

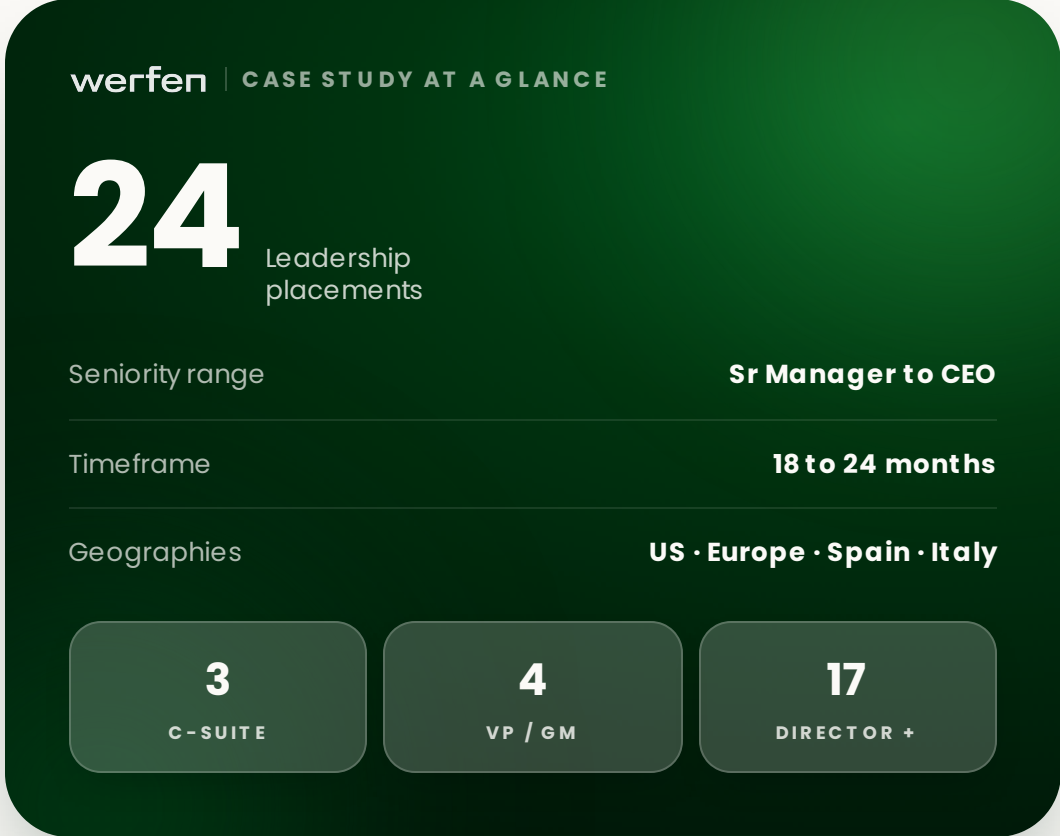
PREPARED FOR THERMO FISHER SCIENTIFIC

Search for the leaders *steering diagnostics forward.*

Spencer Rigby partners with organisations from Director to C-Suite level, specialising in the change agents who steer businesses through transformation.

Read the case study

View specialisation



WHERE WE SPECIALISE

Speciality diagnostics, end to end.

- ✓ Clinical Diagnostics
- ✓ Clinical Chemistry
- ✓ Microbiology
- ✓ Transplant Diagnostics
- ✓ Molecular Diagnostics (PCR, qPCR, NGS)
- ✓ Infectious Disease
- ✓ Cancer Diagnostics / CDx / Genomics
- ✓ Autoimmunity
- ✓ Lab Automation & Consumables

WHERE WE HAVE FUNCTIONAL STRENGTH

Director to C-Suite, across the org.

- ✓ R&D / Product Development
- ✓ Assay & Reagent Development
- ✓ Instrument / Systems Engineering
- ✓ Software Development
- ✓ Bioinformatics / Computational Biology
- ✓ Regulatory Affairs
- ✓ Quality Assurance
- ✓ Scientific & Medical Affairs
- ✓ Operations / Manufacturing
- ✓ Commercial & Commercial Excellence
- ✓ HR / People Leadership

GLOBAL REACH

Europe and North America are our dominant geographies, wherever our clients need the deepest support. Our relationships span the diagnostics and MedTech landscape itself, from early-stage disruptors to established global players.

