



Life Sciences Search Firm

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[www.bandishgroup.com](http://www.bandishgroup.com)



Life Sciences Search Firm  
since 1996

*We find your best fit, not just any fit.*



### **We can help you make the right decision**

Executive Talent placement is extremely important to a company. It is the people who drive the success of any organization. Our mission is to identify top talent and help you make the right hiring decisions.

We have both exclusive and retained contracts tailored to meet your business needs. At The Bandish Group, our mission is to provide the highest quality of recruiting services to both our clients and our candidates. We stand behind each of our searches offering a replacement policy tailored to the search.

The Bandish Group is a boutique executive search firm with proven successes in the Pharmaceutical, Biotech, Diagnostics, Medical Device, CDMO, Life Sciences Construction, Artificial Intelligence (AI) and Digital Healthcare industries. Since 1996 we have been responsible for identifying and placing the top talent now serving these industries. We always strive to find the best fit.

Over the years we have earned the respect of industry leaders for providing advisory services that lead to the achievement of our clients' corporate goals.

The foundation of our business began with big pharma and biotech recruiting.

Over the course of time, we specialized in building teams for growing departments. Eventually we became known as the "go-to" for small start-up companies.

The unique niche, size and scope of our firm, allows us to guide the process of recruitment for smaller start-ups; benchmarking the industry standards, bringing forth competitive intelligence and knowledge on policies, compensation and benefits. We become the Human Resources Business Partner.

We continue to recruit and build for larger organizations. For those with Talent Acquisition teams, we become an extended member.

We remain niched and continue to focus our expertise recruiting for the C-Suite and Executive Leadership teams building Clinical/Scientific Affairs, Development, Marketing and Operations, Market Access, Medical Affairs and Commercial organizations. Our network of talent and area of recruitment expertise covers the drug lifecycle and its entry into the marketplace.

## **We have deep industry expertise**

The Bandish Group has over 5 decades of combined recruiting experience.

Jacqueline (Jackie) Bandish, owner and founder, brings over 32 years of recruiting experience along with two decades of finance, marketing and management to the Company. Beyond Jackie, the average recruiter's tenure of service with The Bandish Group is over a decade.

Since we specialize in recruiting life sciences professionals, we operate with a high level of knowledge that other recruiters may lack. Many firms recruit across several industries. The Bandish Group is networked specifically within the Pharmaceutical, Biotech, Diagnostics, Medical Device, CDMO, Life Sciences Construction, Artificial Intelligence (AI) and Digital Healthcare industries. This concentration allows for us to build solid relationships that we can call upon when scouring for talent.

We utilize our online company database PCRecruiter. This tool allows us to quickly identify top talent by region, title and skill set. Our current database has over 59,000+ warm leads. In addition, our firm is a member of many of the leading industry organizations. Each of our recruiters enrolls in continuing education classes to learn new and innovative techniques for uncovering talent. In addition, we attend industry conferences and seminars to meet and introduce our firm to passive and potential candidates. We are always building our network.

We are OFCCP (Office of Federal Contract Compliance Programs) compliant, a member of Diversity Alliance for Science and certified by WBENC (Women's Business Enterprise National Council).

## **We have longstanding partnerships**

Our strategy is to offer the best, most highly personalized service in the marketplace.

Since our inception, we have built longstanding partnerships with clients and candidates. It is these partnerships that have brought us and continue to bring us repeat and referred business.

As a small, owner-operated company, we ensure that every one of our customers receives excellent service.

To monitor our service, we implemented a Qualtrics survey for both candidates and companies alike. Our clients rank us 20% above average in comparison to other search firms and 40% rank us as one of the best. Over 70% of our candidates rank their overall experience as **excellent**.

Our personal and professional approach is the cornerstone to our success and tenure in the industry.

*“Our ultimate objective is to find your **best fit**, not just any fit.”*

## Meet our Team



**Jackie Bandish**

Ms. Bandish is a seasoned Human Resources professional. She began her career as a Human Resources Generalist before becoming an industry leader in Talent Acquisition. She has experience recruiting across multiple discipline areas within both the corporate and agency settings. Jackie earned a Bachelor of Business Administration and a Master of Science from Temple University Fox School of Business, where she is an active alumna.



