

# Cambridge Regulatory Services

## Cambridge Regulatory Services - Regulatory Officer

Cambridge Regulatory Services (CRS) is a niche consultancy supporting pharmaceutical companies worldwide to gain approval for their medicines in a timely and cost-effective manner. The work is highly technical and CRS need to recruit candidates with the highest quality technical skills and unique attitude to work successfully in a close knit entrepreneurial business.

Resourcing Matters designed an interview process which identified the candidates' technical abilities but perhaps more importantly also explored their values and beliefs. This process allowed the candidates to learn much more about CRS and what was important to make working at CRS a success. The candidates could also demonstrate how their skills and attitudes would make a direct contribution to the business.

Many candidates had the right technical skills but were looking for a corporate, big pharma environment, where a more structured approach was appropriate. CRS were looking for a more entrepreneurial approach where the ability to influence decisions was welcomed.

By making the selection process more reflect the culture of CRS and by demonstrating how the candidate could get involved in the business overall - persuaded a number of these scarce skill group candidates to make the right decision and to accept an offer from CRS.