

## **NEWS**

### **20 PER CENT INTERIM BOOM PREDICTED FOR 2008**

The number of interim managers hired by UK companies will rocket by more than 20 per cent during the next six months, according to a leading executive search and selection company. Figures from Hitchenor Wakeford's Interim Management Index show a major boost in interest from sectors such as financial services, manufacturing and technology over the next six months.

With the interim management sector predicted to be worth a record £550 million by the end of 2008, companies are planning to make considerable hires to improve efficiency, create change and bolster their bottom line as economists predict tough market conditions in most sectors. John Wakeford, managing director of Hitchenor Wakeford, said companies are looking beyond people experienced in their own sector and tapping into talent pools within other sectors:

"The booming use of interim managers looks set to continue in 2008. The dip in the economy means companies need to get leaner and meaner. Experienced executives are in high demand for short term positions to steer companies through rocky conditions.

"Companies are increasingly pulling in people who have experience in other sectors to give them extra knowledge. With the war for talent tougher than ever before, companies will need to ensure their management teams are stocked with the right people."

John Fay MBE, CEO of leadership and change management consultancy, SFL added:

"Shrewd employers are tapping into the opportunities offered by interim management posts in a potentially turbulent market. Cross sector skill sets and experience of a competitive market are valuable strengths which interim managers can bring to a company. Organisations can also ensure business continuity throughout a period of change, with the added benefit of a fresh approach."

### **'KEVIN KEEGAN' EFFECT HIGHLIGHTS BUSINESS DANGERS**

Kevin Keegan's failed return to Newcastle United is being highlighted by executive recruiters as a good reason not to return to your former employer. Keegan was hailed as a returning messiah but has failed to win since returning this January. John Wakeford, managing director of the Hitchenor Wakeford Group, said lessons from the football pitch can be transferred to business leaders:

"There are many risks associated with returning to a former employer and the Kevin Keegan effect has highlighted the issue for businesses and recruiters. Although it may seem like an irresistible challenge for some people there are more reasons not to do it. Some people relish the chance to return to a former employer having gained more experience in other organisations. There is a feeling of instinctively knowing where the challenges and issues which need to be addressed.

"However, it can be hard. Colleagues will question your loyalty if you have already left once. There is also truth in the old adage that you never get a second chance to make a first impression. Also, businesses change quickly and more often than not it will be a completely different organisation from the one you left. It's only a tiny minority of executives who return to a former employer and make a success of it."

Stephen Seymour, of HR, training and recruitment consultancy The Urquhart Partnership, said going back to an old workplace can work, but it is not a decision to be rushed:

"Think about why you left in the first place. If it was because there was no room for progression and you are now returning on a higher level, great, but if it was because you didn't like the work/life balance or your colleagues, will it be different this time around?"

"It's worth catching up with old colleagues informally prior to returning, to ease your transition back to work. They will be able to fill you in on any company/personnel changes and this will also give you a chance to explain your reasons for leaving and returning, to ease any concerns they may have about your loyalty.

"Treat your new job in your old workplace as a new challenge and don't slip back into old habits and familiarity straightaway. This is your chance to make, not a first impression, but a lasting one so work hard in your new role and redevelop a bond with your new work colleagues."

John Wakeford, offers six reasons not to return to a former employer:

- 1) Colleagues will question your loyalty - if you left once - what's stopping you again?
- 2) You never get a second chance to make a first impression
- 3) Everything changes - it will not be the same business you left behind
- 4) People will already have a perception of you - even if you are returning in a more senior role
- 5) Loss of face. There is often a perception of 'not being able to cut it elsewhere'
- 6) The reason you left in the first place. Have those issues really been resolved?

## WORK OPPORTUNITIES

### OUTREACH & MARKETING MANAGER

The Fatherhood Institute is the UK's think-tank on fatherhood. We are highly influential on Government policy and we are the lead provider of advice and information to local children and family services. We are a flourishing and entrepreneurial organisation working at the forefront of social change and heading for a more public profile from this year on. See [www.fatherhoodinstitute.org](http://www.fatherhoodinstitute.org).