**Janene Cleary**

Ms. Cleary has been with The Bandish Group since 2001 and specializes in the placement of life science professionals across all disciplines. With twenty years of full life-cycle recruiting experience, she focuses on building relationships with her clients and candidates to find the best fit. She earned a Bachelor of Science degree from West Chester University and has been recognized for her determination, clear communication and ability to understand her clients' needs and candidate's aspirations.



**Christina Houck**

Ms. Houck began at Sidney FCU working in the banking industry before moving to Abu Dhabi to become a Jiu-Jitsu Coach. Upon her return to the US, she founded a Woman-Owned Gym and was responsible for all the business operations. In 2021, Christina joined The Bandish Group as a Life Sciences Recruiter. Advancing the careers of candidates in a mutually satisfying way for the client and candidate is what she is passionate about.



**Kim Walder**

Ms. Walder is the Office Manager at The Bandish Group. She earned a Bachelor of Science degree in Wellness and Fitness from Ursinus College. Kim brings over 2 decades of administrative expertise to the team. She welcomes each candidate and client to The Bandish Group. She manages the firm's extensive database of candidates, conducts research and performs various administrative activities to support the Recruitment Team.

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# APPENDIX

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# Our Specialties

The following is a partial list of our recruitment specialties:

- Architectural Engineer
- Business Development
- Chief Officers (CBO, CMO, COO, CSO)
- Clinical Operations
- Clinical Research and Development
- Clinical Supplies
- Commercial
- Compliance and Auditing
- Contracts and Proposals
- Corporate Communications
- Data Science (AI)
- Diagnostic and Device
- Estimators
- GxP
- Healthcare Technology
- Health Economics and Outcomes
- Lab Service
- Life Sciences Construction
- Logistics and Supplies
- Managed Care
- Market Access, Pricing and Reimbursement
- Marketing
- Medical Affairs
- Medical Directors
- Medical Writing
- Manufacturing
- Patient Advocacy
- Pharmacovigilance
- Portfolio Management
- Project Management
- QA/QC
- Regulatory Affairs
- Research and Development
- Scientific Research
- Semiconductors
- Specialty Pharmacy
- Supply Chain
- Technical Operations
- Training and Development

## 3 Year Executive Placement History

- President and Chief Business Officer
- Vice President | Head of Clinical Development
- Vice President of Construction
- Principal Epidemiologist
- Technical Operations Director
- Vice President of Strategic Sourcing
- Environmental, Health and Safety Director
- Medical Director Hepatitis
- Vice President, Product Development
- Innovation and Product Design Vice President
- Clinical Program Management Team Lead
- Chief Operations Officer
- QA and Commissioning Director
- Senior Vice President, North America Commercial
- Analytical Services Director
- Laboratory Director
- Process Development Senior Vice President
- Head of Lab Services
- R&D Analytical Sciences Director
- Global Business Development Vice President
- Vice President, Technical Operations
- National Sales Director
- Marketing Senior Director
- Quality Systems Director
- Global Marketing Director
- Clinical Operations Director (2)
- Manufacturing GMP Director
- Head of Clinical Development
- Medical Director Medical Affairs Lead
- Business Development Director
- Medical Director Hematology
- Lead Product Manager
- Medical Affairs Vice President (4)
- Clinical Development Vice President, Early
- Director Scientific Affairs & Evidence Generation
- Director Physician Liaison
- Market Access Director
- Director of Product Marketing
- Commercial Assessment and Disease Strategy VP
- Associate Medical Director
- Global Medical Director Schizophrenia
- Head of Medical Affairs Oncology
- Biostatistics Director
- Chief Medical Officer
- Medical Director SUD Global
- Target ID/Validation Director
- Investor Relations Vice President
- Business Development Sales Director
- National Oncology Account Director (3)
- National Oncology Account Team Senior Director
- Program Management Vice President
- Marketing Director, Anifrolumab
- Hospital Provider Solutions Director
- Market Access & Reimbursement Vice President



