

CASE STUDY

LIFE SCIENCES R&D FIRM NEEDED ASSISTANCE TO FIND A LAB... ASSISTANT

THE CLIENT

A Southern California contract Life Sciences R&D Firm with a strong growth trajectory needed entry-level talent to continue processing the heavy workload of new business.

THE ROLE

Entry-level Biology majors would enjoy the diverse range of testing and research being conducted on a variety of tissues, working alongside an international team, and getting published along with their senior PhD peers.

THE CHALLENGE

The primary challenge was finding the specific lab experience alongside an entry-level candidate (and pay range), while also expected to be 'on call' all the time as new tissue samples were rushed to the facility.

HOW #TWICEASNICE PARTNERED

After the initial intake call where the client shared not only the details of the role but where their efforts had fallen short both on the recruiting side and retention, #twiceasnice built out straightforward, balanced ads that portrayed the exciting opportunity along with the realistic challenges of the role. Cold outreach with similar messaging also was immediately initiated.

#TWICEASNICE RESULTS

In late November, our client let us know they were ready to make an immediate hire and within one week they had 5 candidates interviewing and a new hire, based on our submissions, on Day 19 of the search.

WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, [contact us](#).

From the Client Manager

While our average search completes in under 6 weeks, it's always exciting when the combination of our process and an eager client cuts that number in half!

Caralie Coleman
Client Manager



Region
West Coast



Industry
Life Sciences



Role
Lab Assistant



#twiceasnice Savings
\$5,000



Placement Guarantee
18-months