

# 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, Cherry Bekaert's Recruiting & Staffing Services team 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 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 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. One director focused on A&F, one lead IT recruitment with enhanced efficiency, and two directors joined forces to support 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 two of our directors surfaced candidates who fit seamlessly into the Association's evolving environment.

## Why We're the First Call

Despite the Association's engagement with multiple recruiting firms in the past, 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 advisor for both strategic and tactical hiring needs.

## About Cherry Bekaert

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