

“Dedicated to Helping Others

Jackie Bandish, Head of Life Sciences Recruiting at The Bandish Group, LLC, is the creative force behind the company's recruitment strategies and services that have been implemented in identifying the top talent in the industry. Her team provides a professional yet personal approach. In 1996, Jackie did not set out to start a business. It was a time in her personal life of survival. Now, entering her 27th year in business, The Bandish Group has become a trusted partner in the life sciences industry. Through her journey of life, she has learned a lot of life lessons and now dedicates her time towards helping others. Her values, morals and ethics are the backbone of her success. She is open, honest, passionate, and transparent. She is known in her industry as a trustworthy confidant and partner for both candidates and clients. This is not her 'job' but her passion. Jackie says, "In these past 26 years, I have never felt like I was going to work but rather going to make a difference in the lives of others."

Biggest Achievement of your Organization

For Jackie, it is being surrounded by an amazing, dedicated, trusted, and collaborative team who takes pride in providing a personal approach to both candidates and clients alike. "They share my same values, morals, and ethics of treating everyone with respect and they stand behind our commitment of finding 'the best fit and not just any fit.'"

The team works hard to understand their client's pain points and customizes their services to meet the needs of each client. "It is a true partnership." Jackie stressed that she and her team represent individuals, not pieces of paper. They are about open and honest lines of communication and provide feedback from client to candidate and vice versa. This goes back to her values, morals, and ethics of treating others with respect.

The Bandish Group has a unique hybrid model. They are not a contingent firm, but a boutique life sciences executive search firm. They provide exclusive retained recruitment services that are effective and cost-efficient for their clients. The firm specializes in recruiting in the Pharmaceutical, Biotech, Diagnostics, Medical Device, CDMOs, Life Sciences Construction, Artificial Intelligence (AI), and Digital Healthcare industries. The company is headquartered in the Greater Philadelphia region and provides nationwide executive life sciences recruitment services.

Inspiring and empowering team members into becoming great leaders of tomorrow

As her team's mentor and leader, Jackie encourages continuous education and has an open and safe forum where they can share their personal and professional experiences. "We provide support and inspiration to one other," says Jackie. "We learn the most from others and from each other."

For over 20 years, Jackie has remained an active alumni member being actively engaged in Temple University, Fox School of Business' Mentorship Program. She is also a Certified Get 5 Career Coach.

"I find great pleasure in mentoring our future leaders of tomorrow. Life is a journey. It is not linear. There will be many bumps, twists, and turns along the way, with highs and lows. We all need to support one another and share our experiences so others can grow and learn from ours."

Goals still working towards achieving

I set daily, monthly, and annual goals targeted at being the best version of myself. I find great pride in being a trusted partner and confidant to our clients and candidates alike. My goal is to help our clients succeed by identifying their top talent and by guiding candidates to finding their best career.

How long did it take to find success

"Success is in the eye of the beholder," Jackie says. "My success is a continuous journey. Success for me is looking in the mirror and having that reflection smile back knowing I did the best I could to help others that day."

Jackie Bandish, Head of Life Sciences Recruiting at The Bandish Group, LLC



The Bandish Group is not a contingent firm but rather a boutique life sciences executive search firm. We conduct exclusive searches with a hybrid model of retained services that is both efficient and cost effective to our clients. Our job is to find your best fit, not just any fit and we understand that paying more does not change the candidate landscape. We specialize in the Pharmaceutical, Biotech, Diagnostics, Medical Device, CDMOs, Life Sciences Construction, Artificial Intelligence (AI), and Digital Healthcare industries. We are headquartered in the greater Philadelphia region with satellite offices in Metro Cincinnati, Ohio and Phoenix, Arizona.