



Paramount Recruitment

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INTRODUCTION

Paramount Recruitment is a leading specialist Healthcare, Pharmaceutical and Scientific recruitment business. From our base in the metropolitan city of Birmingham, UK, we support a wide range of businesses throughout Europe with the identification, selection and recruitment of skilled individuals to help make their operations more successful. Our skills, knowledge and expertise has developed over the last few years so that Paramount has become the supplier of choice to many of the world's leading pharmaceutical and healthcare companies.

This document outlines the key features of our service – what makes us stand out from other recruitment businesses – and we hope that you will like what you see.

We are continually expanding our team's resources so we are keen to help new companies with their recruitment challenges so we would welcome the opportunity to discuss your requirements.

PARAMOUNT KEY FEATURES

- Specialists
- Fast & effective service
- Partnership focus
- Innovative with technology
- Broad European focus



SPECIALISTS

“Paramount Recruitment have supported our company for the last few years and have maintained a high standard of appropriate candidates within the specialist medical communications field. Jessica Guyon is my contact and I have great trust in her to find the correct candidates.”

SPECIALISTS

Paramount is a specialist Healthcare, Pharmaceutical, Medical and Scientific recruitment business. We focus all our energy, resources and time to be successful in these industries.

More importantly we have structured our business so that our recruitment consultants and resourcers can focus on specific skill areas within our offering. This allows them to really get to understand their specialist sector for which they are recruiting, easily interpret your vacancies, know the type of backgrounds that successful candidates will need to have and to build a database of passive candidates from which they can network and directly head-hunt to fill your roles.

SPECIALIST AREAS

- Clinical Research & Biometrics
- Medical Communications, Advertising & PR
- Medical Devices & Engineering
- Regulatory Affairs & Quality
- Scientific Research
- Scientific Sales & Marketing
- HEOR Pricing & Market Access
- Drug Safety, Medical Information & Medical Affairs

THE BENEFITS OF A SPECIALIST CONSULTANT

- Understand the technologies and terminologies that you use
- Effectively interpret your job specifications
- Give you advice on availability and salary rates
- Have an established database of candidates in these areas
- Submit only suitably qualified candidates


PARTNERSHIP FOCUS

We prefer to work with a limited number of clients where we can build long-term partnerships and develop successful relationships. We believe it is essential to understand our client's culture and values to be able to provide the best possible service and solution. Our consultants work closely with their clients to really understand their needs.

A CASE STUDY

Abbott UK utilises a team of field-based Scientific Advisors to provide expert information to the local medical community. Paramount were asked to demonstrate their capability and were added to the Abbott preferred supplier list, receiving all the vacancies at the same time as two other scientific recruitment specialists. Since April 2010, Paramount have placed 9 out of 10 Scientific Advisors sourced from recruitment agencies by Abbott to support a range of products throughout the UK.

“ Right from the start, Paramount Recruitment sourced high quality candidates that were well briefed and matched both the technical and the personality requirements for the roles. They have easily outperformed the other agencies and have become our number one choice in medical and clinical recruitment. We have just reviewed our PSL and Paramount were one of the first names on the list. ”



FAST & EFFECTIVE

“ I have been delighted with the service I have received from Paramount. You interpreted our needs very quickly and understood the type of candidate we need. You have been very quick to find candidates, the majority of which are a perfect match for what we need. As a result we have filled four positions with excellent candidates within the short timescale we had. ”

FAST & EFFECTIVE

Our investment in the latest Technology coupled with the recruitment and training of dedicated and focused recruitment staff means that we are able to provide a service which is both fast and effective for both clients and candidates. We ensure that everything works as smoothly and efficiently as possible, to provide a service and an experience that exceeds the expectations of our customers.

KEY FIGURES

- In 95% of cases, a minimum of two suitable candidates are submitted within 2 days of receiving a vacancy from clients
- 80% good/excellent rating for Client speed of response
- 800 new candidate applications processed every week
- 75% of candidates submitted are a good or excellent match for client need



INNOVATIVE WITH TECHNOLOGY

INNOVATIVE WITH TECHNOLOGY

Our continuous investment in the latest Technology ensures we are positioned to provide a superior service to both our candidates and clients. We have a state-of-the-art e-recruitment system, an integrated job-board website and utilise the latest techniques in internet advertising, market research and candidate identification.

In order to be highly ranked in the top search engines our website is continuously managed, monitored and optimised. This combines the method of content balancing and back-end code programming to produce a search engine friendly and compliant website. We have an optimisation team to ensure we achieve the highest advert rankings when candidates use a search engine to source opportunities. This produces high hit rates and drives top quality candidate traffic to our website.

TECHNOLOGY FOCUS

- E-recruitment system
- Candidate focused website
- Online registration and Job alerts
- Niche web job-board advertising
- Facebook, LinkedIn, Twitter, Xing profiles
- Social media bookmarking
- Boolean candidate sourcing

“ I decided the time was right for a new challenge so I started searching on google for jobs as a medical writer. The paramount website was one of the first I found. It was easy to navigate to view live jobs, key contacts, their sector experience and I could set up an alert to email me when new vacancies were added. After a week I received one which seemed perfect to me and applied – to receive a call within twenty minutes from their consultant. ”



BROAD EUROPEAN FOCUS

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BROAD EUROPEAN FOCUS

From our base in the metropolitan city of Birmingham, UK, we support a wide range of businesses throughout the European continent. Because of our use of technology to source candidates, we have built an extensive database of candidates in most countries throughout Europe.

COUNTRIES SUPPORTED

- UK
- Germany
- France
- Switzerland
- Belgium
- Holland
- Spain
- Italy
- Poland
- Russia

A EUROPEAN CASE STUDY

Tomotherapy radiation systems require skilled field service engineers to both service and maintain the equipment. Due to an expansion in its installed base, Tomotherapy needed to increase the number of service engineers throughout Europe. Paramount worked in partnership with Tomotherapy's European recruitment team to source candidates in the UK, Germany, Spain and Italy within 3 months.

“ Initially I didn't think Paramount would be able to source candidates in all the countries we needed but they have shown a European-wide reach – finding candidates for us in UK, Germany, Spain and Italy. It has been a real advantage to deal with one agency and one consultant for our needs throughout Europe. Paramount now understand the type of candidate we need and are an excellent pan-European partner for us. ”

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