**Clients Served**





## Our Candidate Successes

*Jackie is the best recruiter I have worked with in my career. I had a wonderful experience working with her on a recent opportunity. I cannot recommend Jackie highly enough for both sides of the recruitment process. She maintains contact, follows through, and makes sure she positions her clients for success. Her engagement goes beyond the hiring process and maintains contact with her clients to ensure the fit between organization and candidate is successful. Her attention to detail and care for her clients cannot be matched. I would absolutely reach out to Jackie for future recruitment needs.*

- Sara L

*Janene is a fantastic person and I am extremely thankful that our paths crossed. From our first conversation, I knew I was interacting with a true professional and a person who was extremely knowledgeable of the pharmaceutical and biotech industry. Janene knows how to seamlessly navigate the hiring process and deliver successful results. All of her clients consider her a mentor and a friend. She has the highest respect from companies that employ her services to fill critical positions as well as candidates seeking opportunities. I really enjoyed working with her.*

- Leonard F

*Thank you, Christina. Your suggestions on my presentation and interview preparation are very helpful! I sincerely appreciate it.*

- Shuai Y

*I was new client of Jackie's. She was critical to the quality and content of the position search and aligning with my skill set. The role I accepted was unique and took a great deal of client and company interactions to align on career goals and requirements. It turned out to be a great fit for me and the company. Jackie did an excellent job on representing my interests and negotiating on my behalf. Her depth of experience was imperative to the success of my placement.*

- Mitch G

*Working with Janene was wonderful. Janene is honest, straight -forward and very hard working. During my job search I was contacted by many recruiters and none of the others were as organized or helpful as Janene. She was incredibly helpful from our first meeting to her presenting my offer. I am completely satisfied and happy with my offer and appreciate all of Janene's help and guidance during the entire process.*

- Louis A

*I highly recommend Jackie for both sides of recruitment transactions. She introduced me to a great opportunity and has been a critical resource for key talent in my new organization moving forward. She understands well that "fit" between a candidate and organization is critical to all stakeholders. She succeeds when her clients build successful teams and grow organizations. It's a long-term partnership mindset that few in the recruitment business truly embrace. Jackie is one of them. Do yourself a favor and engage with her if looking for new opportunities or trying to find that perfect new hire to grow your business.*

- John W

## Our Client Successes

*You are keeping me busy with some great candidates Jackie. Thanks for all the efforts!*

- Bill D

*Jackie, Thank you for ALL your help securing Angel and helping us with another important search. You're awesome!!*

- Todd H

*Janene, Great to see the quality of candidates that you have brought in for this role and looking forward to bringing Sathish on board.*

- Manoj M

*I do want to thank you for your help, Jackie. You were quick, thorough, and gave us great candidates.*

- Cassy M

*Janene took all the feedback we gave her and applied that going forward so we were not wasting effort or time. I was very pleased with the quality of the candidates presented for every position. Janene has done an outstanding job (and I have been a recruiter myself and worked with a wide variety of recruiters in my career). She is one of the very best I have worked with.*

- Jane L

*Jackie, Thank you so much for all your help with this search. I had high expectations and you surpassed them, which is greatly appreciated!*

- Tim K

*Jackie has consistently provided very high quality Candidates for our open position. Professional, fast and extremely reliable it is a pleasure to work with Jackie.*

- Christian P

*I want to thank you again for doing an outstanding job with this very important search for our company, and at a critical time for us in preparing for our launch efforts. I always aspire to marry both Quality and Speed in every effort that I make in this complex industry of ours, while sacrificing neither. That is exactly what you did in this search. Of the many Medical Affairs searches that I have done, this was the quickest to completion, and ended with two finalists that all interviewers were very positive about and were happy to have in the company. That is a great position to be in when hiring for such an important position. I appreciated your professionalism and your intuitive guidance during the search, as well as all the time and efforts that you made to pull the candidate over the finish line during a Holiday week. Thank you, well done, and congrats to you as well!*

- William A

*I have worked with Jackie and her team for many years on several projects – Jackie is the consummate professional who operates with transparency and most of all, integrity (which sadly in the recruiting industry is not always the case). I have worked with her team on “C” level executives, through the SVP/VP (Heads) of functions, to individual contributors – she performs and with rare exceptions, makes the placement.*

