

Best Boutique Life Sciences Executive Search Firm 2021

The Bandish Group LLC is not a contingent firm but rather a boutique life sciences executive search firm. They conduct exclusive searches with a hybrid model of retained services that are both efficient and cost-effective to clients. Located in the greater Philadelphia region with a global reach, they specialize in the pharmaceutical, biotech, medical device, diagnostic, contract development manufacturing (CDMO), life science construction, artificial intelligence (AI) and digital healthcare industries.

Since 1996, The Bandish Group recruiters have been responsible for identifying and matching the top talent now serving the life sciences industry. As proven talent acquisition leaders and career coaches, they strive to find the client's "best fit, not just any fit."

The Bandish Group's vision is to be one of the best, most respected and recognized executive search firms in the life sciences industry. They are known for building world-class teams that impact the future of medicine. Their mission is to provide a wholly customer-focused recruiting experience with a professional, yet personal touch.

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Their reputation for professionally handled, efficient searches has won them the regard and confidence of companies, from start-ups, to small- and medium-sized organizations, to Fortune 500 firms. The recruiters have demonstrated their capabilities by placing a single candidate to building out entire teams. Upon the direction of their client, The Bandish Group conducts confidential, exclusive, and retained searches.

When the company accepts a career coaching assignment, the job seeker is asked to complete an intake form that addresses their top three career goals. Topics which the coach can cover include current six-month goals and objectives; interview presentation and styles; behavioral based interview Q&A's; mock interviews (phone and video); interview follow-ups; compensation negotiations; and resignations.

For client recruitment projects, The Bandish Group team members schedule an intake call with the hiring manager and introduce themselves via a video conference if they are not able to visit their client onsite. In this meeting, the team addresses the clients' business pain points, their needs, and solutions, short- and long-term goals of the position(s), the company culture, and the hiring manager's leadership style. The Bandish Group is representing the company and the opportunity, not just a job description. When they discuss who the ideal candidate is for the position, they ask both pointed technical and personality-based questions. Based on this information, they start the project and follow-up with client bi-weekly meetings to discuss feedback and progress on the recruitment project. These sessions allow them to adapt and make any necessary changes in order to complete the project in a timely and efficient manner.

Managing Member, Head of Life Sciences Recruiting and Operations, Jackie Bandish, is devoted to her team and has only the best staff who, like her, are attentive to their clients' needs. Speaking about what

she looks for in her own team, she said, "I look for genuine, honest, trustworthy, dependable, and empathetic individuals who have a strong work ethic and who want to make a difference in the lives of others through coaching and recruitment. I expect each candidate to be represented to our clients in a professional yet personal manner."

She also shared, "We celebrated 25 years in service in 2021 which has been made possible by my team caring so deeply about making sure they find both the candidate and the client the "best fit, not just any fit". I take each one of my search and coaching assignments personally and I ask that my team do the same. I want to treat others as I would want to be treated and represented. In this industry, you need to listen to both the candidate and the client's needs and to facilitate open and honest lines of communication. Each party involved deserves our dedicated attention to the success of the project."

Meanwhile, Jackie and her team have observed a positive impact on the life sciences industry due to the pandemic, as there remains a continued need to find the best talent in order to bring forth life-saving and altering remedies for patients. The company opened another smaller office in Doylestown, PA to accommodate those who wanted to return to the office environment and to provide others the remote option. The Bandish Group utilizes today's technology to remain a collaborative and hard-working team. They have always evolved and adapted to changes in the industry while remaining in their niche space. Their focus remains committed to representing talent from early stage drug development to clinical affairs, scientific and medical affairs, operations, marketing, market access and commercialization.

Looking ahead, the company's goal is to maintain their collaborative work among team members and clients into 2022 and beyond. They added two new team members and they are excited to continue to promote their professional yet personal approach to each of their assignments within the life sciences industry. They will continue to focus within their niche in the pharmaceutical, biotech, diagnostic, medical device, CDMO, life sciences construction, artificial intelligence (AI) and digital healthcare industries. The Bandish Group will always keep adapting and evolving to meet their client's needs and the industry demands.



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