

Cross-functional Recruiting at a Leading Biotechnology Association



CLIENT

Membership Organization/
Association



INDUSTRY

Life Sciences



OUR ROLE

Executive Search &
Recruiting

A national biotech association (the Association) underwent a significant internal restructuring guided by its chief financial officer (CFO). With a cross-functional team, Cordia Resources by Cherry Bekaert successfully supported the Association's transformation, delivering consistent recruitment solutions across multiple departments and levels.

Rebuilding From the Inside Out

Following a period of executive leadership changes, the Association began a broader internal transformation to support organizational growth and operational improvement. As the organization expanded and refined its strategic direction, it became clear that upgrading internal talent across key departments was essential. The CFO, who remained in place throughout the transition, was tasked with leading this effort across accounting and finance (A&F), human resources (HR), and information technology (IT).

The goal was to strengthen internal capabilities, modernize team structures, and hire the right mix of technical expertise and leadership to support the Association's evolving mission.

A Unified Strategy Across Three Functions

The Association sought a recruiting partner capable of sourcing talent across three distinct functions. Having turned repeatedly to Cordia Resources by Cherry Bekaert over the past three years to address its evolving permanent and temporary staffing needs, we were proud to be the first call to support the task of transforming its operational team.

Leveraging extensive knowledge and experience within each industry, the Cordia Resources by Cherry Bekaert team divided and conquered, simultaneously providing a consistent and strategic approach across departments, roles and levels — a collaborative approach that only a few recruiting and staffing firms can offer. The team included the following Recruiting & Staffing Directors:

- ▶ Kia Powell, focused on finance and accounting
- ▶ Craig Savarick, lead IT recruitment
- ▶ Sam McCarthy and Rosalyn Greeley, supported HR and executive support roles

Delivering Talent at Every Level

Our strength lies not only in understanding different departments but also in delivering across all levels of seniority. Notable successful placements included:

- ▶ A senior director of finance
- ▶ An accounts payable specialist
- ▶ A senior executive admin
- ▶ An HR leader
- ▶ A Senior IT leader

Our recruitment success is also distinguished by our ability to identify not only the right technical skills, but also the intangibles: those hard-to-define qualities like adaptability, communication style and cultural alignment. These skills were especially evident in the HR and executive support roles, where Rosalyn and Sam surfaced candidates who fit seamlessly into the Association's evolving environment.



The placement of the senior IT leader was particularly efficient, with Craig identifying the top two candidates on the first attempt.

Why We're the First Call

Despite the Association's engagement with multiple recruiting firms in the past, Cordia Resources by Cherry Bekaert consistently delivers the highest number of successful placements. This is due in part to the team's ability to understand the unique needs of each department and align candidates accordingly.

By working closely with stakeholders across A&F, HR, and IT to develop a customized approach, our Firm has become a reliable partner for both strategic and tactical hiring needs.

About Cordia Resources by Cherry Bekaert

Cordia Resources is a leading executive search, recruiting, and temporary staffing agency. We specialize in placing accounting, finance, human resources, information technology, contract administration, pricing, and operational support professionals throughout the Washington, DC area and nationwide. Our tailored solutions support business growth in the commercial and not-for-profit markets, including government contracting, technology, professional services, hospitality, real estate, and more.

About Cherry Bekaert

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