SpencerRigby | werfen

Building a *leadership bench* through transformation.

Werfen is a global diagnostics organisation in a state of active transformation, scaling people, systems and process without losing what made it work in the first place. Alongside search delivery, Spencer Rigby helped shape their talent acquisition strategy from the ground up. Over 18 to 24 months, we've placed leaders across nearly every function in the business, from Senior Manager through to CEO, spanning the US and Europe, including Spain and Italy.

PLACEMENTS WE'VE MADE FOR WERFEN

CEO

- Spain
- C-Suite

Chief Information Security Office (CISO)

- USA · Massachusetts
- C-Suite

Vice President R&D Assays & Reagents

- USA · Massachusetts
- VP

VP & GM Point of Care Diagnostics

- USA · California
- VP

Vice President of People, Hemostasis & Acute Care Diagnostics

- USA · Massachusetts
- VP

Vice President R&D, Immunoassay

- USA · Massachusetts
- VP

Sr Director Compensation, Benefits & HRIS

- USA · Massachusetts
- Sr Director

Sr Director QA/RA, Transplant

- USA · Massachusetts
- Sr Director

Medical Director, Blood Gas

- USA · Georgia
- Director

Director Commercial Operations

- USA · Massachusetts
- Director

Director of People, Autoimmunity

- USA · California
- Director

Senior People Business Partner, Transplant

- USA · Wisconsin
- Sr Manager

Chief Commercial Officer

- Spain
- C-Suite

Global Head of Executive Talent Acquisition

- Italy
- Global Head

Vice President QA/RA, Hemostasis & Acute Care Diagnostics

- USA · Massachusetts
- VP

Vice President Marketing Hemostasis

- USA · Massachusetts
- VP

Vice President Operations, Transfusion & Transplant

- USA · Georgia
- VP

Senior Director Operations

- USA · Massachusetts
- Sr Director

Sr Director QA/RA, Transfusion

- USA · Georgia
- Sr Director

Sr Director Talent Acquisition

- USA · Massachusetts
- Sr Director

Medical Director, Autoimmunity

- USA · Wisconsin
- Director

Director of Commercial Marketing

- USA · Massachusetts
- Director

Director of People, Transfusion & Transplant

- USA · Georgia
- Director

Senior RA Manager, Digital Solutions

- USA · Massachusetts
- Sr Manager



“Spencer Rigby understood our strategy, culture and purpose from day one.”

CARLOS PASCUAL · FORMER CEO, WERFEN

KEY TO SUCCESS WITH WERFEN

Scaling leadership without losing what made it work.

Werfen are in a state of business evolution, requiring talent that can help the organization reach its future state. They require leaders that will gel into their unique culture and support the business through the transformation of people, systems and processes to scale. It's integral this is achieved without it feeling like a revolution, requiring the perfect type of leader to straddle successful history with new, scalable ideas.

During this process, they have also been going through an entire people function evolution. Without an established Talent Acquisition function, Spencer Rigby has played a large role in improving talent acquisition strategies to deliver longer lasting results while also managing the workflow of how searches are prioritized and performed.

You will see from the placements, that we have touched every corner of the business to deliver the leaders that will shape the future direction of the business, covering almost every function across seniorities from Sr Manager right through to CEO.

Evolution, not revolution

The transformation of people, systems and process has to scale the business without it feeling like a revolution — protecting what already works while building what's next.

Leaders who bridge history and scale

That takes leaders who gel into Werfen's unique culture and can straddle a successful history with new, scalable ideas.

Build the TA function from scratch

Werfen was going through a wider people function evolution too — without an established Talent Acquisition function, Spencer Rigby helped build one, improving strategy for longer-lasting results and managing how searches are prioritised and run.

Breadth across the business

The placements below show that reach: we've touched every corner of the business, covering almost every function and seniority from Senior Manager through to CEO.

“This is what we built for Werfen. We'd like to talk about what we could build for *Thermo Fisher.*”



Daniel Spencer
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Nathan Rigby
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