

## MLA IN-HOUSE CASE STUDY

# Legal Recruitment Solutions for a Growing, Fast-Moving Biopharmaceutical Organization

Growing, fast-moving life sciences organization expanded its operations globally, necessitating a commercially robust and agile legal team to support its growth. The initial task was to recruit a lawyer for the Northern Europe region to alleviate the workload of a busy legal executive responsible for the region. This marked the beginning of a successful long-term partnership that has led to 13 successful legal placements worldwide and ongoing active searches.

### The Client:

Publicly traded  
commercial  
biopharmaceutical  
company

### Industry:

Life Science

### Location:

Global

### Challenges

The organization faced several challenges in building its legal team across global regions in Europe, the US, and Asia:

- Immediate legal support was needed.
- Strategic alignment of legal roles with demanding product launch schedules in Europe, the US and Japan.
- Tight timeline for product launches under competitive market conditions.
- Need for compliance roles to ensure adherence to applicable codes of conduct.
- Ongoing needs for specialized intellectual property roles such as patent counsel, head of trademarks, and head of patent strategy.
- Importance of understanding unique company culture for successful placements.

### Solutions

Major, Lindsey & Africa provided tailored solutions to address these challenges:

- Initiated the recruitment with a lawyer in Europe to alleviate excess workload in the region.
- Strategically placed lawyers in Germany and Switzerland to support product launches in Northern and Southern Europe.
- Successfully recruited commercial product attorneys for the US legal team in a competitive talent market
- Placed several Compliance Officers including the EMEA Head of Compliance and a third-party risk Compliance Officer to ensure regulatory adherence by outsourced functions.
- Recruited a Head of Legal and a junior lawyer for Japan in an extremely competitive market.
- Conducting ongoing searches for trademark and patent strategy leadership roles on a global basis with collaborative efforts from MLA's European and US teams.
- Leveraged the expertise of a former life sciences GC on the recruitment team to understand and align with the organization's culture.

### Results

The partnership yielded significant results:

- 13 successful legal placements globally and additional ongoing searches.
- Enhanced legal support aligned with business and product launch needs.
- Strengthened compliance infrastructure.
- Ensured candidate fit through cultural understanding.
- Demonstrated adaptability and teamwork in overcoming recruitment challenges.