

RSA ROLE PROFILE | CONSULTANT



WHO WE ARE AND WHAT WE DO:

Founded in 1981, we are the pre-eminent global executive search firm in Life Sciences and Healthcare. We provide a unique combination of executive search and executive interims from Director to Board Level. In addition to supporting clients with market due diligence, competitor benchmarking, and brand perception surveys, we also review organisations as part of our Human Capital Advisory Service and recommend the best options for evolution across organisational design, talent acquisition, development, and succession planning. With offices globally, we offer clients and candidates alike our in-depth knowledge and understanding of the life sciences industry, as well as first class project execution.

We place transformational leaders into roles that are shaping the future of the Life Sciences industry, from basic research to product and patient. We work as an international team who support each other to achieve the best possible results for our clients, candidates, and shareholders.

WE OPERATE IN:

- Big Pharma / Speciality Pharma
- Biotech
- Diagnostics
- Medical Technology & Devices
- Generics
- Contract Development Manufacturing Organisation (CDMO) / Contract Research Organisation (CRO)
- Healthcare Services

- Digital Health
- Consumer Healthcare

Within these industry sectors, we are experts not only in Board and C-Suite roles, but also across a wide range of functions; from pre-clinical to clinical development, medical, regulatory, commercial, manufacturing and distribution as well as support functions such as finance, human resources, and supply chain.

DIVERSITY & INCLUSION:

The RSA Group is committed to promoting equal opportunities, diversity, and inclusion in all aspects of the organisation. As an inclusive workplace, our employees are comfortable being their authentic selves. Our culture embraces individuality and independent thinking because we recognise that our strengths lie in our differences.

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OUR GUIDING PRINCIPLES:

We operate internally based upon five guiding principles and expect every member of the team to behave in this way:

Accountability

We deliver what we say we will deliver, when we say we will deliver, and we own the consequences of everything we do.

Learning & Adaptability

We stretch ourselves and each other out of our comfort zone and into our learning zone.

Unity & Individuality

We are proud to be united in our diversity.

Respect & Candour

We talk to each other as adults with the outcome, not the person, as our focus.

Purpose Orientated

We are a Future-Focused community, everything we do moves us closer to our vision.

WHO WE ARE LOOKING FOR:

A seasoned Consultant (or Partner, depending on level) who is comfortable and proven in driving business development and acting as an advisor to international C-Suite and VP executives in Life Sciences. The RSA Group offers an international platform where retained search and interim management solutions can be offered to a well-established client and candidate base. We operate a "one P&L" from multiple offices and believe in cross boarder and cross-cultural business development. In this position you will have the opportunity to shape your own work, combining your entrepreneurial energy, ideas, and experience to successfully acquire and serve new and established clients. Depending on your functional background and expertise you can build and develop your own value proposition.

As a person you should relate to and be comfortable with the following;

- Gravitas
- Consultative selling ability; good listening and judgement
- Curious and inquisitive attitude; ask 'why, who and how'
- Tenacity

- Assertive style; can say 'no' when appropriate
- Controlled ego, non-hierarchical approach
- A natural tendency to share knowledge and experiences
- Organised work style
- Highly motivated by our business model and eager to introduce new clients to it
- Entrepreneurial spirit and desire to grow both The RSA Group and themselves in new direction

MAIN JOB PURPOSE:

- Be a strong fee generator and capitalise on BD opportunities across geographies and clients
- Developing new clients and once established, expanding our reach within those clients to build a robust pipeline of project opportunities be that Search, Interim and Board Services
- Conducting successful client negotiations and frame agreements to secure business for the RSA Group
- Working closely with our global team to develop The RSA Group brand across borders and regions
- Contributing to the ongoing development of The RSA Group and your own professional development through building industry and functional expertise, and mentoring our internal talent as appropriate
- Working closely with our Executive Search consultants to identify and assess client opportunities and win business
- For the right person, opportunity to build out their own team in a geography to suit
- Adhere to database compliance, ensuring the system is updated with all relevant information and documentation gained during search assignments, including job titles, movements, salary details, coding etc.
- Maintain and develop personal readiness and skills in support of the above
- Act as a strong ambassador for RSA's culture and values both internally and externally
- Consistently uphold RSA's excellent reputation in the eyes of candidates and clients

MAIN JOB ACTIVITIES:

- Be a strong fee generator and capitalise on BD opportunities across geographies and clients
- Developing new clients and once established, expanding our reach within those clients to build a robust pipeline of project opportunities be that Search, Interim and Board Services
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KEY SKILLS:

- Credible at C-Suite and VP level engagement
- Established European/US Life Sciences network at relevant level
- Can work and operate in different geographies
- Comfortable generating c.£65k fees and above
- BD-centric style
- Strong communicator and presenter
- Linguistic skills, ideally more than one language
- A best-in-class executive search process ensuring timelines are met and quality standards are met.
- Strong personal organisational skills and the ability to prioritise tasks across multiple projects
- The ability to work both independently and as part of a team.
- Effective listening, evaluation, and problem-solving skills.
- Initiative, proactivity, and perseverance.
- IT fluency.

SALARY:

Competitive salary, milestone-based and discretionary bonuses, and benefits.