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Finding the Right Candidate

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Can They Do the Job?

Over the years, I have been involved with interviewing many candidates for various technical and business positions within my company. Often, candidates either overestimate their abilities or underestimate the extent of a jobs requirements. Whichever the case, it is not an enjoyable experience to hire a candidate and be placed in a situation where their knowledge, abilities and experiences are not matched to that of the requirements necessary to get the job done. So how can you make sure you find the right candidate?

It starts with a fundamental understanding of what you want achieved and a realistic idea of what it will take to achieve it. This includes the recognition of how much resources such as personal time and support you can devote to the hire, which will impact the required skills, knowledge and experience the Candidate should possess. You need to decided how large of a gap you are willing to bridge. It is after this critical understanding you can start looking for the right Candidate.

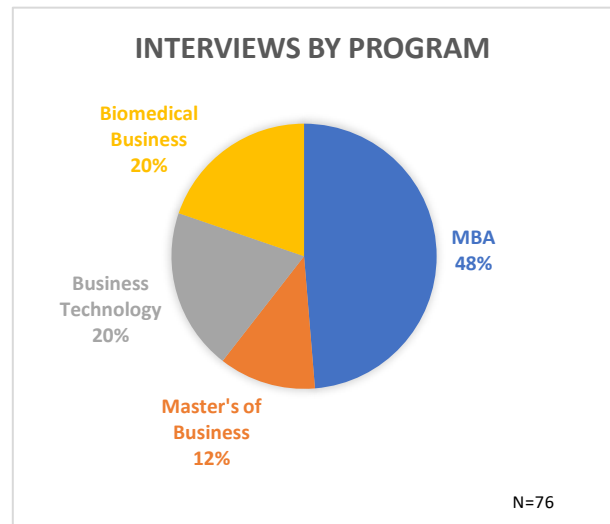
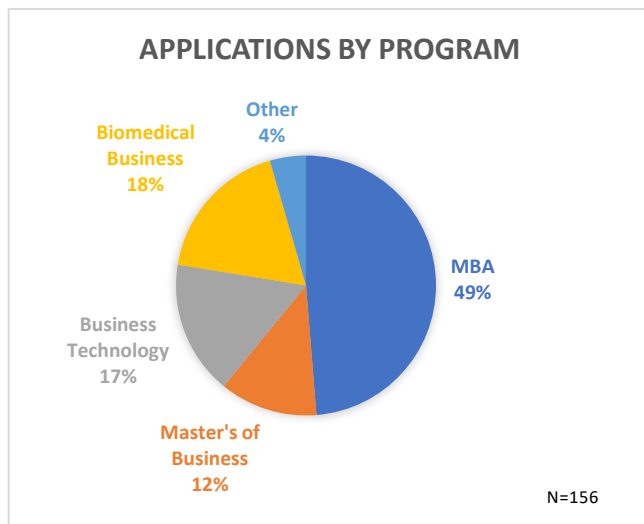
In our previous blog, [“The ROI of an Intern”](#), I discussed the missed opportunity of not hiring an intern.

Although not every job can be done by an intern, with the right support (internal or external) and structured goals, there is a lot someone with the proper education, character and commitment can do.

H2BB Helps You Find Great Candidates

As noted in the last blog, the first of our three core competencies in helping companies change their ROI through interns is *helping you find great Candidates*. Posting roles on job boards can be not only costly but extremely tedious, sifting through hundreds of unqualified resumes.

Since January of this year, members of the H2BB team have engaged with 11 Ontario Universities, comprising 15 Master’s-level business programs, speaking at info sessions and presenting health industry opportunities. Not only did we receive strong resumes from MBA candidates, but many more from Master’s level Business programs, including programs in Management of Innovation, Medical Biotechnology, Biomedical Discovery & Commercialization and Management of Applied Sciences.



This large variation in academic focus gives us a unique and adaptive pool of candidates, allowing us to source business-trained candidates for all types of roles.

At H2BB, we developed a grading rubric that assigns weight to differing qualifications/skills, allowing us to segment suitable candidates. We look at many factors including, but not limited to, type of undergraduate degree, graduate degree, post-graduate degrees, related work experience and extracurriculars.

From the original applicant pool of 156, we interviewed 76 Candidates where we conducted a deep dive into the candidate's specific education, skills and experiences. This further understanding gives us the ability to make matches based on specific requirements noted in the individual job postings.

This enables H2BB to provide you with 3 or 4 candidates that meet your *specific* needs.

What Else Can They Do?

When I hire, I always look for someone who can do more than just the job I am hiring for, what I call a "plus" hire. We have found many of our candidates fit this description. We have a Ph.D. in protein chemistry doing his MBA, an MBA candidate with an engineering background who developed a diabetic medical device (patents pending), another MBA student who co-founded a successful company to assist Doctor's offices filling medical insurance, an MMI candidate who started his own consumer electronics company via Kickstarter, and an MMB graduate who started her own business developing web and mobile apps for product quality management. The H2BB Program at OBIO attracts young, driven, business-trained candidates with entrepreneurial spirit.

Maybe one of these candidates below is the right one for you:

Postgraduate diploma in Global Business Management with a BSc. Currently preparing market research reports within the Life Sciences, Nutraceuticals and Personal Care Products space. Past experience in target market analysis and implementing plans to increase brand awareness, with a focus on social media marketing. Experience with CRM systems. Has keen interest within business development.

MBA Candidate with a BSc background. Strong participant in case competitions, where she focused on market research analytics. Past experience with proposals, budgets, revenue targets, and understanding the needs and wants of customers. Confident in analyzing trends and market size. Looking for opportunities to utilize and build on her analytical research skills.

MBA in Technology and Innovation Candidate. Strong knowledge within the data sciences space, ability to utilize multiple programs for data analysis including Excel, R, SPSS and Tableau. Has experience in writing successful business grant proposals. Candidate is interested in financial analytics.

Master of Management of Innovation Candidate with a Biomedical Communications background. Was part of a small startup team measuring biometric data on a wound care app. Has experience in bio-commercialization, primary market research and clinical trials. Proficient in Stata/MP data analysis software.

BSc in Biotechnology. 4 years experience as an account executive for medical device companies, responsible for attending tradeshow, organizing and conducting product demonstrations, lunch and learns and webinars and generated new leads through online and networking activities.

If you are looking for a candidate like these, email me at seanpeel@obio.ca