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EXCLUSIVELY
Recruiting
Pharmaceutical
Physicians



**The only dedicated medical recruitment company
managed by an accredited pharmaceutical physician**

Synapse has built good working relationships with pharmaceutical companies and physicians, providing an excellent service to both. We take the time to get to know and understand our customers needs.



About Synapse Medical Resourcing Ltd

Synapse was established in 2004 as a dedicated pharmaceutical physician recruitment agency. Medics wanted an agency that understood their roles, background and needs, and companies wanted an agency with expertise in this sector. As no agency focused exclusively on recruiting medics, Synapse was launched and is now a leader in this field.

Run by Dr Stephen Jones, an experienced and accredited Pharmaceutical Physician, and Mitchell Flack, as Director of Recruitment, Synapse offers a dynamic combination of both industry and recruitment expertise, ensuring we fulfill both our clients and candidates needs.

With a wealth of Medical, Pharmaceutical and Recruitment knowledge it's not hard to see why Synapse is the first port of call for medics seeking new career opportunities, and pharmaceutical companies recruiting medics.

Synapse is the only dedicated medical recruitment agency managed by a pharmaceutical physician, and is one of the best networked agencies in the medical sector.

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SYNAPSE

- Finds companies the most talented and suitable medical professionals.
- Informs medics of relevant opportunities – medic to medic.
- Understands our clients and candidates needs by understanding the role available.
- Provides free career advice to doctors entering, or working in, the pharmaceutical industry.

Information for Client Companies

Synapse specialises in placing medics at all levels, and across all medical roles in industry.

- Clinical Pharmacology
- Clinical Development
- Medical Affairs (Advisors)
- Drug Safety
- Regulatory Affairs
- Health Outcomes
- Pharmacoeconomics

We work on both Temporary and Permanent placements, either on Contingency or through Search and Selection.

Synapse focuses exclusively on recruiting medics, and is the only agency run by a pharmaceutical physician. Our clients not only utilise our recruitment expertise but rely on our extensive knowledge of the medical sector. We only submit the most suitable candidates, maximizing our interview to placement ratios.

Synapse works with a team of skilled professionals to support advertising design, web design, accounts, payroll, event organisation, IT and to help maintain our bespoke database, specifically created to manage the placement of pharmaceutical physicians.

With every assignment we start with an initial consultation to fully understand your company and the vacancy. We help compile the job description and provide free web advertising across a range of dedicated pharmaceutical job boards, as well as on our frequently visited website. We recruit through our networks, database and targeted advertising. With every CV submitted a summary report is sent highlighting our candidates relevant background, our interview findings, and why we feel they are suitable.

We tailor our service to our clients needs and operate a simple fee structure. We act as a support service to your HR department, and can save you valuable time and resources by utilising our in-depth knowledge of this sector.

"Synapse Medical Resourcing has delivered consistent and dedicated high performance. We've been very impressed with the speed and quality of candidate supply, and especially the two-way working relationship we prize so highly.

Recruitment Manager, Japanese Pharmaceutical Company

We aim to make medical recruitment easier by understanding

- Your role and therapeutic area
- Your company values and work ethic
- Our candidates training, experience and achievements to date
- Our candidates requirements – preventing unfruitful interviews
- The need for professional and credible representation
- The need to communicate at all stages

"The recruitment of Clinical Research Physicians has been a key focus for our UK Phase 1 Clinical Pharmacology Unit this year and during this process, Synapse have established themselves as the clear supplier of choice in this area. The relatively large choice of quality candidates and the unsurpassed knowledge of both our needs and that of our industry, coupled with the personable, honest and consistent client service that Synapse offer, means that I would have no hesitation in recommending them to any prospective candidate or recruiter."

Senior Recruiter, Covance

Information for Candidates

REGISTER WITH SYNAPSE

We are the only dedicated medic to medic pharmaceutical recruitment agency.

Our wealth of experience and focused attention on each and every candidate, is free of charge to you.

We can put you in contact with other medics in the industry, to help decide if a role is right for you

Working exclusively with medics, and run by a pharmaceutical physician, we are ideally placed to help you make the right career choice. Importantly our help and support, wealth of experience, and up to date knowledge of the industry, come at no cost to you.

We know what it is like to move from clinical practice to Pharma, to undertake and pass the Diploma in Pharmaceutical Medicine, to undergo Pharmaceutical Medicine Specialist Training and to move up the career ladder to Medical Director/CMO level. Having been through all this, Synapse can help our candidates every step of the way.

Synapse offers free individual career advice for doctors, and can open new doors for you. By working together with other physicians in the industry, candidates have access to all the latest information about employment opportunities and a better chance of obtaining the role they want.

We help with your CV, interview preparation and throughout the interview process. Having an experienced Medical Director by your side is reassuring and gives you that extra confidence, and advantage over other applicants.

"Making the first step into Pharma, from the NHS, I was very lucky to have had the Synapse team on my side. Their insight was invaluable and I was impressed by their professionalism and open lines of communication at all times".

Disease Area Specialist, BMS

Some more reasons to register with us

Roles available

We always have a wide selection of pharmaceutical roles available for medics, at all levels. If we don't have the role for you, we'll do our best to find it.

Education

Synapse supports the continuing education of our medics. We present regularly on Pharmaceutical Medicine and on the Diploma in Pharmaceutical Medicine course. Synapse can help you prepare for the Diploma exam and advise throughout your Pharmaceutical Medicine Specialist Training.

Remuneration

Synapse has conducted the largest salary survey for UK pharmaceutical physicians. We advise both candidates and clients on expected remuneration and are perfectly placed to help with those tricky salary negotiations.

Networking

Synapse is a strong believer in networking, and we organise regular networking events for pharmaceutical physicians. These offer a great opportunity to meet your colleagues in industry, and for Synapse to give something back to our members.

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"Synapse offers a first class service for those physicians considering either entry or developing careers within the Pharmaceutical Industry. Choosing the right recruiter opens doors and opportunities perhaps not always experienced with others. I was grateful for the assistance and positive mental attitude received from Stephen and the team. First class networking and negotiating skills are a must, something that Synapse offers to potential job seekers. A job well done, thank you".

Senior Medical Advisor, Global Pharmaceutical Company

"It's the best prepared candidate that gets the job".

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100 Eton Place
Eton College Road
London
NW3 2DT

Synapse works in accordance with
Good Recruitment Practice and is
a member of the Recruitment and
Employment Confederation (REC).



To find out more about how Synapse can help you, please call us on
+44(0)20 7692 0555 or email us at info@synapsemr.com

We look forward to hearing from you.