

Our Heritage

Entellus FDRS Pvt. Ltd. is the leading specialist recruitment consultancy to the Medical Devices, Diagnostics, Biological, Life Science, Vaccines, Pharmaceuticals, Advanced Therapeutics, Food & Neutraceuticals, Cosmetics, Generics & OTC and Veterinary Products, industry

Entellus was the first company of its kind to recognise the unique needs of the Healthcare, pharmaceutical, Cosmetics and food sector and to dedicate itself to exclusively serving those needs. Entellus has supported organisations in building high performance teams resulting in some of the most important innovations in recent years, bringing new discoveries to market.

Run by medical and recruitment specialists, Entellus not only provides executive search and recruitment solutions, but also a range of bespoke consultancy services delivered by some of the industry's leading thinkers.

Entellus Today

Today Entellus is in the nearly unique position of being able to offer a comprehensive suite of recruitment methodologies, customised to meet client needs. We also provide executive search solutions for critical board level positions, and use tested strategies with our extensive network of industry contacts to rapidly identify candidates for middle management roles.

In all areas, Entellus takes the long view, seeking to build teams that will flourish and become self-sustaining, ensuring that the right talent is in place for future success.

Many of our consultants have held senior posts in the industry and have a formidable track record of delivering complex recruitment assignments. They understand the importance of both competence and cultural fit and have access to high calibre, rare talent through our unrivalled and comprehensive networks. As recruitment models and expectations change, Entellus consultants are innovators who stand out from the crowd.

Entellus continues to surpass industry expectations for quality, professionalism and innovation, delivering results that redefine industry standards.

Services

Executive/Non Executive Search

Entellus is the first dedicated executive/non executive search consultancy to specialise in the Medical Devices, Diagnostics, Biological, Life Science, Vaccines, Pharmaceuticals, Advanced Therapeutics, Food & Neutraceuticals, Cosmetics, Generics & OTC and Veterinary Products market. we have developed relationships with top performers and industry leaders. Through this network we are recognised for delivering exceptional results.

Typically we are tasked with finding rare executive talent and non executive with strong leadership skills from strong scientific or medical backgrounds, frequently coupled with significant commercial experience. We take a scientific approach for each Executive/non Executive Search project, allowing clients to understand the potential candidate pool and giving them objective and transparent information to support the decision-making process.

Entellus delivers results that are a step above less specialised executive/non executive search businesses. We take time to understand how your business works and how this is best represented in the market. We succeed by using a systematic approach to the identification of top talent and creating specifically tailored messages to engage the best candidates.

We approach every executive/non executive search project with fresh eyes, with a team which will push the current level of thinking to find a better way of doing things. When you engage Entellus to manage an executive/non executive search project, the same consultant will execute the entire assignment, from planning research to personally interviewing every prospective candidate.

The warranty that we provide for every executive/non executive search project underlies our confidence in our exceptional levels of service.

[For further information on Entellus's Services, please contact us.](#)

Executive Search Process



Interim Management

Increasingly, the industry is realising the value of retaining highly experienced professionals on a short-term basis as interim managers. Such candidates are often required to hit the ground running while a permanent recruitment cycle unfolds. Alternatively they may be needed for a project-specific assignment to provide specialist skills that do not exist within the organisation.

The value that an interim manager can bring to a company on a short term assignment cannot be over-estimated and more and more organisations are realising this.

Entellus provides interim managers in areas such as:

- Regulatory Affairs
- General Management
- Marketing & Sale
- Pharmacovigilance
- Medical Advisers
- Business Development and Commercial Management
- Medical Information
- Health Economics
- Pricing
- PR and Communications
- Manufacturing, Supply Chain and Logistics
- Specialist Need's
- HR

Companies can access experienced specialists who will effectively function as 'turn-key' providers of business solutions from day one.

Entellus has a successful track record of providing a portfolio of recruitment solutions across the Medical Devices, Diagnostics, Biological, Life Science, Vaccines, Pharmaceuticals, Advanced Therapeutics, Food & Nutraceuticals, Cosmetics, Generics & OTC and Veterinary Products sectors. As a result, we are one of very few organisations that can fully understand and provide candidates who best suit challenging interim assignments.

Consequently our reputation is based on the philosophy of being able to supply the right Interim Managers, as opposed to endless lists of unsuitable candidates. As a result, our relationship with our talent pool is as important as the relationship we have with our clients.

Entellus Resourcing Solutions

Our Resourcing Solutions service draws on perhaps the largest single database of relevant Medical Devices, Diagnostics, Biological, Life Science, Vaccines, Pharmaceuticals, Advanced Therapeutics, Food & Nutraceuticals, Cosmetics, Generics & OTC and Veterinary Products professionals. As a result, Entellus is able to offer a fast and efficient way to present candidates where a proactive search and in-depth assessment is not required.

At the outset, clients are provided with a transparent assessment of the complexity of the assignment. We provide estimated delivery timeframes together with information on market dynamics. If we are not confident we can deliver we will advise you of the most appropriate alternatives.

Functional Expertise



Our process starts with a meeting to understand the brief, through which we gain a better idea of company and culture. This allows us to take the best possible message to the market. Before any candidate details are presented, the candidates are screened so that we are comfortable they have the core competencies required to perform the role, are interested in the client's vacancy and are in the right salary bracket.

