Drug discovery company Selvita uses ResearchGate Scientific Recruiting to fill specialized job vacancy

Selvita is a drug discovery company engaged in the research and development of breakthrough therapies in the area of oncology, as well as provision of integrated drug discovery services. The company has offices in Kraków, Boston and Cambridge (UK).

As Selvita specializes in a broad spectrum of life sciences disciplines, they need to hire for a wide range of scientific positions, including roles in molecular biology, bioinformation, medicinal chemistry, and organic synthesis. Hiring for such a spectrum of specialized positions presents a challenge for both attracting the right applicants and hiring employees who have a good mixture of scientific knowledge and hands-on experience.

A colleague of Paulina Wolanin, HR Manager for Selvita, recommended ResearchGate Recruitment Solutions to help her with this challenge. "We were looking to attract international candidates with a good knowledge and previous experience of the role," said Wolanin. "We needed new recruitment channels to help us achieve this."

Selvita advertised 4 jobs on ResearchGate. These positions attracted a combined 4k+ views from ResearchGate members - all of whom were verified scientists and researchers.

### Challenges
- Attracting international candidates
- Finding candidates with PhDs in life sciences disciplines
- Sourcing candidates with mix of scientific knowledge and hands-on experience

### Results
- Hired 3 candidates who applied through ResearchGate
- 87 combined applications for 4 jobs advertised on ResearchGate
- 4k combined views of 4 jobs pages advertised on ResearchGate

For more information, visit: solutions.researchgate.net
ResearchGate's targeting team generated a list of keywords to directly reach those potential candidates with the skills Selvita required for each role. These focused on ResearchGate members' career and education level, skills, location, and publication history. The roles were advertised to all relevant members on ResearchGate, so that scientists and researchers who were not directly looking for a new job could also be targeted, in addition to active job-seekers.

The 4 jobs advertised on ResearchGate have so far received 87 qualified applications between them. After shortlisting some of these applicants, Selvita successfully hired candidates from ResearchGate for three of their roles.

Wolanin is happy with how Selvita's jobs performed on ResearchGate. "Our experience was very positive," she said. "We received dozens of applications, and we conducted plenty of interviews with applicants from ResearchGate."

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Paulina Wolanin
HR Manager
Selvita