



***“The team build has really become the spotlight of the organization, and the standard of the way to do things from a recruiting perspective and a partnership perspective.”***  
– *Pharmaceutical executive from a large pharmaceutical company*

At CustomPoint Recruiting, we have the experience that allows us to say, “Yes we can!” with the confidence that comes from knowing we’ve done it before.

### **CustomPoint Recruiting draws on decades of experience hiring candidates in pre or post commercialization roles**

Placing the right candidate is an art that goes far beyond matching candidates’ qualifications with opportunities. It involves a vetting process that has been honed and refined from years of asking and answering the right questions for positions at every level of the organization. CustomPoint Recruiting hires thousands of individuals annually for clients that range from start-up companies to Big Pharma, each with different needs, timelines, budgets, and specifications.

### **Talent Acquisition for a broad range of needs across all therapeutic categories**

Our experience spans the entire spectrum of therapeutic classes including, but not limited to, oncology, specialty neurology and dermatology, gastroenterology, endocrine, ophthalmology, and rare diseases. We hire for positions across the commercialization continuum:

- Field sales and service teams
- Inside sales and service teams
- Reimbursement specialists
- Clinical specialists of Medical Science Liaisons (MSLs) and Clinical Health Educators (CHEs)
- All levels of management

### **Deep knowledge and extensive experience ensures the right candidate every time**

**Building inaugural teams:** Startup companies launching their first product as well as large and emerging companies launching new products have entrusted us to hire their teams. Ninety percent of these teams were built prior to the product’s PDUFA date.



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**Flexible and scalable solutions:** Things can change quickly and we are able to pivot and recalibrate without impacting performance.

**360° approach to the candidate journey:** From the crafting of the client story through the candidate assessment and interview process, and then to the final offer, we ensure that both the candidate and the client are primed for success.

**“Always On” Recruiting:** Constantly engaged, constantly in the marketplace, and constantly sharpening our skills, the CustomPoint Recruiting team mobilizes immediately to understand your expectations, finds the candidate who is the perfect fit and ensures s/he is equipped for “Day 1 Readiness”.



**CustomPoint Recruiting**

To learn how CustomPoint Recruiting can make a difference recruiting your talent, contact us now.  
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