



E4 Bioscience Client Case Study: Green Hills Labs

SETTING THE STANDARD IN LABORATORY RECRUITMENT

BACKGROUND

E4 Bioscience was approached by Green Hills Labs to act as a recruitment partner for its laboratory team including a laboratory director for scientific oversight, a quality manager for regulatory compliance, and a laboratory analyst for chemical testing.

Green Hills Labs was one of the first Missouri legal cannabis testing laboratories. Currently, it has a 3,000 sqft analytical testing area and the infrastructure to process over 60 full compliance samples daily.

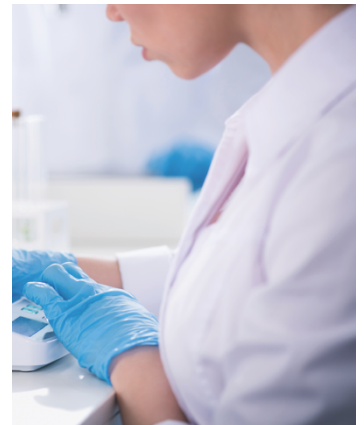
APPROACH

E4 Bioscience devised and conducted a highly targeted search to identify a pool of qualified active and passive job seekers who would be able to work independently in a commercial production setting, have assay validation experience, implement a comprehensive ISO 17025 accreditation plan, and be a good cultural fit. Potential candidates were screened through a resume review and videoconferences. Summarized interview conversations and documentation from qualified candidates were presented to Green Hills Labs executive team combined with scheduled calls to help convey the specific strengths of each candidate. E4 Bioscience negotiated salary requirements and facilitate confidential communication between Green Hills Labs and the hired candidates.

SOLUTION

A high level of trust was created by combining the extensive past laboratory owner/operator experience of E4 Bioscience partners and a respect for the operational needs of Green Hills Labs. Mutual trust and identification of high-quality candidates led to confident candidate selections for the variety of new roles.

"E4 Bioscience has been an outstanding partner with Green Hills Labs to help build our leadership and technical team. We started with a clear business vision but understood the value bringing a recruiting partner who had owned and operated analytical laboratories previously. We knew that experience would help us find qualified talent and bring us to market with increased speed and efficiency. Ultimately this translated into saving a significant amount of our start-up budget by getting us to market faster than anticipated." – George S.



Results

E4 Bioscience helped to hire a 3-person leadership and technical team in less than 3 months and were able to quickly validate all assays required for compliant testing. No premature voluntary or involuntary employee turnover occurred.