ABOUT CARTWRIGHT JAMES

At Cartwright James, we take a collaborative approach to executive recruitment. We focus on finding the right fit for your organisation, both now and for the future.

Always proactive, we understand the importance of delivering results fast. Technology moves at an ever-increasing pace; markets evolve; business operates 24/7. In order to stay ahead of the competition, you need a partner who is switched-on, committed and agile enough to navigate this fast-paced global marketplace.

Our experience, industry knowledge and international reach make us the smart choice for companies looking to recruit in the complex and rapidly changing medical and scientific markets.

A proactive approach

Our clients range from entrepreneurial startups to household names. What they have in common is a belief that people make a company, and only the right team can deliver profitable growth, year on year.

Our approach is proactive with meticulous attention to detail. We begin with a comprehensive understanding of your business; its organisational values, strategic goals and competitive environment.

Next, we evaluate the skills and personalities of our global pool of candidates to find the best match. Our approach is pragmatic and robust, leading to consistently excellent results. We take a long-term view, and like you, we assess success based on the longevity and effectiveness of each placement.

We ‘talk your language’

Our innovative and hardworking consultants combine market knowledge with commercial expertise. Each one brings unparalleled sector knowledge and industry connections.

Our sector expertise ensures we ‘talk your language’. We’re driven by results and work with only the highest quality candidates. We provide access to a global network of talent and deliver exceptional outcomes.

Our management team is supported by a board with more than 50 years combined experience. We are both passionate and knowledgeable about the industries in which we operate. Judge us by our track record and let us be your partners in success.
HOW WE WORK

We understand the challenges faced by those competing in the fast-moving science and healthcare markets. Whether you’re an innovative startup or a global brand, our team has the sector expertise and industry connections needed to get results.

Trust and mutual respect

The key to a successful relationship is listening; we make it our goal to ‘get’ your company. We work to understand your organisation’s ethos, cultural values and strategic objectives. We always look to the long term and build a working relationship based on trust and mutual respect. Although we understand the importance of fast results, we’re not about short-term gain. We have a great track record of effective placements and want you to judge us on outcomes both now and in the future.

Each one of our team of consultants offers market knowledge, commercial expertise and sector-specific contacts. They understand that finding the right person requires meticulous research and innovative thinking. We listen to and work closely with our clients; we understand that although there are many exceptional candidates, not all will be the right fit for your business.

“meticulous research & innovative thinking”
Flexible and tailored solutions

A dedicated consultant will work with you to gain a comprehensive understanding of your requirements before using their skills to find high quality candidates to match your organisational objectives. Our search process is rigorous, robust and has international reach. We fully assess all candidates to understand their skills, experience, ambition and motivation, thus laying the ground for a prosperous and long-standing relationship between you and your new team member.

We have a number of ways of working and we’re happy to discuss the benefits of each with you.

RETAI NED SEARCH

We find that retained search is the most effective way to identify talent. Our industry expertise and market knowledge, along with impeccable contacts, means we are well-placed to access candidates of the highest calibre. We’ll work in close partnership to understand the needs of your business and the roles you want to fill. We’ll then undertake a rigorous search process, assessing the skills, ambition and commitment of candidates in order to find the perfect match.

RECRUITMENT PROCESS OUTSOURCING

You may prefer to place the entire recruitment process in our hands. Our end-to-end service means minimal disruption and increased business productivity. We’ll work with you to understand your business goals in both the short and long term, enabling us to act proactively to fill vacancies. Our bespoke recruitment outsourcing service is tailored to your needs and we’ll use our knowledge of your industry to act nationally or globally.

CONTINGENT SEARCH

We have access to a global pool of talent in the medical and scientific markets. We’ve driven by results and we’re confident we can source the right person for the role you seek to fill. With a proven track record, you can have confidence that we’re an ideal contingency partner for your company.
SECTORS IN WHICH WE OPERATE

SCIENTIFIC

The global healthcare market is fast-paced, dynamic and growing rapidly. Thanks to outstanding industry expertise and impeccable contacts, Cartwright James leads the way in recruitment for the life science, healthcare and medical device sectors.

Cartwright James recruits in all areas of molecular biology, diagnostics, analytical instrumentation and drug discovery. Our clients range from world-leading multinationals to innovative SMEs and we maintain and nurture relationships with top executives across the world.

We’re committed to understanding your business and then delivering results. Each member of our team takes pride in their ability to remain up to speed with global healthcare trends and cultural differences. Our team of specialist consultants covers the following areas:

LIFE SCIENCES
- Cell biology
- Molecular biology
- Bio-production
- Proteomics
- Drug discovery and development
- Antibodies
- Laboratory automation/high throughput
- Laboratory consumables
- LIMS and software

DIAGNOSTICS
In vitro diagnostics – also applicable in reference lab testing
- Molecular diagnostics
- Point of care testing
- Coagulation
- Microbiology
- Clinical chemistry
- Haematology/blood screening
- Immunology
- Tissue diagnostics

Personalised medicine
- Translational research
- Biomarker discovery
- Genotyping
- Bioinformatics

Products
- Instruments and instrument systems
- Reagents and assays
- Software
- Services

Applications
- Cardiology
- Oncology
- Infectious disease
- Nephrology
- Diabetes
- Autoimmune diseases
- Drug testing
SECTORS IN WHICH WE OPERATE

MEDICAL DEVICES

The reputation of Cartwright James is built on our ability to assess your needs as a client and provide candidates who fit the bill. Our connections give you access to top talent, allowing you to develop a world-class leadership team.

Our search campaigns are rigorous, demanding and methodical; exploring the global market in full. Suitable candidates are assessed to understand their skills, aptitude, ambition and motivation. Our involvement continues post-appointment, ensuring smooth integration for your new team member.

- Orthopaedics and spine
- Animal health/veterinary
- Dental
- Ophthalmology
- Vascular
- Neuromodulation
- Wound care
- Surgical
- Medical aesthetics
- Surgical-urology
- Imaging
- Cardiology

“our search campaigns are rigorous, demanding and methodical...”
SECTORS IN WHICH WE OPERATE

CHEMICALS

The global chemical industry incorporates sectors such as oil and gas, construction, electronics, medical, consumer care, food and beverage and general industrial.

Our chemical division covers multiple market segments including speciality chemicals, petrochemicals, coatings, adhesives and plastics. Clients in this sector range from industry-leading global corporations to innovative SMEs and entrepreneurial start ups.

Consultants in our chemicals division are positioned within individual vertical markets, each with specific product and industry knowledge. This allows them to communicate effectively and fully understand your needs. At Cartwright James, we actively encourage our consultants to develop a keen understanding of product manufacturer, distribution and relevant market application. This sees each consultant working with candidates across a variety of seniorities and functions including sales and marketing, operations, technical, supply chain and general management.

COATINGS
- Decorative
- Industrial

ADHESIVES
- Construction
- Automotive
- Packaging
- Electronics
- Paper
- Tapes and labels

PHARMACEUTICAL
- Active pharmaceutical ingredients

SPECIALTY AND COMMODITY CHEMICALS
- Petrochemicals
- Oilfield chemicals
- Catalysts
- Casting chemicals
- Agrochemicals
- Surfactants
- Pigments and dispersions
- Paper chemicals
- Water treatment