

Opus Regulatory fills highly specialized roles to sustain their lead in a niche industry.

Challenge: An extremely narrow hiring pool

- Opus Regulatory had very few qualified candidates with direct biotech and pharmaceutical experience. They weren't finding enough with LinkedIn Job Slots, and they weren't getting high response rates from InMails.
- Employee referral bonuses and conference booth rentals were too expensive. Plus, Opus Regulatory has a non-solicit agreement with their clients, so they couldn't reach out to people working at client companies.
- To remain an industry leader, they needed to quickly find and hire top consultants — who make up the most important part of their business.

Solution: Advanced targeting to get hard-to-find, expert candidates

- Using the advanced targeting features of [LinkedIn Job Posts](#), Opus Regulatory found primary and hidden locations for candidates with pharmaceutical and biotech experience.
- They were even able to start engaging people from client companies because their job posts reached this particular audience without soliciting them.
- Job Posts also gave them budget flexibility to promote high-priority roles, leading to greater ROI overall. Along with [LinkedIn Recruiter](#), Job Posts helped Opus Regulatory meet client demands and remain the leader in their industry.

Shortened time to hire

In four months, Opus Regulatory hired two highly specialized candidates using Job Posts compared to only a few hires over the past few years.

Doubled hiring

Over the last year, hiring has increased 100% since launching Job Posts.

Lowered costs

With Job Posts, the company saved \$7,000 on hiring two full-time candidates and reduced costs by 70% overall.



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Goal 1: Increase Hiring Efficiency

Goal 2: Skills Based Recruiting



It's almost like we have another person working in the background, targeting people while we're also sourcing. It's been a relief to have that extra support and AI technology."



Allison Aguirre

Executive Recruiter, Opus Regulatory

