



**VICTORIA
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FINGERPOST CONSULTING LTD

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BIOSKETCH

Victoria has over 12 years' experience working within a commercial recruitment capacity. Since 2013, Victoria's role was as a specialist Consultant within the field of Market Access & HEOR, recruiting into both permanent and interim positions across Strategic Market Access, Value Communications, HEOR and Real World Evidence.

Victoria is experienced in business development and has a broad network in the field across both Consulting and Industry. Alongside the generation of new business, Victoria has developed many strong, company specific relationships which have enabled internal teams to ensure they have the precise skill sets in place for successful project delivery.

Victoria also brings core skills in interviewing, project/network management and operational support.

EMPLOYMENT HISTORY

JULY 2013 TO PRESENT

CARROT PHARMA RECRUITMENT | Senior Consultant

Initially joined Carrot Pharma to establish their temporary/interim offering across all teams (the company was largely a permanent focused business at that point). Much of the work I did in 2015 was concentrated in the Market Access domain, so once there was a better grasp on interim recruitment across all teams at Carrot, I took a place longer term focusing on Market Access/HEOR recruitment into both permanent and interim roles.

- Candidate generation within the Market Access and HEOR field. Around 75% of the business undertaken since 2016 has been on the Consultancy side of the market, with the remainder split between Pharma and Public body.
- Candidate screening, interviewing and recruitment preparation, including CV formatting, competency-based interview training and guidance on completing hands on interview tasks such as assessments and presentations.
- Client management and business development activity.
- In 2016, I worked with the business owner and an external employment lawyer to completely re-write Carrots Permanent and Interim Terms of Business.
- Staff management and mentorship – throughout my time at Carrot, I mentored, inducted and trained many entry to mid level employees and, to date, have held direct line management responsibility for four employees.
- Acting as a point of escalation. Largely this is when there is dispute over fees or breached clauses in Terms of Business.
- Since early 2017, I held a place on the Senior Leadership Team at Carrot. Alongside the business owners, this position sees a small group of us managing wider business strategy and operational initiatives to continuously ensure the successful evolution of the business and engagement of the staff base.
- Attendance at Industry events; ISPOR (Dublin, Glasgow, Barcelona) and DIA Europe

JULY 2012 – JULY 2013
STAY AT HOME MUM AND HOUSE MOVE

OCTOBER 2010 - JUNE 2012
BADENOCH & CLARK | RECRUITMENT CONSULTANT

- Recruited into Public Sector Revenues and Benefits departments country wide.

FEBRUARY 2010 – SEPTEMBER 2010
BADENOCH & CLARK | COMPLIANCE/AUDIT CONSULTANT (SECONDMENT)

- Collating compliance reports from the Bond Adapt Database across three public sector recruitment teams to ensure adherence to internal and external audit standards – communicating findings efficiently with consultants and managers alike.

SEPTEMBER 2006 TO JANUARY 2010
BADENOCH & CLARK | RECRUITMENT CONSULTANT
COMPRISING:

Manchester Officer (relocation due to close family bereavement)
May 2009 – January 2010

- Recruitment into Public Sector Housing

LONDON OFFICE
SEPTEMBER 2006-MAY 2009

- Recruitment into Public Sector Housing

EDUCATION

September 2003 to June 2006
De Montfort University, Leicester

History and Politics (2:1)*

September 2001 to June 2003
Settle Community College

North Yorks. 4 A Levels: English (B), Theatre (B), History (C) General Studies (C).

September 1998 to June 2001
Settle High School

GCSE's; 4A*s (English Lit/Language, Drama, Technology), 1A (French) and 4 Bs (Double Science, IT, Maths, History)

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