HUGHES & ASSOCIATES LLC
EXECUTIVE SEARCH CONSULTANTS
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Who We Are

Hughes and Associates is your comprehensive executive and technical search firm servicing the pharmaceutical and biotechnology industries.

Areas of Specialization

- Clinical Pharmacology
- Pharmacometrics
- Pre-clinical PK/PD
- Bioanalytical Chemistry
- Drug Metabolism
- Quantitative Systems Pharmacology

Our Process

- **Identification**: In-depth analysis of the position specifications, and careful gathering of requirements with a "value" focus, culminate in a results-oriented experience.
- **Research**: Strategic planning for the most effective means for sourcing target candidates. Extensive integration of industry resources and proven cold calling approaches.
- **Recruiting**: Supported by an extensive database of candidates and companies. Potential candidates are actively sought from direct competitors and parallel industries located locally, regionally, or nationally.
- **Assessment**: The most important step in the process. Combining behavioral and targeted interviewing techniques, clients are ensured that the candidates presented possess the desired qualifications.
- **Interviewing**: Complete and honest feedback coupled with tailored advice during the entire interview process, thus ensuring a smooth and seamless hiring transition.
- **Acceptance**: Consultation and negotiation of all elements surrounding an employment offer. Our hands-on involvement ensures the current and future success of the candidate.

We LIVE by Recruiting's Golden Rule

You will NEVER see a candidate from us that doesn't meet all three of these criteria simultaneously:

- 90%+ of the skills you outline
- Willing to accept the salary YOU specify
- Motivated by more than just money

The Numbers

- Over **20 years** of search consulting experience.
- Average time to fill a position is 6 weeks, well below the national average.
- **60%** of our clients have been with us over **10 years**.
- Over **50%** of all the candidates we placed in the past **5 years** are still employed with the company.

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