We are a virtual organisation. A core team of eight people all **work from home** and meet every three weeks in Birmingham, as well as frequently in between. We are seeking someone with experience in planning, commissioning or marketing children's services to take the post of Outreach and Marketing Manager for the Fatherhood Institute. The Manager will be responsible for:

- developing, implementing and maintaining marketing strategies
- developing training and information products with the teams delivering these to local organisations
- manage the work of all staff and consultants on marketing
- be part of a tightly integrated management team

Salary £45,000. <http://tinyurl.com/yvew5s>

### HELPLINE & ADVOCACY OFFICER

Ataxia UK is the largest charity in the UK dealing with the ataxia. 'Ataxia' means 'absence of order'. People with ataxia have problems of co-ordination. This is because parts of the nervous system that normally control co-ordination and balance are affected. Ataxia is the principal

symptom of a group of neurological disorders called the cerebellar ataxias. Most are progressive. For more information about ataxia, please visit our website: [www.ataxia.org.uk](http://www.ataxia.org.uk)

The Ataxia UK Helpline is the first line of contact to assist people in need of advice, information or support from knowledgeable, approachable helpline workers, delivered in a confidential, non-judgemental and non-discriminatory manner.

The Helpline specifically helps those with ataxia, symptoms of ataxia, or those affected by ataxia in some way, for example relatives, carers or friends of people with ataxia. In addition to providing help and support, the Helpline empowers people to make choices by giving them information to make decisions, and helps direct those in need to alternative sources of help, either to other external agencies better equipped to help the caller, or to another service within Ataxia UK, one such service being Advocacy.

The Ataxia UK Advocacy service involves taking action to help people say what they want, secure their rights, represent their interests and obtain services they need. Our Advocacy officers work in partnership with the people they support and take their side, promoting social inclusion, equality and social justice.

Our Advocacy service has special relevance for people who are disadvantaged by ataxia and, as a consequence, are less able to speak for themselves, allowing those whose voices might not otherwise be heard to make their views and preferences known.

**Home based.** Salary £22,000 pro rata. <http://tinyurl.com/ytkq7s>

## **FUNDRAISER**

Can you help the Batten Disease Family Association fight Batten Disease? This is a great opportunity for a motivated, highly-organised, self-starter to make a significant contribution as part of a team to the development of a small, growing charity to help it achieve its Vision and make a real difference to affected families in communities across the UK and beyond.

Batten Disease is the main paediatric neurodegenerative disorder in the UK. It leaves children with epilepsy and dementia and unable to see, walk, talk or eat before dying between age 5 - 30. There is no cure at present. As the only dedicated charity/patient organisation in the UK, the Batten Disease Family Association's new Vision is to be the central point of excellence in the UK for supporting affected families and to facilitate research into the disease.

In this key role you will work with the Trustees in formulating the Charity's Fundraising Strategy and be responsible for its delivery, ensuring sufficient funds are available for the BDFA to achieve its overall strategic aims.

The successful candidate will possess a range of experience and abilities that will enable them to meet our fundraising objectives with skill and confidence. You will also have an understanding of the scope of fundraising and preferably a demonstrative track record of raising money from a wide variety of sources. Among your key strengths will be excellent interpersonal, communication, presentation and networking skills and the ability to demonstrate an understanding of the needs of people with a disability and the impact on the family.

We offer part-time, **home-based** flexible working with travel and occasional weekend/evening work required. Salary £21,840 pro rata. <http://tinyurl.com/yosvp2>

## **SENIOR SAS PROGRAMMER**

My client is an international provider of outsourced development services to the pharmaceutical, biotech and medical device industries. They specialise in the strategic development, management

and analysis of programs that support clinical development, throughout Pre-clinical and Phase I-IV clinical trials. To add to the company's continuous development and improvement my client is now searching for a SAS Programmer for various projects to:

- To plan, develop, validate project and study level programs.
- To design and develop standard project department macro programs and data structures
- To provide technical support to SAS users.

#### Project Study Analyses

- Responsible for the planning, development and execution of project study level programs
- Maintenance of documentation and files according to departmental policy
- Must ensure the accuracy of all project study level output.
- Liaison with Clients on specifications and with Data Management on database creation, edit check specifications, data quality and query resolution.
- Develops, maintains and validates standard data structure and software.

#### Statistical Programming

- Designs and writes standard departmental macros that are maintainable, supportable, well-documented programs that are user friendly and accessible.
- Monitors procedures for program development and validation.
- Maintenance of professional currency through literature reviews, membership of professional bodies and attendance at scientific meetings and appropriate courses.

