

# EXCEPTIONAL PERFORMANCE REQUIRES EXCEPTIONAL TALENT

Ipsen Biopharmaceuticals, Inc., a global biotech leader in neurosciences and oncology, has ambitious sales growth plans that have taken the company's North American operations from 70 employees to over 600 in just a few years. When highly specialized executives must be recruited, Ipsen relies on The Chase Group for their professionalism, tenacity, skill, and more than 25 years of life sciences recruitment success.

*"The way The Chase Group conducts business is the most appealing part of working with them. They are genuinely hard-working people who communicate clearly and often and who project credibility at all times. Not only do we like working with them, but I think we get better candidates because the candidates sense it, too."*



– Chris Cozic  
Vice President, Human Resources



For Chris Cozic, Vice President of Human Resources at Ipsen Biopharmaceuticals, Inc., the pressure is on. It's always on, and it's been on ever since he joined the North American office of the French specialty care pharmaceutical firm three years ago.

Every day counts in big pharma, especially when drug pipelines, clinical trials, and FDA applications take years to be nurtured and yield results. And the goals at Ipsen are bold. The company wants to launch at least one new drug or valuable indication every year.

People who know how to do it and have these rare skillsets can be hard to find – and even harder to attract because of their high demand.

But Cozic is up for the challenge. He has learned some important lessons during his 18 years in the industry: now is better than later; where there's a will, there's a way; don't let perfect be the enemy of the good.

With great people, products, and science, Ipsen is well-positioned for the

future. But it all starts with great people, and Cozic works with The Chase Group to help find them.

"We work in very narrow fields with highly specialized diseases, where there may only be a few dozen candidates in the United States with the education and experience we need," says Cozic. "The Chase Group goes above and beyond every time, and they don't give up until the job is done. They deliver no matter what, which is why I trust them with our toughest assignments."

## A Unique Executive Search Firm for Unique Executive Searches

Cozic has worked with The Chase Group on over 30 recruiting projects. He admits that Chase is a bit of an anomaly when it comes to his executive search partnerships.

Typically, Cozic believes in working with specialist firms because they tend to be more productive and deliver better quality. But Chase is different because he's seen the firm successfully deliver

on a variety of roles, from regulatory affairs, to medical oncologists, to medical directors and marketing executives.

"In general, I believe it's better to use specialists in certain fields and let them play to their strengths," says Cozic. "But with The Chase Group, I'm comfortable giving them almost any assignment, in any field. They find a way to succeed, even when others have given up."

Cozic's high profile, high stakes projects are also assigned to The Chase Group. He recently retained Chase in a search for the Head of Communications at Ipsen.

"The search for our communications leader was a special situation because we were looking for an executive peer, highly-compensated, and with executive team visibility," says Cozic.

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"With a position this important, I wanted the project managed by Chase because I knew they would represent me and our company very well. They came through as promised."

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## The Pains and Gains in Brief

- > French pharmaceutical firm Ipsen Biopharmaceuticals, Inc., is on a fast-track growth plan in North America, already expanding from 70 employees to 600 in just three years, and new leaders at all levels are needed on a regular basis.
- > The Chase Group attracts the highest quality candidates by representing and demonstrating superb quality in every aspect of executive search: preparation, outreach, screening, interviewing, and assessment.
- > Chris Cozic, Vice President of Human Resources at Ipsen Biopharmaceuticals, Inc., has partnered with The Chase Group for over 10 years on 30 plus executive search projects because he gets faster and better results, as well as higher-performing executives.

When business unit leaders at Ipsen ask for executive search firm recommendations, The Chase Group is at the top of Cozic's list. He says it is because they share common principles.

"One of our four guiding principles at Ipsen is result orientation; we expect high performance, and we expect it quickly," says Cozic. "The Chase Group shares that belief, and they prove it to us with each project. We all have high standards which is why this partnership works so well."