- Jeff K

## A Candidate's Journey

*I worked extensively with Jackie recently as she successfully placed me in my current position. I have spoken with many recruiters over the years and Jackie certainly sits on the top tier. One attribute that sets Jackie apart from others is she knows the industry. But more important than that, Jackie builds interpersonal relationships so that she knows the needs of the hiring manager and organization and the aspirations of her job candidate clients. Jackie is open and honest, high energy, dependable, personable and fun!*

*Though I was not the most traditional candidate for my current position, Jackie and her team were open-minded in considering me as a candidate and presenting my case to the hiring manager. During the phone interview and onsite interview processes, Jackie provided me extensive insight into the culture of the company and the personal philosophy of key members of the interview team that helped me recognize this could be the job for me. In addition, Jackie specifically took time with me to review the kind of challenging interview questions that can trip up job candidates, and this helped ensure I was sharp during my onsite interview.*

*While working with Jackie through the job offer negotiation phase, I greatly appreciated her honest and considered discussion of my professional background and experience in context of the needs of the hiring manager – where my strengths would be assets and where gaps in my experience would require mentoring. These discussions, along with Jackie's explanation of her negotiation plan for me, gave me confidence that Jackie was representing me in the best light while carefully balancing the needs of the hiring manager / organization. I appreciate how difficult this can be, but Jackie navigated this fine line with aplomb.*

*The negotiation process was challenging and it was unclear what the final outcome would be – would I accept this new position? A key in the end was Jackie's suggestion for me and the hiring manager to meet informally to discuss our respective perspectives. That meeting sealed the deal.*

*Finally, Jackie reached out to me after starting my new position to see how everything was progressing, which I greatly appreciated.*

*At every state Jackie was wonderful. I greatly enjoyed all our interactions. I give Jackie my highest recommendation.*

- Neil M

## A Sample CV Presentation

Please review the CV of Bob Jones for Executive Director Regulatory Affairs Req#1234.

Bob has been at Lilly for the past nine (9) years and in industry for 15 years after spending 16 years in clinical. He is currently the Director Worldwide Regulatory Affairs. His product portfolio consists of pharmaceuticals, biologics, biosimilar and combination products. He spent about 5-6 years working on combination products and drug delivery systems in oncology and diabetes at Lilly. They were prefilled syringes, auto injectors and cartridges. He was recently moved over last May to be the leader for a small molecule program.

His strength is the ability to assess from a clinical, medical and manufacturing perspective and then develop the strategy and overall clinical strategy. He understands the agency reviewers concerns and those from the patient perspective which allows him to come up with a solid strategy for the combination products. He brings device experience to the functional areas for the drug delivery systems.

He works cross-functionally and comes up with the detailed road maps for implementation. With respects to drug delivery systems he can help the design team by providing input to set the direction for a successful strategy. He has developed integrated device strategies for drug delivery systems.

He has the blended experience of device, clinical, biologics and regulatory and combines his skill set to come up with innovation regulatory approach supported from his scientific medical background. He says his strength with device is complimented with his clinical medical experience; the design, quality and manufacturing issues. He comes up with the best way to define the clinical development and the strategy.

Bob has international experience with EU and Japan. He has on numerous occasions presented to the FDA and agencies. At Lilly he leads the global functional regulatory teams, CMC and risk management teams. At Lilly however he is not hands on with CE mark experience or ISO.

His weakness is in the CMC area. He reports into the ED of WW Regulatory Affairs so this is the next step in his career path.

His past experience was working for a device company; Guidant Corporation, where he gained solid device experience and prepared and filed IDEs and sPMA and 510 applications obtaining FDA approvals. He started with Guidant as a medical monitor and was recruited to Covidien where he joined to expand his clinical experience. However, Guidant called him three times to come back to the organization. When he rejoined Guidant he joined in Regulatory Medical Device to develop the regulatory strategies for multiple medical device products.

At Lilly he does not have direct reports but at Guidant he had 10 direct reports. Lilly is a more cross function team leadership role. He has the ability to lead a group and has the skill set and personality to impact the functional areas. He leads by examples and provides coaching and mentoring to the regulatory team members.

Bob says he has the confidence and ability for this role. He is both strategic and operational and has success in leading teams strategically to get success at the FDA. He has the drug development and device development experience.

