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BNA EXECUTIVE SEARCH
Recruiting for Drug Development and Medical Device Companies

Swift Delivery of Rare High-Performance Biotech Talent

OVERVIEW

BNA Search specializes the prompt completion of high-priority biotech recruitment projects for drug and medical device companies. Since its 2002 inception, BNA Search has established a consistent track record in accelerating the introduction and hiring of exceptional talent within aggressive timelines on behalf of diverse life science companies from early start-ups to global industry-leaders. It has placed job-candidates from a broad range of disciplines and seniority levels, filling key scientific, managerial, and business roles from bench to senior executive levels all along the product development pathway from discovery to commercialization. By delivering rare talent fast while respecting the values and goals of *both* hiring-authorities *and* candidates, BNA Search has managed to facilitate numerous successful hires thereby helping many life science companies fulfill their missions and many biotech professionals enhance their careers.

SERVICES

. . . for Client-Companies - Priority Recruiting within Aggressive Deadlines: *BNA Search's* speed and accuracy in finding needed talent fast is achieved through its unique wealth of industry-specific resources; these resources include • *in-depth knowledge of the biotech, pharma, medical device, and DX industries and the disciplines therein*; • *knowledge of technical jargon and product lifecycles*; • *the ability to quickly "get" complex employer needs*; • *the flexibility to work efficiently with diverse personalities and company cultures*; • *a large network of knowledgeable professional contacts that include key opinion leaders and thought leaders*; and • *the use of cutting-edge search methods to swiftly identify and attract below-the-radar talent*. ---Respectful of our clients' needs to maximize their resources and mitigate their burn rates, BNA Search operates exclusively on a contingency basis; we only charge clients *after* producing the goods in the form of exceptional and subsequently-hired talent. BNA Search's targeted search process entails close collaboration with client stakeholders who might include board members, senior executives, hiring managers, or HR leaders. Each search begins with a kick-off meeting between BNA Search and designated decision-makers to define critical needs and to reach a consensus on mandatory candidate criteria. Any candidate BNA Search subsequently submits will have been rigorously pre-screened according to these criteria.

For Job Candidates - Introductions to Hiring Authorities: *BNA Search* finds and guides exceptional biotech candidates, helping them define and implement their career goals and strategies and hone their self-presentation and interview skills. If a candidate possesses the necessary qualifications and motivation, BNA Search's support may include special introductions to corporate leaders whose emerging plans and programs would benefit from the contributions of a uniquely qualified talent. Pre-introduction, we thoroughly pre-screens a given candidate for essential skills, making a point to get to know the candidate's goals and aspirations. If a motivated candidate works collaboratively with a seasoned recruiter who genuinely cares about his or her values and objectives, such a candidate stands a good chance of landing a position that offers higher potential for job satisfaction, productivity, skill-growth, and advancement opportunities.

LEADERSHIP

Andrew Nelson, President has over 20 years of biotech recruiting experience during which he developed a reputation as a skilled biotech recruiter able to resolve particularly challenging talent searches. His diverse life science clientele has included drug development, medical device, and diagnostic companies ranging from early startups to global leaders. Andrew has considerable experience in sourcing (Advanced Boolean, X-Ray/Site searches, a wide breadth of knowledge of the latest services to locate diversity hires or purple squirrels – member of several sourcing communities), high end executive recruiting methods, writing very effective job descriptions and implementing interviewing strategies that get better results.

His wide breadth of recruiting skills along with specific and in-depth industry knowledge of the biotech industry has given him an advantage over the competition when it comes to finding scarce talent. His expertise has enabled him to quickly grasp employer needs, collaborate efficiently with time-strapped hiring authorities, and consistently deliver exceptional and typically difficult-to-find talent. His wide breadth and depth of skills has led to a very high success rate, with over 90% of candidates submitted moving forward to at least a phone screen.

OUR CLIENT

BNA Search's Clients range from nascent biotech startups to global pharmaceutical companies engaged in the discovery, development, clinical operations, manufacturing, and/or commercialization of small molecule drugs, biologics, medical devices, diagnostics, combo products, or innovative life science technology platforms. **SELECTED CLIENT LIST:** *Jazz Pharmaceuticals, Berlex Biosciences, Gilead Sciences, Elan Pharmaceuticals, DeepCure, Cerus, CV Therapeutics, Scios, FibroGen, Millennium Pharmaceuticals, Pharmacyclics, Vertex, Telik, Factorial Biosciences, Stealth Startups combining ML/Drug discovery.*

OUR CANDIDATES

BNA Search's Candidates represent a broad spectrum of profiles that span the bench to the boardroom. Their **SENIORITIES** range from entry level to senior executive level; their **DISCIPLINES** include science, business, management, and combinations thereof; their **AREAS OF EXPERTISE** range from early discovery to post-commercialization. *BNA Search's* diverse pool of exceptional candidates typically share one thing in common: their hard-to-find in-demand skill-sets, the kind of rare skill-sets *BNA Search* has proven consistently able to deliver.