

The process*

Synergy Vision is growing and, in line with our new values for 2024 – **Open, Driven, Real, Connected** – we're doing the recruitment process a bit differently.

Enquiry: Drop us a line (details on the next page) to set up a ~30-minute informal chat to learn a little more about us and see if you'd like to participate in the process. No CV is required at this stage!

Round 1: We're flipping the norm and starting with the test. We want to see your thinking, approaches, and medcomms know-how first!

Round 2: We'll provide feedback on your test. If successful, we'll request your CV. This will be followed by an interview with the head of the Programme Development team, where we will discuss your test and delve deeper into you and your vision.

Round 3: If we're aligned, you'll interview with the heads of our Client Services and Medical Writing teams.



Offer: Our HR team will be in touch with an offer and the opportunity to discuss details further.



UK/Ireland
hybrid or
remote



4-day
(34-hour)
workweek with
flexible working



Transparent,
industry-
benchmarked
salary bands



26 days' holiday,
pro-rata
(plus Bank
Holidays)



Generous
employer
pension
contribution

*Must have some medcomms agency experience and be based in the UK or Ireland with permission to work (hybrid and remote options available).

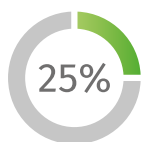
You'll shine as a Programme Director if you:

- > Get a kick out of connecting the dots between people, processes, and ideas to create work that clients love
- > Can break down your ideas into fundamental principles to support team learning and development
- > Thrive on developing ideas and detecting opportunities for improvement
- > Feel excited by the letters 'RFP', occurring in that order
- > Are able to build your ideas into sound strategies
- > Believe that doing great work shouldn't be that hard

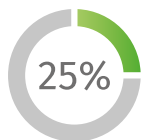
Reporting to our Senior Programme Director and working closely with our Writing and Editorial, Client Services, and Creative teams, **the Programme Director role encompasses three key facets:**



Client-facing: Strengthen your own medcomms experience through day-to-day work within the programme team, providing strategic vision and support within assigned programmes, developing relationships, and facilitating excellence in delivery



Business development: Drive business development in line with company growth plans, including inputting on the annual business development strategy refresh and resulting activities, developing pitches and proposals, and staying on top of industry developments



Internal-facing: Create, collaborate on, and help to embed internal, company-wide and cross-functional team initiatives to ensure high-quality programmes, promote knowledge, and strengthen your own leadership skills



We want to know your vision

To ask questions and request the test, please email:
Ken Nixon (kenneth.nixon@synergy-vision.com)

The benefits

Synergy Vision delivers the difference to you with benefits, including:

**Transparent,
industry-benchmarked
salary bands**



Genuine flexible working



4-day workweek



Employee ownership

- 26 days' annual leave
- Birthday lie-in
- Duvet days
- Option to purchase additional holiday
- Childcare vouchers
- Enhanced family leave
- Menopause policy
- Employee assistance programme
- Wellbeing package
- Season ticket loan
- Cycle to work and electric car scheme
- Discretionary bonus

Staying true to our vision means we have offices in London, Dublin, and Sydney, securing a strong future for our employee-owners and clients alike. As we look towards what's next for medical communications and Synergy Vision, we want to know:

What's your vision?

