



EXECUTIVE & PROFESSIONAL SEARCH

Overview

Our Executive & Professional Search practice is a leader in placing Pharmaceutical, Biotech, Medical Device, Diagnostic, and Health IT executives from director level to the c-suite. Our search strategy is built on the premise that people are much more than just their resumes, and that in addition to their experience, it is their personality, competencies and passions that ensure a great fit. We are intentional to build strong relationships with diverse and accomplished Life Science and Healthcare leaders who have the vision and skillset to create change and move organizations forward.

Solving business challenges with the right people, isn't plug and play. What differentiates TSP from other firms is our intention to prioritize interpersonal connection and identify candidates with the competencies that are going to lead to success.

While many search firms have access to great candidates, we work hard to create meaningful and lasting relationships, and treat every candidate with intention. It's why organizations like to work with us - we value your most important asset: your people.

How We Work

Our team follows a comprehensive and proven process that ensures that the best talent has been identified for your position. We see every project to its successful completion. Our search team works on a retained basis so we can dedicate the time and resources required to ensure a quality result. Retained search exemplifies a commitment from our organization, and yours, and lets talent know that you highly value this position.

As a boutique firm, we also have the flexibility to create win-win solutions and find creative ways to work with our partners. Solutions can involve non-traditional fee schedules or a container approach for bundled projects. If two parties want to work together, they find a way—so let's talk!

Who We Work With

Our work is focused completely within the Life Science and Healthcare industry. We represent all aspects of the sectors that lie within it. This includes emerging Biotech, large and small Pharmaceutical, Medical Device, Diagnostic, Private Equity and Venture Capital firms, Health IT, and more. We deliver as a boutique firm with the power of nearly 30,000 Syneos Health employees, and the relationships behind them.

Our Footprint

TSP is headquartered in Columbus, Ohio with locations in many other states. We work globally across the United States, Canada, Europe, and Japan. The majority of our employees live and operate in or near the client countries they support.



Impact Through Talent & Leadership Consulting

We dive deep into science to learn the personalities, motivations, and competencies of our candidates in partnership with our Talent & Leadership Consulting practice. Led by a team of Industrial Organizational Psychologists and Certified Executive Coaches, we offer customized and thoughtful solutions that empower candidates, employees and organizations to make better decisions around talent and growth. As part of the search process, we recommend Executive Assessment and Onboarding Coaching to help in the selection and support the success of each critical hire.

A Glimpse Into Our Experience

We have been entrusted to find the best executive level talent for our clients for the following positions and many more:

Clinical

- Clinical Search Experience
- Chief Medical Officer
- VP, Medical Director
- VP, Medical Affairs
- VP, Clinical Development
- Exec. Medical Director, Oncology
- Director, Medical Affairs
- Director, Clinical Development
- Therapeutic Head, Respiratory
- Therapeutic Head, GIGU
- Medical Science Liaisons
- Clinical Operations

Commercial

- Chief Commercial Officer
- EVP, Business Development
- SVP, Sales Teams
- SVP, Sales and Marketing
- SVP, Business Development
- VP, Marketing
- VP, Business Development
- VP, Sales
- VP, Market Access
- Sr. Director, Commercial Operations
- Director, National Accounts

Marketing

- Chief Commercial Officer
- SVP, Global Marketing Head
- SVP, Sales and Marketing
- VP, Marketing
- VP, Commercial Strategy
- VP, Franchise Head
- Sr. Director, Global Marketing
- Executive Director, Marketing
- Director, Omni-channel Marketing
- Director, Rare Disease Marketing
- Associate Director, Commercial Effectiveness

Manufacturing

- VP, Biologics Manufacturing
- Sr. Director, Quality Assurance
- Director, Clinical Manufacturing
- Director, Engineering
- Director, Technology Transfer
- Sr. Manager, Supply Chain

Regulatory Affairs

- Chief Regulatory Officer
- Executive Director
- Director, Oncology
- Assistant Director
- Manager, Submissions

EXPERIENCE THE POWER OF PERSONAL