



# EXECUTIVE SEARCH

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<https://www.tsptalent.com>

## Overview

Our Executive Search practice is a leader in placing Life Sciences 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 industry leaders who have the vision and skillset to create change and move organizations forward.

What differentiates TSP from other firms isn't just one thing. It's our collective years in the industry, unique experiences, and that many of our experts have sat in your shoes. This enables us to creatively and flexibly meet you where you are and customize the solution your business requires. 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 Life Sciences and Healthcare. We represent all aspects of the sectors that lie within it. This includes emerging Biotech, large and small Pharmaceutical, Medical Device, Diagnostic, Private Equity, Venture Capital, Health IT, and more. We deliver as life sciences talent experts with the power of nearly 30,000 Syneos Health employees, and the relationships behind them.

### Proven Success The Last 5 Years:

Average time to fill **58 days**

Executive searches completed in last 5 years **300+**

Focus on diversity **> 50% of hires female or ethnically diverse**

Average experience of our search team **14 years**

### Our Footprint

TSP is headquartered in Columbus, Ohio with additional locations across the United States. We also work globally with locations in Canada, Europe, and Japan. The majority of our employees live and operate in or near the geographies 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:

#### Executive/Other

- Chief Executive Officer
- Chief Operating Officer
- Chief Business Officer
- Chief Human Resource Officer
- Chief Financial Officer
- Vice President, Talent Acquisition
- Vice President, Human Resources
- Vice President, Finance
- Sr. Director, Investor Relations

#### Medical/Clinical

- Chief Medical Officer
- Vice President, Therapeutic Head
- Executive Medical Director
- Senior Director, HEOR
- Vice President, Medical Director
- Vice President, Medical Affairs
- Vice President, Clinical Development
- Vice President, Clinical Operations
- Director, Medical Affairs
- Director, Clinical Development
- Medical Science Liaison / Director
- Vice President, Regulatory Affairs

#### Commercial

- Chief Commercial Officer
- President / General Manager
- Vice President, Business Development
- Vice President, Marketing
- Sr. Director, Brand Management
- Sr. Vice President, Sales and Marketing
- Vice President, Sales
- Sr. Director, Commercial Analytics
- Director, National Accounts
- Vice President, Market Access
- Vice President, Commercial Operations
- Sr. Director, Digital Marketing

#### Research & Manufacturing

- Vice President, Biologics Manufacturing
- Vice President, Program/Asset Management
- Vice President, Research
- Sr. Director, Quality Control
- Director, Clinical Manufacturing
- Director, Engineering
- Director, Technology Transfer
- Sr. Director, Supply Chain
- Sr, Director, CMC
- Vice President, Quality Assurance