer
- Global Technology Lead, R&D Informatics at Pfizer
- PhD Bioinformatics & Discovery Systems, Purdue University



• Submitted • Phone Interviews
• Onsite Interviews

Base Salary: \$155,000.00

Days to Fill: 72

Cost: \$20,020.00

25% Fee: \$38,750.00

Client Saved: \$18,730.00

PharmaLogics Fee: 12.9%

Client Feedback: "Comparing to other recruitment firms that are less flexible in the cost & structure, we found PharmaLogics much easier to work with and they provided us with equally great quality if not better candidates."