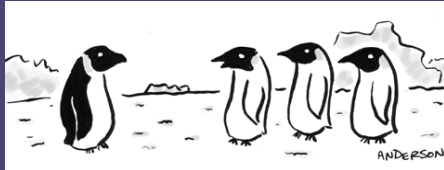


August 2015



Building the Perfect Team

"Didn't anyone tell you about casual Fridays?"

Search for Culture - Invest in Skills

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**Top Candidates !
View By Industry**

Information Technology

Engineering & Manufacturing

Pharmaceutical & Biotech

Market Research

Food & Beverage

SUBMIT A JOB ORDER

Information Technology

Learn More About Our [Candidates](#)



Senior Manager, Infrastructure
- 20 years' experience

Project Management Professional
- 20 years' experience

Project Management Professional

5 Tips to Acquire Your Ideal Employee

1) Welcome an Honest Interview

Make the candidates feel at ease with a low-pressure, genuine environment where candidates feel comfortable to display themselves honestly.

You can learn a lot when you take a step back and observe.

Take this opportunity to assess how well your company values align with your candidates.

2) Clearly Communicate Expectations

We find miscommunication to be the most common killer of potential deals, usually discovering it at the end of the hiring process after countless hours of work.

Don't let miscommunication stand in the way of building your ideal team. Optimize your hiring efficiency and prevent unexpected issues by making sure your values align.

- 20+ years' experience

Scrum Master

- 30 years' experience

Senior Software Programmer

- 15 years' experience

Senior Software Developer

- 20+ years' experience

Inquire With Us!

Engineering

Learn More
About Our
[Candidates](#)



Director of Operations

- 20 years' experience

Director, Advanced Engineering

- 15 years' experience

Process Improvement Manager

- 22 years' experience

Electrical Controls Engineer

- 10 years' experience

Industrial Engineer II

- 20 years' experience

Laboratory Technician

- 2 years' experience

Inquire With Us!



Pharmaceutical

Learn More
About Our [Candidates](#)

Chief Financial Officer

- 15 years' experience

VP, Global Research & Discovery

- 20+ years' experience

Senior Director, Market Access

- 20+ years' experience

Director of Sales

- 25 years' experience

Thoroughly communicate your short-term and long-term expectations and determine a potential fit as early on as possible.

3) Reinforce Purpose in Every Step

Avoid overcomplicating the interview process by focusing only on what you wish to achieve. Resist the urge to ask irrelevant questions just to see how candidates react to pressure. This practice is hardly genuine, and causes candidates to feel uncomfortable.

Don't get hung up on limiting your search to only candidates that meet the experience requirements.

You can develop your new hire's skills and acquire their loyalty but you can never shape their values and force their fit in the company culture.

4) Never Hesitate

The recent influx in job opportunities has brought options to once desperate professionals, leaving employers limited in their search for talent.

When you find a valuable candidate, treat them as such. Make them feel valued by acting quickly to minimize the threat of competitors.

5) Invest in Skill Development

In a 2013 study, Glass Door discovered 52% of candidates' value career growth as the most important incentive in their search for work.

Taking the time to invest in your team's skill development will dramatically improve their skills, deepen their engagement, and build lifelong relationships that will continually carry your business to success.

**2nd Quarter
2015 Placements**

Direct Placements

- Medical Science Liaison
- Principal Biostatistician

Contract Placements

- QC, Document Reviewer
- Technical Translator, Korean

Medical Science Liaison

- 8 years' experience

Senior Scientist

- 25+ years' experience

Inquire With Us!

Market Research

Learn More
About Our
Candidates



Senior Director, Market Access

- 20+ years' experience

Director, Media and Market Research

- 20 years' experience

Director, Social Media

- 8 years' experience

National Account Director

- 15 years' experience

Senior Research Manager

- 15 years' experience

Statistical Programmer

- 25+ years' experience

Inquire With Us!

Food & Beverage

Learn More
About Our
Candidates



Process Improvement Manager

- 22 years' experience

Product Development Manager

- 10 years' experience

Quality Manager

- 20+ years' experience

Senior Lab Technician

- 13 years' experience

Machine Maintenance Technician

- 7 years' experience

- Director, Project Management

- Infrastructure Manager

- Lead Manufacturing Engineer

- Piping Designer

- QC Technician

- Sales Engineer

- Automation Validation Engineer

- Quality Assurance Manager

- Pre-Clinical Development Project Manager

- Analytical Chemist

- Account Executive, Biochemistry

- Director of Clinical Operations

- Associate Director, Drug Safety

- Reliability Manager

- CAD Designer

- Senior Scientist, Product Development

- Aseptic Filling Supervisor

- Medical Science Liaison

- Production Manager

- Process Engineer

- Standards Director

- Senior Scientist, Microbiology

- Process Development Specialist

- Quality Control Technician

- Senior Director, Supply Chain Management

- Call Center Manager

- Project Manager,

- Construction Project Manager

- Solutions Architect

- Database Analyst (2)

- Design Engineer

- Lab Technician/Chemist

- Manager, Global Compliance

- Maintenance Manager

- Clinical Trial Manager

- Product Quality Leader

- Chemist

- QC Chemist II

- CNC Machinist

- Leader, Global Supplier Quality

- QA/QC Technician

Inquire With Us!

Discover Biology

Have Questions or Concerns?

Connect with us!

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