#### Qualifications either/or:

- a) Bachelor's degree in a quantitative or scientific discipline and a minimum of 4 years SAS programming experience
- b) Relevant Master's degree in a quantitative or scientific discipline and a minimum of 3 years SAS programming experience
- c) Relevant Ph.D in a quantitative or scientific discipline and a minimum of 2 years SAS programming experience

#### In addition:

- Advance SAS Certification
- Familiarity with multiple software products and platforms is required.
- Demonstrated leadership skills as well as the ability to work independently and on a team.
- Understanding of data structures, software development life cycle and their implementation.
- Ability to serve as department representative at client meetings
- Good problem solving skills, attention to detail, verbal and written communications skills.

This role offers the opportunity to be office based or to **work from home**. Competitive salary and excellent benefits. <http://tinyurl.com/2c4ans>

### **WORKFLOW APPLICATION SUPPORT**

My customer, a global supplier of service, is presently recruiting for an experienced Workflow Application Support Technical Lead. Monitoring of Remedy stack for customers responsible for, ensuring SLA`s are met. Resolution of any overnight batch failures on Revs and Benefits batch. Batch scheduling and support of batch schedule. Management of support queries with 3rd party supplier, monitoring progress, chasing and ensuring responses received and communicated back to the customer. Liaison with DBA`s and Unix teams to arrange software upgrades including some out of hours work. Creation of test plans and co-ordination of software upgrades. Participation in projects that occur within our customer base, as required. Participation in new projects that arise as a result of new business (eg data migrations and interface development). Contribute to procedures and manuals for the Apps. Support Team. Travel to customer sites to attend meetings, deliver training and provide support where required. Identify service improvements to enhance customers systems. Liaise closely with customers revenues and benefits teams to resolve problems. Assist with organising the team and developing the growth of the business. Work closely on accounts to develop new business initiatives. Primary technical guidance and assistance

for team members within the team. Experience in an applications support/control team role. Local authority Revenues and Benefits experience. Experience in Housing.

**Home based.** Salary £32,000 - £38,000. <http://tinyurl.com/2y682s>

### **SENIOR CRA/JUNIOR PROJECT MANAGER**

Unique opportunity for an experienced CRA to move into role for one of the world's foremost CROs – globally they are one of the top 5 providers of Phase II-IV clinical development services. Therapeutic expertise includes Oncology, CNS, Cardio and Infectious Disease

As a Senior/Lead CRA you'll assist in the development, execution and analysis of a clinical study in EU region in compliance with company (SOPs) and appropriate EU pharmaceutical legislation e.g. Clinical Trial and GCP Directives, ICH GCP guidelines. You'll assist Clinical Project Managers in the assessment, design, preparation, execution and reporting of specific clinical studies.

#### Qualifications

- 2+yrs clinical monitoring experience (CRO or Sponsor)
- Familiarity with appropriate EU Pharmaceutical legislation e.g. Clinical Trial and GCP Directives, ICH GCP guidelines
- Leadership and communication skills

**Home based.** <http://tinyurl.com/2d8ftc>

### **LEARNING & DEVELOPMENT MANAGER**

MacIntyre's mission is to be recommended and respected as the best provider of services for children and adults with learning disabilities throughout the UK.

For the role of Learning & Development Manager we are seeking an experienced and proven training professional to drive forward the next stage of our workforce development strategy. MacIntyre recognise the importance of being an organisation that provides learning and require a Learning & Development Manager to assess the training needs and priorities of the organisation as a whole, developing appropriate programmes that deliver continuous improvement. As Learning & Development Manager you will:

- have extensive learning and development experience
- demonstrate proven practice in planning, managing and evaluating training programmes
- have a strong background in assessing learning and development needs
- be successful in the delivery of efficient learning solutions, particularly in the provision of management and leadership training

You will be commercially aware with the ability to work under pressure and be flexible in order to manage rapidly changing demands and competing priorities. Direct experience of learning disability services is not essential, however you must have a recognised training qualification and/or a training management qualification or equivalent. IT skills and the ability to use MS Office products are also required.