His personality is very soft spoken and genuine. He is low key and humble. He offered to us that his current base salary is 220K with 20% bonus and 10% eligibility with RSUs and options. He will be receiving his bonus and merit in mid-March.

His family is open to relocation for the right opportunity.

Let us know your schedule in order to arrange a phone interview.

# Client Survey Question Examples

Welcome! It is always the goal of The Bandish Group to meet and/or exceed expectations. May I request that you share your experience with us regarding the representation you received from The Bandish Group during your recent job fill? We thank you for taking your time to complete this quick 8 question survey.

Were you satisfied with the way The Bandish Group performed this job search?

- Very dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very satisfied

Were you satisfied with the results produced by The Bandish Group for this job search?

- Very dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very satisfied

Did the timeline of submissions from The Bandish Group meet your expectations?

- Far short of expectations
- Short of expectations
- Equals expectations
- Exceeds expectations
- Far exceeds expectations

Was the representation of the candidate information accurate?

- Far short of expectations
- Short of expectations
- Equals expectations
- Exceeds expectations
- Far exceeds expectations

Did The Bandish Group understand your business needs?

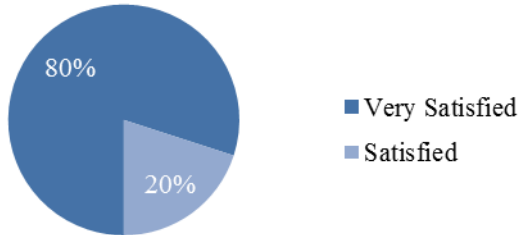
- Yes
- No

How does The Bandish Group compare to other agencies you have worked with on filling job orders?

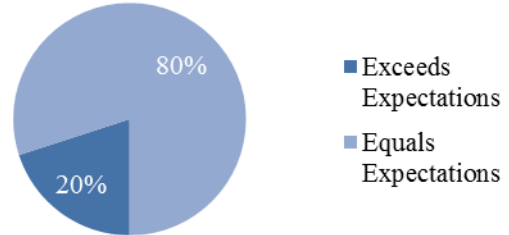
- One of the worst
- Below average
- Average
- Above average
- One of the best

# Client Survey Responses

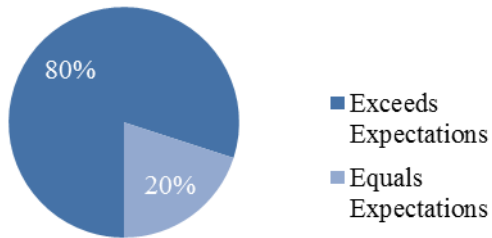
Were you satisfied with the results produced by The Bandish Group for this search?



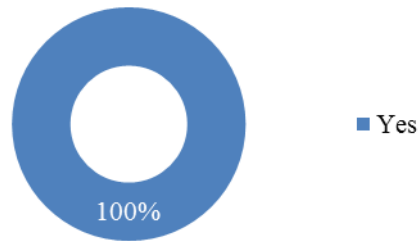
Did the timeline of submissions from The Bandish Group meet your expectations?



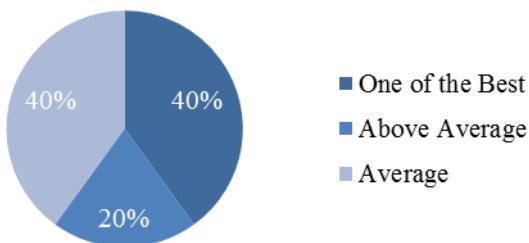
Was the representation of the candidate information accurate?



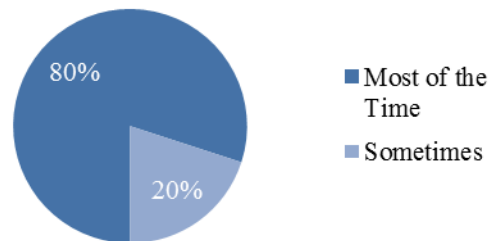
Did The Bandish Group understand your business needs?



How does The Bandish Group compare to other agencies you have worked with?



How likely are you to use The Bandish Group on another job order to fill?



