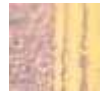


CASE STUDY European Attraction & Selection

Client : Leading Vaccine Manufacturer

Region : Worldwide

Population : Graduates & Early-Career professionals



Challenge

The **V.I.E. program**, initiated by the French government, encourages companies to propose international assignments to graduates & early-career professional, for a period of 12 - 24 months.

While candidates must have French or EU nationality, be under 28 years, the VIE program offers candidates rich cultural & professional experience outside the comfort zone. It is also an excellent pre-recruitment tool.

Each year, this **leading vaccine manufacturer** proposes **15 - 20 VIE** assignments for different businesses, functional disciplines across many cultural borders.

And, while managers seek relevant experience & expertise in specific areas, there is a strong focus on the candidates' soft skills, behaviors, cultural sensitivity, potential to adapt, succeed & develop, autonomy, linguistic ability, capacity to work remotely.



Some Examples of VIE positions

- Regional Clinical Trials Manager, Thailand, Austria, Mexico, Singapore
- Clinical Program Manager, Singapore
- Clinical Projects & Compliance Manager, Mexico
- Biostatistician, US, China, Canada
- Epidemiologist, Thailand, Spain
- Regulatory Affairs Coordinator, South Africa, Turkey, Brazil
- Medical Project Manager, Austria
- Strategy & Marketing Coordinator, Japan
- Financial Controller, Malasia, Saudi Arabia, Australia, Mexico
- Product Manager, Chile
- Commercial Project Manager, India, China, South Africa
- Market Development Manager, Poland
- Buyer, China & US
- Business Coordinator, Ukraine
- Packaging Platform Coordinator, Hungary
- Continuous Improvement Engineer, Mexico

CASE STUDY

European Attraction & Selection



What did we propose ?

Attraction:

- Segmented campaign to campus career services, alumni associations, specific career sites and Terra Connecta database, for each functional discipline area (scientific specificities and/or support functions).

European Attraction:

- For certain countries and specific assignments, campaigns launched outside France to faculties, specialized in industrial pharmacy, medicine, biostatistics, epidemiology, etc...

Selection :

- Manage applicants received for all VIE projects from A-Z.
- Act as the key interface between candidates, HR community & hiring managers.
- Preselect & assess each candidate, validate certain points by telephone and invite selected candidates for a 1 hour interview in English & French.
- Carry out telephone interviews for candidates not available for a physical interview.
- Manage weekly reporting with HQs & hiring managers in the different countries.
- Present the international hiring managers and HR managers at HQs with a short-list selection of candidates for each position.
- Highlight strengths and potential areas for improvement.
- Coordinate the interview process between candidates and managers and ensure optimal organization /logistics for all parties.
- Accompany the managers with the selection decisions & ensure valuable feed-back for all candidates.



Result

Over a period of 8 years, this company integrated between 120 & 150 people for positions all over the world. At the end of the VIE program, over 80% of these people were offered full-time positions and were recruited into the company.

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