**Home based.** Salary £35,721 + £2,000 car allowance and 10% profit related pay.

<http://tinyurl.com/2aarbj>

### **SAP EH&S (ENVIRONMENTAL HEALTH AND SAFETY) TECHNICAL CONSULTANT**

Required for a high profile project. Successful candidate will have previous experience in international projects utilising their SAP EH&S skills. You will be experienced in identifying client requirements, creating proposals, working on implementations, configurations, development, and continuous improvement of all segments of the process. Must be an excellent communicator with exceptional documentation skills, and strong change management capabilities.

Although client site is in Germany, all work can be done remotely. A **home base is possible**, as is the option to work on site in the UK. Some travel may be required, although this will be limited. Contract. <http://tinyurl.com/26f5or>

### **SENIOR REGULATORY AFFAIRS OFFICER**

Our hard working and friendly Regulatory Affairs group require an experienced Regulatory Officer who is keen to develop and move into a senior role. The successful applicant will be responsible for Supporting the Regulatory Affairs Manager. You will provide regulatory advice and support to both existing and emerging global markets. You'll be responsible for a varied workload, from involvement with pre-licensing activities to the maintenance of existing licences, liaising extensively across the organisation both in the UK and the rest of the globe. It is important that you have the ability to work in a team and are willing to be pragmatic within the role.

- A Senior Regulatory Officer within Chiltern International will firstly provide direct support and liaison functions with the sponsor Client. Keep in constant weekly contact with the Client and provide all services that are expressed and implied under the relevant work order.
- The senior officer will be proactive in 'trouble shooting' potential problems prior to occurrence and will strategically advise the Client on all aspects of the research being undertaken. Budgetary factors will need to be constantly appraised and the appropriate department member be advised of any changes that will impact on the financial aspects to the project undertaken.
- Junior members of the department seconded to the senior officer will require constant support, advice and monitoring to ensure compliance with regulations and guidelines.
- A Chiltern Senior Regulatory Officer will also advise on and coordinate the submission and approval procedure for international Clinical Trials on ethical pharmaceuticals, biotechnological medicinal products and medical devices. Ensure the appropriate fees are submitted to the Competent Authorities within the prescribed timeframe.
- Apply for and obtain all necessary importation/exportation licenses.
- Provide documentary support for Ethics Committee submissions.
- Officers will also advise on the legal and scientific restraints and requirements, collect, collate and evaluate scientific data present registration documents to regulatory agencies, carry out all the subsequent negotiations necessary to obtain marketing authorisation for the products concerned.
- The role could also include the submission and monitoring of successful pharmaceutical licence applications.
- The obligations undertaken within a Clinical Research Organisation (CRO) such as Chiltern International in the course of daily work will not be limited to the above but will encompass all ancillary activities, which provide legal and regulatory support to the sponsor Client.

The officer will be obliged to participate in a continuing professional educational programme and the following activities are central to the work of a regulatory professional:

- Keeping abreast of worldwide legislation, guidelines and customer practices.
- Advising development scientists about regulatory requirements.
- Advising manufacturers about regulatory requirements.
- Preparing and co-ordinating documentation.
- Liaising with and making presentations to regulatory authorities.
- Specifying storage, labelling and packaging requirements.

Qualifications:

- You must have a life science degree or have come from a nursing background
- The ideal applicant will have previous experience of working in a Regulatory Affairs role. If you have no regulatory experience your details will not be considered on this occasion.
- Knowledge of ICH-GCP, local regulatory requirements and knowledge of national and international drug safety regulations

- Good knowledge of medical terminology
- Ability to develop and implement procedures and methods
- An excellent eye for detail with proven ability to work to tight deadlines
- Flexible and able to interact well in team environment
- Computer literate with good database skills
- Good communication skills and the ability to build and develop relationships

Office or **home based**. <http://tinyurl.com/24ek6y>

### **CLINICAL DATABASE ADMINISTRATORS**

A number of opportunities for database administrators to work at a full-service CRO based in offices in either Scotland or possibly **home-based**. Primary Duties

- To design and maintain clinical databases, program edit check rules, assist in the final transfer of datasets and to provide technical support.
- Develop and maintain project-specific databases for the entry of clinical data.
- Validate edit checks and listings. Load data received electronically into the clinical database.
- Format and transfer databases for statistical analysis according to study/client requirements.
- Attend project and client meetings.
- Mentor new personnel.

Qualifications

- Appropriate computer-related qualifications or equivalent.
- Good oral and written communication skills.
- Between 1 and 3 year's experience or equivalent in clinical data management or a relevant environment.

