

Intake

Identification & Outbound Strategy

Screening & Selection

Presentation & Interview

- Establish intake meeting
- Identify strategic search goals & parameters
- Identify client specific questions (hard/soft skills assessment)
- Draft JD

Finalize Search Plan:

- Executive profile creation for outbound marketing campaign
- Establish compensation package, base, bonus, & equity
- Confirm search timelines, benchmarks & communication plans
- Finalize Executive Outreach Messaging
- Finalize JD

Advisors / Relationships:

Leverage our deep network of individuals in the Life Science Community including:

- *Private Equity / Venture Capital*
- *Industry Veterans*
- *Previous Placements & their networks*

Database:

Leverage our internal database of over 80,000 Life Sciences professionals to identify and target top executive talent.

Market Intelligence:

Extensive proprietary market insight into competition, industry and like minded sectors. Insight includes but not limited to, M&A, appointments, & capitalization.

Research Team + AI:

Utilize Research Team and AI driven platform to identify additional candidates. In addition, we leverage mutual connections to generate the highest possible response.

Executive Profile Review:

- In depth analysis of qualified executive profiles.

Discovery Call:

- Determines if leaders ambitions/ technical skills are in alignment with search parameters.
- Identify strategic fit including addressing client specific questions

QC Check:

- After candidate has researched operating company, board and executive leadership the proprietary QC Check is performed
- QC Check validates the candidates interest/ understanding and fit

Executive Presentation:

- Presentation of executive profile & CV
- Highlights of why the candidate stands out as the correct fit.
- Candidate write up including technical skills & personal information (timeline to make a move, reason they are looking for another opportunity)
- Candidate interview availability

Planning, Logistics & Offer Presentation:

- Coordinate interviews with executive leadership team according to the search communication Plan.
- Ensure that the client and candidate have all pertinent information for interview.
- Schedule feedback call with all parties
- Present & Negotiate offer
- Hand-off to Client's HR