

Executive Recruitment for the Life Sciences Industry since 1996
Pharmaceutical • Biotechnology • Medical Device • Diagnostics



We find your best fit, not just any fit.



info@bandishgroup.com
www.bandishgroup.com
800-881-9976

About the Bandish Group

The Company was founded in July of 1996. It was registered in the State of Michigan on April 6, 1998 as an LLC. In May of 2000, the company relocated to the Commonwealth of Pennsylvania.

- ❖ **Our location** is Bucks County, PA which is 35 miles Northeast of the City of Philadelphia.
- ❖ **Our mission** is to provide the highest quality of representation for our clients and candidates alike.
- ❖ **Our strategy** is to conduct a dual prescreen process implementing STAR techniques that allow us to present the top 3 candidates to be considered by your firm within an average of 25 days.
- ❖ **Our success** is rated against our 95% placement ratio, repeat business and referrals from our clients and candidates alike.
- ❖ **Our values** are measured by our personal standards that are built upon an approach hallmarked by professionalism and integrity.

About Jackie Bandish Principal and Founder

- ❖ Founded THE BANDISH GROUP, LLC in 1996
- ❖ Bachelor of Business Administration
- ❖ Master of Science degree in Human Resources
- ❖ Corporate and Agency Experience in HR and Recruiting
- ❖ 27 Years Full Life Cycle Recruiting
- ❖ 23 Years Pharmaceutical, Biotechnology, Medical Device, Diagnostics and Healthcare Recruiting
- ❖ Forte in Relationship Building

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

The Bandish Group Dual Prescreen Process

Account Manager Intake Call with Client

Information Disseminated to Recruiters

Identification Selection Process Started

Candidates Prescreened by Recruiter

Candidate Submitted to Account Manager

Candidate Prescreened by Account Manager

Candidate Submitted to Client

Recruitment Specialty Areas

- Business Development
- Chief Officers
- Clinical Operations
- Clinical Outsourcing
- Clinical Research and Development
- Clinical Supplies
- Commercial
- Compliance and Auditing
- Contracts and Proposals
- Corporate Communications
- Diagnostics and Device
- Drug Safety
- GCP QA/QC
- Generics
- Health Economics and Outcomes
- In-Licensing
- Managed Care
- Manufacturing
- Market Access, Pricing and Reimbursement
- Market Research
- Marketing
- Medical Affairs
- Medical Communication
- Medical Directors
- Medical Education
- Medical Field Operations (MSL)
- Medical Information
- Medical Nutrition
- Medical Writing
- Patient Advocacy
- Pharmacovigilance
- Portfolio Management
- Preclinical Development
- Procurement
- Project Management
- Proposal Development
- Regulatory Affairs
- Sales and Account Managers
- Scientific Research
- Specialty Pharmacy
- Supply Chain
- Training and Development

