Talent Acquisition Lead | Head of Recruitment

ANDREAS SCHULZ

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German citizenship

Profile

Talent Acquisition professional with seventeen years of recruitment experience, nine of them in-house at Bayer AG and five across two of the global top 3 Contract Research Organisations, ICON and Syneos Health. Hiring range runs from Production Line Technicians and engineers for a manufacturing site to executive search at Vice President and Senior Vice President level, with roles filled in most EU countries and the United States. Co-designed and ran a campaign that delivered 120 specialist hires in six months. Has coached and mentored Junior Recruiters, acted as informal Team Lead on cross-functional hiring projects and built a recruitment and career advisory business of his own, MoreThanCareer.de. Native German speaker, Polish at native-speaker level, business-fluent English.

Career highlights

- Co-designed and ran a six-month talent attraction campaign for Bayer Product Supply in Berlin that delivered 120 specialist hires against KPI targets above global benchmarks. The campaign combined radio advertising, Berlin U-Bahn commercials and city-wide posters with a weekly operating rhythm, stakeholder governance and a KPI dashboard.
- Delivered executive search up to Vice President and Senior Vice President level across the Bayer Pharmaceuticals Division, running confidential searches personally from intake to offer.
- Covered more than ten functions at Bayer, from Engineering, Production, Maintenance and Quality at the Berlin manufacturing site to Procurement, Data Science and Data Management, Regulatory Affairs, Clinical Development, Medical Affairs and Commercial.
- Contributed as Subject Matter Expert to the Bayer-wide rollout of Eightfold AI and was selected as the only Workday Trainer from the German HR and Talent Partner organisation during the company-wide HR systems transition.
- Built an audience of more than 14,000 LinkedIn followers and a LinkedIn newsletter on pharmaceutical careers, recruitment and AI in hiring, which now bring in clients for MoreThanCareer.de.

Professional experience

Founder **November 2025 to present**
MoreThanCareer.de Berlin, Germany

Independent practice for career coaching, CV and LinkedIn rewrites and reverse recruitment for Pharmaceutical and Life Sciences Professionals, with clients in Europe, the Middle East, Latin America and the United States. Also the business entity for freelance and interim recruitment projects with employers.

- Runs the whole client process alone, from the first call and the offer through CV and LinkedIn rewrites, job search, application support and interview preparation with salary research for each target role.
- Built the acquisition channels for the business: LinkedIn content and newsletter, the morethancareer.de website and Google Ads.

Senior Talent Partner, Pharmaceuticals Division **December 2017 to present**
Bayer AG Berlin, Germany

Global life sciences company with divisions in Pharmaceuticals, Consumer Health and Crop Science.

Senior Talent Acquisition Partner with additional People Partner responsibility for Bayer Product Supply. Advises senior Hiring Managers, HR Business Partners and Functional Leads and owns the complete recruitment lifecycle, from job briefing and posting through sourcing, screening, interviewing and assessment to offer preparation. Regular partner of choice for hard-to-fill technical, specialist and executive roles.

- Co-designed and ran the six-month, 120-hire campaign for Bayer Product Supply Berlin on top of the regular workload: campaign concept with Marketing and Communications, weekly operating rhythm, stakeholder governance and a KPI dashboard reported into quarterly business reviews.
- Delivered executive search up to Vice President and Senior Vice President level in Clinical Development, Medical Affairs, Research and Development, Data Science, Regulatory Affairs and Commercial.
- Recruited Production Engineers, Medical Device Engineers, Mechatronics Engineers and Production Line Technicians for the Berlin manufacturing site, Maintenance roles for Bayer production, Plant, Quality and Technical Leadership for Product Supply, and Procurement roles for the Bayer Enabling Functions.
- Built and ran talent pipelines across more than ten functions through LinkedIn Recruiter, direct approach, referrals and talent pools, with KPIs on time-to-shortlist, vacancy aging, quality of hire, candidate experience and channel attribution, reported to Talent Acquisition leadership and functional sponsors.
- Held People Partner responsibility for Bayer Product Supply sites in Germany, covering workforce planning, collaboration with the Works Council on co-determination and operating model support together with Site Leadership.
- Selected as the only Workday Trainer from the German HR and Talent Partner organisation and ran dozens of live training sessions during the HR systems transition. As Subject Matter Expert for the Bayer-wide Eightfold AI rollout, handled stakeholder engagement, adoption tracking and training for German recruitment teams.
- Coached and mentored Junior Recruiters with structured development plans, acted as informal Team Lead on hiring projects that needed cross-functional coordination, and was main point of contact for apprentices during their three-month placements in the team.
- Worked within the governance framework for external recruitment agencies and RPO providers, giving practitioner input on Service Level Agreements and monthly performance reporting.

