

# Best Biotech & Pharma Executive Search Firm 2020

For over 25 years, The Bandish Group, LLC have been instrumental in finding and supplying world class Life Sciences talent. Their impact on this sector has been recognized for the second year in a row, as winners of “Best Biotech & Pharma Executive Search Firm 2020” in Corporate Vision’s Corporate Coaching and Recruitment Awards.

The Bandish Group cater to clients in the pharmaceutical, biotechnology, medical devices, CDMO and diagnostic industries. Since their beginnings in 1996 they have proven themselves to be the pinnacle of Life Sciences talent acquisition. Their reach extends across the USA and to locations around the world through their international network. As experts in the drug lifecycle development, their knowledge ranges from preclinical medicine to clinical drug development through to medical affairs, marketing, commercialization and manufacturing. The Bandish Group’s reputation as master head-hunters has gained them a wide-ranging client base; from early stage startup companies to Fortune 500 firms.

The company aspires to influence the future of medicine by finding the “best fit” for every client. The Bandish Group’s high level of expertise and years of experience allow them to confidently place talented individuals where they belong. Capable of finding talent for an entire new department or just handling individual roles, The Bandish Group is flexible in what they can offer your business. The firm also maintains a robust internal culture that puts a strong emphasis on respecting diversity and inclusion and holding themselves accountable to do so. Their recruitment policy is devotedly anti-discrimination and is based purely on suitability for the role.

Their recruitment process is based on a meticulous process involving several distinct stages of assessment. The company assigns a partner to host an in-take session with the hiring team. This gives The Bandish Group an opportunity to learn about the client’s company culture and find out what they are looking for technically and personally. Goals and timelines are set, and expectations are established upfront. The company then schedules bi-weekly follow up calls to make sure the client’s needs are being met.

The Bandish Group also provide career coaching for talented individuals who need help securing interviews. It is a frequent problem, even amongst those who are right for the job to struggle presenting themselves as the perfect employee they are. The Bandish Group have considerable experience in coaching prospective employees to excel in interviews and help them take their career in the direction they desire. The company has taught hundreds of individuals how to “interview the interviewer.”



**Jackie Bandish** - “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.”



**Janene Cleary** - “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.”



**Donna Gross** - “Donna was by far the best recruiter I’ve ever worked with! She is very professional and has exceptional social skills. I could tell she was sincerely caring about me and what I was looking for.”



**Kim Walder** - When you call The Bandish Group office, Kim greets you in such a professional and helpful manner. She was very diligent handling our contracts and proposals. She was excellent in assisting me with the interview prep and scheduling.

After surveying over 300 hiring managers and candidates to evaluate the quality of their services, the firm received an outstanding response. 95% of the candidates they surveyed said they are likely to work with The Bandish Group again. Moreover, 20% of their clients said they had met their expectations, while 80% of their clients claimed they had exceeded them. This is chiefly a result of their innovative Dual Pre-Screening Process, whereby the candidate is thoroughly vetted with 2 rounds of interviews before they are referred to the client. It allows The Bandish Group to be confident in presenting candidates that are the “best fit” for the client.

Despite the effects of the Covid-19 pandemic on the recruitment and coaching industries, the company’s success rate has not been impeded. By deploying a range of technology tools, The Bandish

Group has allowed for facetime interviews and career coaching sessions. Whilst they are forced to work remotely, like so many others, the team are continuing to keep communications open online. They are dedicated to remaining readily available for each other and for their clients.

The Bandish Group persistently aspire to adapt to the ever-changing times we live in, and to continue to be a valued and respected recruitment partner. They possess strong values of fairness and accountability and strive to maintain their clients’ trust. In remaining transparent and thorough, The Bandish Group have built a reputation for honesty, integrity, and proficiency.

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