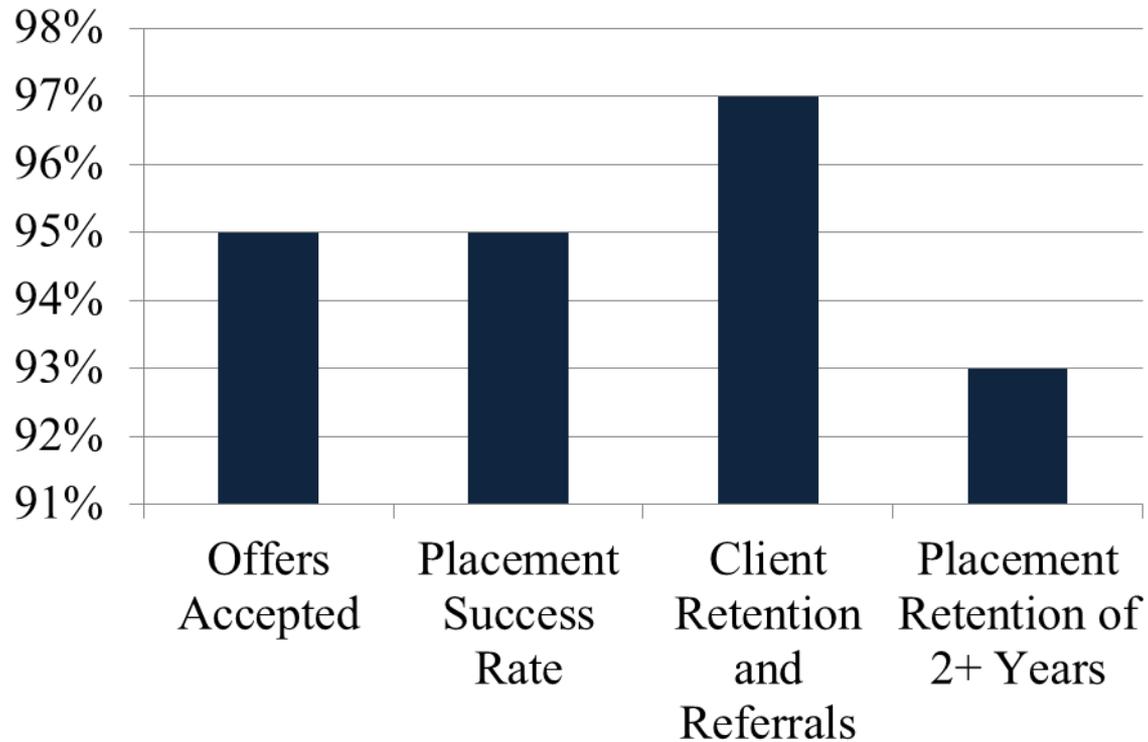
Most Recent Executive Level Placements

- Chief Medical Officer – CMO
- Senior Vice President, Regulatory Affairs and QA
- Vice President, Clinical Operations
- Vice President, Clinical Program Management
- Vice President, Commercial Assessment and Strategy
- Vice President, Commercial Operations
- Vice President, Global Pricing and Reimbursement, HEOR
- Vice President, Investor Relations
- Vice President, Market Access and Reimbursement
- Vice President, Medical Affairs (3)
- Vice President, Patient Advocacy
- Executive Director, Innovative and Adaptive Design
- Head of Clinical Project Management
- Head of Medical Affairs
- Head of Preclinical Development
- Senior Director, Business Development
- Senior Director/Director, Clinical Operations (4)
- Senior Director/Department Head, Data Execution
- Senior Director, Global Scientific Marketing
- Senior Director, Market Access
- Senior Director, National Oncology Account
- Senior Medical Director Clinical Development
- Associate Medical Director
- Global Medical Director SUD
- Safety Medical Director Global
- Medical Director Medical Affairs
- Director, Business Development Sales
- Director, Field East Region
- Director, Hospital Provider Solutions
- Director, Market Access
- Director, Marketing (3)
- Director, Medical Information
- Director, Medical Writing
- Director, Physician Liaison
- Director, Regional MSL
- Director, Reimbursement Specialty Pharmacy
- Director, Target Identification and Validation
- National Oncology Account Director (3)

Most Recent Professional Level Placements

- Associate Director, Business Process
- Associate Director, Clinical Development
- Associate Director, In Vivo Pharmacologist
- Associate Director, Late Stage Clinical Operations
- Associate Director, Marketing Women's Health
- Associate Director, Medical Communications
- Associate Director, Medical Operations
- Associate Director, Medical Writer (2)
- Associate Director, Regulatory Affairs
- Associate Director, Translational Medicine
- Clinical Development Scientist
- Strategic Analytic Lead
- Senior/Medical Science Liaison (11)
- Diagnostic Liaison Manager (20)
- Senior Manager, Clinical Supply
- Senior Manager, Clinical Trial Transparency
- Senior Manager, Medical Information Payer and Formulary
- Senior Manager, Regulatory Submissions
- Manager, Clinical Enrollment
- Manager, Data Management
- Manager, Marketing
- Manager, Medical Information (2)
- Manager, Product Management
- Manager, Regulatory Affairs
- Oncology Nurse Educator
- Senior Business Advisor
- Senior Global Project Manager (3)
- Senior Medical Writer (4)
- Clinical Pharmacology Associate
- Clinical Project Lead (2)
- Clinical Training and Education Specialist
- Account Manager, Managed Care
- Sales Account Manager (2)
- Physical Therapist Clinical Specialist Trainer
- Data Manager (2)
- Senior Drug Safety Associate

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- * 25 Day Average to Present Qualified Applicants
- * 60 Day Average for Offer Acceptance
- * Up to 120 Day Replacement Policy

Why Choose The Bandish Group

- ❖ 100% Woman-Owned Business and Certified (WBENC)
- ❖ OFCCP Compliant
- ❖ **Proven Experience Building and Expanding Teams**
- ❖ Recognized Globally for our Professionalism and Integrity
- ❖ Dedication and Commitment to Your Success

“Our Search is Your Success”

Qualifications

- ❖ The Bandish Group team has a strong competitive advantage with over **68 years** of combined recruiting experience.
- ❖ An important difference between our capabilities and those of our main competitors is “**staying power**”.

