

# DECODING THE TALENT POOL FOR A TERRITORY MANAGER

## THE CLIENT

A European company with a global presence manufactures high-quality DNA and RNA purification kits for laboratories, research institutes, universities, and biotech companies.

## THE ROLE

The Territory Manager needed to have real-world experience in molecular biology and lab experience in nucleic acid purification. For the client, these skills were more important than sales experience. However, the Territory Manager still needed a personality fit for sales to be successful. Our client was looking for a savvy science professional who wasn't shy.

## THE CHALLENGE

Finding the perfect candidate was like sequencing a double helix: complex, demanding, and requiring the right combination of traits. We needed to find someone with sales charisma and science smarts. When the job boards weren't targeting the right professionals, our sourcing team did.

## HOW #TWICEASNICE PARTNERED

#twiceasnice Recruiting found all the candidates for this role from sourcing/cold outreach efforts. We scoured our contact list of more than 950 million passive candidates and put candidates under the microscope during interviews to find the right personality fit. #twiceasnice also helped arrange an in-person meeting so our East Coast-based client could meet the final candidates in California.

## #TWICEASNICE RESULTS

This fully-sourced search was seamless. In just 71 days, we placed their scientific sales superstar. We conducted multiple rounds of interviews, from virtual screenings to an in-person session to find the perfect match for their role.

## 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

"Our sourcing team is top-notch. Their expertise and speed helped us find the best candidates for this role, and they'll be an integral part of another placement for this client."

Kristin Leege  
Client Manager



**Region**  
Pacific Northwest



**Industry**  
Biotech



**Role**  
Territory Manager



**#twiceasnice Savings**  
\$10,890



**Placement Guarantee**  
18-months