Salary £28 - 42K plus benefits. <http://tinyurl.com/232xmz>

### **COLDFUSION DEVELOPERS**

World leading online betting company has an urgent vacancy for three (3) coldfusion developers with excellent SQL. Candidates must be able to work on own initiative and have 2 years coldfusion experience. Interest in online games, very beneficial.

**Home based**. <http://tinyurl.com/yuhlmk>

### **DRUG SAFETY MEDICAL WRITING**

This role is a departure from the normal realm of Drug Safety as it is focussed around the writing of Drug Safety documentation such as PSURs and Bridging Summaries. This position is based within a specialist Regulatory consultancy, and as part of this position you will use your knowledge of Drug Safety to advise clients as to best practice within this area, on top of the conventional writing duties. This is a great opportunity to take your career in a new unique direction within a successful specialist organisation where your skills and knowledge will be strongly valued.

The duties of this role are split between the production of the aforementioned Safety documentation and the provision of an advisory consultancy service for the clients of the company. You will use your existing knowledge to writing high quality documentation including Annual Safety Updates and Narratives, strengthening your abilities in this area. Working from home you will use your knowledge and organisational abilities to ensure that all the documentation can stand up to an MHRA audit. The provision of consultancy duties will give you the chance to expand your skill set, and in this specialist environment you will develop your knowledge and abilities further than one would in a standard case-processing based Drug Safety role. Overall, this role is a unique chance to move away from the standard kind of role in this area. You can become a specialist in this niche area, using your knowledge and skills to succeed in a role that will help you grow professionally whilst being personally rewarding.

In order to be considered for this opportunity it will be necessary for you to have had experience working in a Drug Safety role, and to have written numerous Period Safety Update Reports (PSURs), Narratives and Bridging Summaries. You will have a degree in a life sciences subject. Additionally, if you wish to **work from home** it will be necessary for you to be able to attend the office (in Surrey) once every two months.

<http://tinyurl.com/26wydp>

### **REGULATORY AFFAIRS PROJECT MANAGER**

Our client, a global CRO, has a vacancy for a Project Manager of Global Regulatory Affairs. This role is responsible for:

- Managing and leading the development and implementation process of a service project to client or customer involving departmental, cross-functional and/or multi-regional teams focused on the delivery of new or existing projects
- Planning and directing schedules and may monitor budget/spending
- Monitoring the project from initiation through delivery
- Organising the interdepartmental activities ensuring completion of the project on schedule and within budget constraints
- Managing the execution of day-to-day work results for projects
- Ensuring that projects are completed in accordance with specifications and client/customer expectations

Qualification and skills required:

- An undergraduate degree or its international equivalent
- An advanced degree, or its international equivalent, preferred
- Certification as a Project Management Professional (PMP) preferred
- Proven Project Management experience
- Prior experience in financial management of projects
- Prior experience in managing, mentoring and developing staff
- Reads, writes and speaks fluent English; fluent in language of host country
- Demonstrates leadership skills, good communication and interpersonal skills
- Makes effective presentations
- Team-oriented and organised

This is a full-time, permanent, position which can be office-based in Berkshire or **home-based**.

The salary range is up to £50K plus car allowance and benefits. <http://tinyurl.com/2ecdhl>

### **SAP HR COMPENSATION MANAGEMENT CM CONSULTANT**

My client requires an experienced SAP HR Consultant to specialise in configuring/set-up of Compensation Management on an EMEA portion of a large, very interesting global SAP HR programme for a specific end client. Multi country set-up would be useful, though good candidates with single country set-up experience would still be considered.

This is a **home based role** with some European Travel. Salary £60,000 - £70,000 + Excellent Benefits. <http://tinyurl.com/yot69a>

### **STATISTICAL SAS PROGRAMMER FOR PHASE I-II ONCOLOGY**

For this major organisation, you will be working on Phase I-II Trials in the therapeutic area of Oncology. Your duties will include programming high quality tables listings graphs, interim reports, clinical study reports, consistency checks, interim analysis, final analysis and new database builds.

Essential; 2-3 years minimum SAS programming within the pharmaceutical CRO industry, SAS base & SAS macro. Desirable; any specific experience within Oncology although non-essential.

**Home based.** Competitive salary and comprehensive benefits package.  
<http://tinyurl.com/27lrmx>