Our company has maintained a powerful tenured status within the industry which offers our candidates and clients security knowing we will be there for them. We continue to service our original clients' contracts signed in 1996.

- ❖ A key competitive advantage is our niche recruitment focus.

Since we specialize in the drug industry, we have a significant knowledge base and thorough understanding of the industry, our clients and candidates we represent.

WBENC

WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED 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.

WBENC National WBE Certification was processed and validated by
Women's Business Enterprise Council - PA, DE, sNJ, a WBENC Regional Partner
Organization.

Certification Granted: June 18, 2002

Expiration Date: June 18, 2019

WBENC National Certification Number: 249382



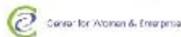
Authorized by Elizabeth M. Walsh, President
Women's Business Enterprise Council - PA, DE, sNJ

WBEC

Women's Business Enterprise Council

PA • DE • sNJ

NAICS: 541612, 561312
UNSPSC: 93141800, 93141802



Client Testimonials

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, Chief Medical Officer

Jackie completely understood the role I was hiring for, and the capabilities I needed in that role. She produced a quality set of candidates that impressed not only me but all members of the executive staff. We were forced with the difficult task of choosing between several quality finalists. Jackie also played an important role in closing the deal / offer with the candidate we selected. I couldn't have been more satisfied with this search. – Rob B, Chief Executive Officer

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, Human Resources

I had the pleasure of working with Jackie on a recent high-level recruitment assignment. Jackie was professional, efficient, highly personable and leveraged her extensive network to produce the very best candidates. When it comes to achieving a specific and specialized result in a search for talent that can impact the course of a company's future, Jackie should be at the top of your list. I would recommend Jackie without hesitation. – Peter K, Executive Vice President, Marketing and Technology

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, Chief Medical Officer

Candidate Testimonial

I've been in Pharma for about a decade and interacted with several recruiters and Jackie is among the very best I've known. She is professional yet personable, motivated, well-organized, and most importantly: transparent! At every step of the way in my last job change I knew what was happening and what to expect next. She delivered strong results during contract negotiations and followed through once I was hired. I am happy to give her the highest possible recommendation. – Raymond M, Vice President, Medical Affairs

*What a pleasure it was to have Janene Cleary working with me through the recruitment process. Janene's guidance and experience enabled me to write a better resume. She coached me through many interviews, always staying positive and encouraging. She explained what to expect during the process and was always available if I had questions or concerns. I honestly felt Janine was looking out for me and my best interests. I'm very thankful our paths crossed as I would not have the position I have today.
— Leanne S, Oncology Diagnostic Manager*

It is my pleasure to recommend Donna Gross. Her tenured professionalism was a great benefit to me during my recent candidate interview process. I have worked with several recruiters throughout my career as both a candidate and as a hiring manager. Donna is one of the few recruiters who truly had my best interests at the forefront of all of our interactions. She was always informative and clearly laid out detailed next steps and what the expectations were with the hiring team. Her attention to detail, responsiveness and coaching helped me best prepare and align my strengths with the position. I couldn't be happier, and I thank Donna for all her support and coaching along the way. I would highly recommend Donna as an exemplary talent recruitment partner. – Cindy R, National Account Director

*I recently had the opportunity to work with Jackie and found her focus, responsiveness, attention to detail, and desire to find the "right fit" a core strength. Jackie has the ability to anticipate potential situations before they occur then works to find mutually beneficial solutions. I would highly recommend Jackie and her team to anyone interested in career transition. A pleasure to work with.
– Bill R, Senior Director, US Market Access and Reimbursement*

Our Replacement Policy

We will partner with you in a strategic alliance. We guarantee our relentless efforts to find your best fit. Each and every candidate that learns about your Firm from our Team will represent your Company with Respect, Honesty and Integrity.



We offer both exclusive and retained contracts tailored to meet your business needs. We stand behind each of our searches offering a replacement policy tailored to each search.

Contact Us

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**Thank you for allowing us the
opportunity to present to you**

our
SEARCH
is your
SUCCESS

The
Bandish
Group, LLC

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