Senior Recruitment Specialist, DACH and Poland **November 2013 to November 2017**
Syneos Health (formerly INC Research / inVentiv Health) Berlin, Germany

Owned end-to-end recruitment for Clinical Research Professionals across Germany, Austria, Switzerland and Central and Eastern Europe, held strategic account responsibility for a major pharmaceutical client and mentored Junior Recruiters in the DACH staffing team.

- Co-managed a functional service provider partnership for clinical monitoring and clinical project management at a major pharmaceutical client, generating several million Euros in revenue over four years through programme design, delivery governance and staffing.
- Built pipelines for Clinical Research Associates, Clinical Trial Assistants, Project Managers, Clinical Scientists, Biostatisticians and Medical Writers for both FSP and permanent placement models, and recruited into the Swiss and Austrian markets from Berlin.

Recruitment Consultant, Clinical and Medical **January 2012 to October 2013**
DOCS Germany GmbH (part of ICON plc) Berlin, Germany

Recruited specialist talent for pharmaceutical clients and ICON internal positions, including Clinical Research Associates, Clinical Trial Assistants, Project Managers, Medical Advisors and

Statistical Programmers, and supported FSP delivery for clinical trial operations across the DACH region.

Recruitment Consultant, Finance **June 2011 to December 2011**
DIS AG Berlin, Germany

End-to-end recruitment for finance roles across permanent, temporary and freelance placements.

Recruitment Consultant, Employer Services **July 2009 to May 2011**
Federal Employment Agency (Bundesagentur für Arbeit) Potsdam, Germany

Recruitment and advisory services for employers across multiple industries, including manufacturing and production companies, plus advice on apprenticeship and federal support programmes.

Earlier experience

Research Associate, Chair of Eastern European History, Humboldt-Universität zu Berlin (October 2006 to February 2009) | Senior Bilingual Customer Service Representative and Project Manager, Spreadshirt Inc., Leipzig (July 2005 to September 2006) | Freelance Project Manager and Translator, self-employed, Leipzig (February 1999 to October 2005)

Education

University of Leipzig. Magister Artium (equivalent to a master's degree), Modern and Contemporary History, Polish Studies, and Eastern and Southeastern European Studies. Final grade: 1.5 (first-class equivalent). April 1998 to September 2004.

Further training

HR Strategic Workforce Planning (2018) | Pharmacovigilance Essentials Global | Hiring and Developing Your Future Workforce

Languages

German (native) | Polish (native-speaker level) | English (business fluent) | Russian (basic)

Core competencies

Talent acquisition strategy and delivery | Executive search up to VP and SVP level | High-volume hiring campaigns | Engineering, manufacturing and operations recruitment | Pharmaceutical, medical device and CRO hiring | Data science and AI-related hiring | Direct sourcing | Employer branding and talent marketing | Recruiting KPIs and reporting | Hiring Manager and HR Business Partner advisory | Agency and RPO management | Workforce planning | Works council co-determination | Coaching and mentoring recruiters | Workday | Eightfold AI | SAP SuccessFactors | LinkedIn Recruiter | AI in talent acquisition | Hiring in Europe and the United States