



RUSTON POOLE
International

Recruiting excellence in global healthcare

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RUSTON POOLE INTERNATIONAL'S CHAIRMAN CELEBRATES 25 YEARS IN LIFE SCIENCES RECRUITING

David Collingham, founder and Executive Chairman of leading pharmaceutical and life sciences Executive Search specialists, Ruston Poole International, celebrated a remarkable record of 25 years in executive search with a private reception held at the Royal Over-Seas League in London last week. Clients and associates from the pharmaceutical and biotechnology industry joined the Ruston Poole International staff to mark the occasion.

David took the opportunity to reflect on his 25 years in the recruitment industry, and highlighted many of the changes he had seen. In a short speech to the assembled guests he said, "The executive search company of the future must have all the mechanisms in place to respond rapidly to changes in the market situation, as well as bringing to bear the full weight of a genuine global reach to identify the best candidate for the client."

Speaking after the reception, Paul Edwards, the Chief Executive Officer of Ruston Poole International said, "David has always had a fantastic insight into the industry, and the ability to understand what our clients are really looking for. He has built up Ruston Poole to be a true specialist in the pharmaceutical and life sciences sector, and that is why so many organisations throughout Europe come to us for their key recruitment needs."

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Further information: Jenny Kartupelis, Elements PR, 01223 421605,
jenny@elementspr.co.uk

www.rustonpoole.com

David Collingham

David's early career was in the international pharmaceutical sector, holding senior management roles with Wellcome, Wyeth and Boots. In 1983 he entered the world of executive search when he joined one of the best known headhunters in the field: Grosvenor Stewart, the first, and leading specialist healthcare recruitment firm in Europe; subsequently moving to Indermaur, an international network of management consultants advising science & technology multinationals.

Ruston Poole International Ltd
Cording House, 34 St James's Street, London SW1A 1HD Telephone: +44 (0)20 7930 3001 Fax: +44 (0)20 7930 3002
search@rustonpoole.com www.rustonpoole.com

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In 1992, at the height of the world recession, David took the bold step of establishing Ruston Poole, to specialise in executive recruitment into the pharmaceutical and life sciences industry. The business has been highly successful in adapting to changes in the market, as David reflects over the past 25 years and looks forward to what the future may bring,

“Twenty five years ago there were many more vacancies, and recruitment was less co-ordinated within companies; nowadays it is far more managed. Another major shift has been towards individuals taking much more responsibility for their own career development. In the early 80s, there was still a belief that jobs were for life; today candidates have a very different mentality. They expect to plan their own career progression, are conscious of the effect of moving into a particular post on their future success, and are also aware of choices, that hardly existed in the 1980s.”

How will this trend be continued into the future? David foresees further consolidation of the market, and hence fewer senior level openings for the ‘traditional’ post; the other side of this coin is the opportunity for greater variety in working life: portfolio working, interim management, consulting, and entrepreneurial start-ups will all be open to those with high level abilities.

“There will always be new challenges and opportunities for the recruitment industry, which will be increasingly called upon to provide new and different levels of service. These will include pro-active talent spotting, and ‘marketing’ entire executive teams to investors. Recruiters will also need to have the skills and experience to advise Boards and investors well ahead of the hiring decision on corporate issues such as structure, timing and cost implications.

“The executive search company of the future must have all the mechanisms in place to respond rapidly to changes in the market situation, as well as bringing to bear the full weight of a genuine global reach to identify the best candidate for the client,” concludes David.