After taking the assignment brief we present candidate CVs with profile summaries as soon as they become available to us. However, for benchmarking, you may prefer to use a shortlist process receiving all suitable CVs at once. Entellus will co-ordinate candidate interviews on your behalf and will facilitate the communication of accurate two way feedback. We also offer assistance in negotiating the employment offer and agreeing terms with your preferred candidate.

Entellus's extensive network of professionals within the Medical Devices, Diagnostics, Biological, Life Science, Vaccines, Pharmaceuticals, Advanced

Therapeutics, Food & Nutraceuticals, Cosmetics, Generics & OTC and Veterinary Products sector assists us in the initial identification of target candidates, thereby saving clients time and resources.

Entellus Managed Services

The Entellus Managed Service was developed to provide a more comprehensive solution to a number of key long-term clients.

The objective of the managed service is to minimise the resource required from clients for the recruitment process, working in partnership to provide a bespoke service that delivers shortlists of assessed candidates for all key specialist and executive hires. The service is tailored to successfully manage the identification, assessment and engagement of new talent.

By working with a limited number of key clients, we are able to focus on helping you develop your process and employer brand, ensuring that we can engage and retain the best talent in the market.

Entellus's managed service goes beyond just attraction of talent. It works to minimise the resource (and therefore cost) required for successful management of the recruitment process while enhancing and maintaining your employer brand.

Managed Services



Our clients find that there are a number of benefits to our managed services. These include:

- A single point of contact for all recruitment activities
- Intensive management of the recruitment process including industry leading time to hire
- A consistent approach to the engagement and assessment of potential candidates
- Huge reduction in the drain on internal resources
- Delivering financial cost efficiency based on volume of work
- Work delivered within the client company's corporate framework, legal requirements and standards
- Flexible, scalable systems
- The highest level of pharmaceutical recruitment practices.

The Entellus Difference

Our philosophy has always been to focus on quality rather than quantity. We aim to work with a limited number of 'best in class' Medical Devices, Diagnostics, Biologicals, Life Science, Vaccines, Pharmaceuticals, Advanced Therapeutics, Food & Nutraceuticals, Cosmetics, Generics & OTC and Veterinary Products clients in long term partnership, adding insight and professional credibility to the recruitment process.

Entellus has listened to the market to continually enhance the portfolio of services we offer. Our solutions based approach allows for flexible, tailor-made, recruitment campaigns. These can vary in size from a single assignment to large complex projects utilising our Managed Service model.

Our reputation has been built on our recognised ability to objectively assess both competency and cultural fit in order to help place the right people within client organisations. This, combined with our unrivalled global networks, enables us to offer a trusted and comprehensive solution to client recruitment requirements throughout the Medical Devices, Diagnostics, Biological, Life Science, Vaccines, Pharmaceuticals, Advanced Therapeutics, Food & Nutraceuticals, Cosmetics, Generics & OTC and Veterinary Products sector.

Corporate Responsibility

STATEMENT OF POLICY

The Company is committed to corporate responsibility in order to enhance the value of its business. The nature of the business, as well as the market, needs to determine which issues are most relevant in addition to any minimum standards set by the Company.

The Company defines corporate responsibility as action taken by the Company which positively impacts on its customers, shareholders, employees, suppliers and the communities around our businesses, and which includes and goes beyond our legal or regulatory obligations. Examples of the Company's commitment to corporate responsibility include:

- Investing for the long term to bring out the best in its people
- Acting as a responsible shareholder
- Investing in its communities
- Engaging with customers
- Managing environmental impact
- Maintaining effective health and safety management systems

The Company is committed to reviewing its corporate responsibility policies and actions annually, which will enable continuous judgement of the Company's performance. In shaping the Company's approach to corporate responsibility, it engages with (business and non-business interest groups) to ensure that we fully

understand their expectations of the Company and to ensure that its policies and programmes address relevant issues.

The Company aims to set, maintain and promote high standards of corporate responsibility. As a provider of recruitment solutions, the Company believes that a positive record as a conscientious employer, acting responsibly and with integrity, has enhanced, and will continue to enhance, its reputation and contribute to its long-term financial success.

Diversity Policy

STATEMENT OF POLICY

Equality and Diversity

Entellus recognises the need to offer a supportive and inclusive environment where everyone can reach their full potential without prejudice and discrimination. Diversity covers age, gender, sexual orientation, disability, religion or belief, marital status, political belief, socio economic background, colour, nationality and ethnic origin. Our policy includes both our internal staff and the candidates we work with on a daily basis.

We understand our responsibility within the law and strive to work beyond legislation to provide an inclusive environment where unfair discrimination is challenged and equality is positively promoted. Our policy is regularly reviewed to ensure it meets the highest industry standards.

Our Staff

Through training, we ensure that all members of staff are familiar with our policy. Management are expected to apply our policy within their own area in relation to appointment, training, appraisal, promotion, discipline and day to day interaction. Career development opportunities are to be communicated to all suitably skilled employees who are given equal access to those opportunities.

Any organisation or individual providing training for Entellus should request advance information from delegates of any special requirements so that suitable arrangements can be made.