



## Finding the right people

Finding and attracting talent is critical in the biomedical industry. With mergers, acquisitions, consolidations, and start-ups coming and going, the landscape is confusing. How do you attract talent that is right for you? Scott C. Smith, Managing Partner with TowerHunter, a national executive-search firm, offers the following tips:

**Ensure correct job specification:** Know exactly what a new employee needs to accomplish in the first six months and look at past performances.

**Be clear with candidates about the goals of the organization:** Know where you are going and seek candidates that have similar goals for their career.

**Stay connected to local and national associations:** Involvement in industry associations is critical to identifying talented professionals. ■