# Candidate Survey Question Examples

Welcome! It is always the goal of The Bandish Group to meet and/or exceed expectations. May I request that you share your experience with us regarding the representation you received from The Bandish Group recruiter during your interview process? We thank you for taking your time to complete this quick 10 question survey.

Was this the first time you worked with an Agency Recruiter on a job search?

- Yes
- No

How would you rate The Bandish Group recruiter in the following areas?

	Poor	Fair	Good	Very good	Excellent
Knowledge of the client	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of the position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information shared during interview preparation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feedback provided in an effective and timely manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall experience working with your recruiter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

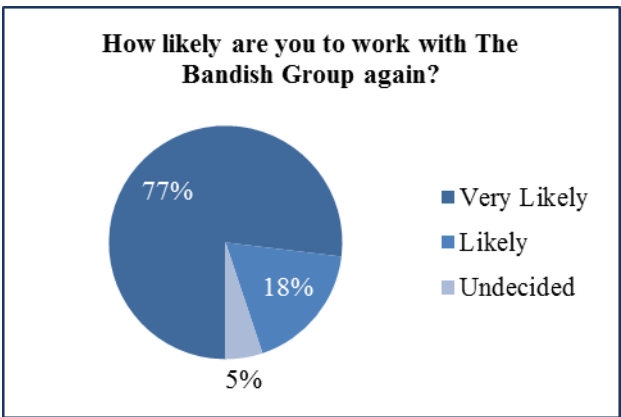
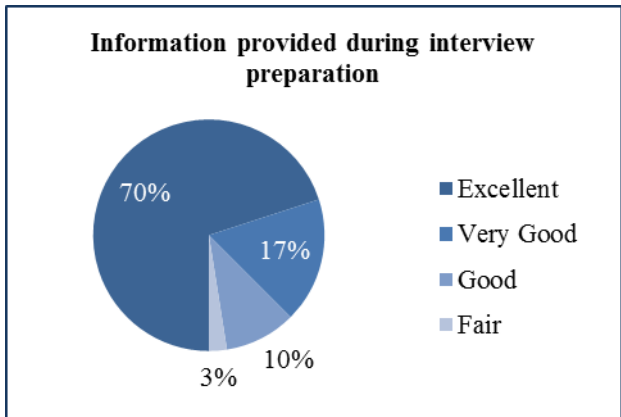
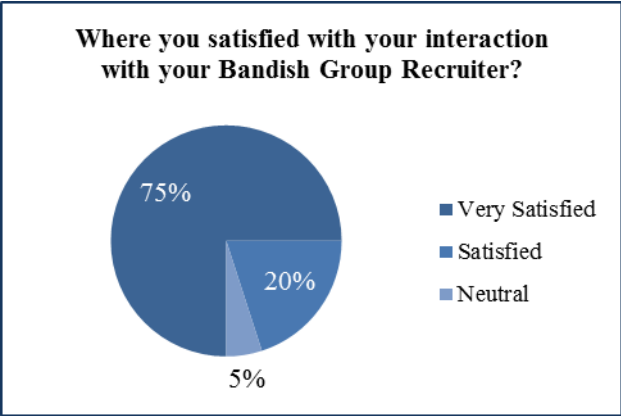
Were you satisfied with your interactions with your recruiter throughout the interview process?

- Very Dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very Satisfied

After you were initially contacted by your recruiter, did you do any research on the recruiter or The Bandish Group before you responded to her inquiry?

- Yes
- No

# Candidate Survey Responses







JOIN FORCES. SUCCEEDED TOGETHER.

hereby grants

# National Women's Business Enterprise Certification

to

The Bandish Group, LLC

who has successfully met WBENC's standards as a Women's Business Enterprise (WBE).

This certification affirms the business is woman-owned, operated and controlled and is valid through the date herein.

Certification Granted: June 18, 2002  
Expiration Date: June 18, 2024  
WBENC National Certification Number: 249382

WBENC National WBE Certification was processed and validated by Women's Business Enterprise Center - East, a WBENC Regional Partner Organization.

Authorized by Elizabeth M. Walsh, President  
Women's Business Enterprise Center - East



NAICS: 561312, 541612  
UNSPSC: 93141800, 93141802

