

# ABOUT CERCA



# LETTER FROM THE CEO

## Scott Rivers

Chief Executive Officer

“

To help you build the perfect team we start by sitting down with you to understand the role(s) you need to fill. But we don't just look at the job requirements. We will talk about how the new hire will fit into the organization and help to achieve your business goals. Sometimes the best candidates are a good fit in ways that aren't immediately obvious. It's not just about checking all the boxes. It's about finding the person that will add value in places that others have not, in order to take your company to the next level.

”



# ABOUT CERCA TALENT

## WELCOME TO OUR COMPANY

CERCA Talent is a full-service Talent Agency with strategic focus in the areas of Life Sciences, Diagnostics, Life Science Tools, Research, Medical Devices, Animal Health and Health Technology.

Our clients choose to work with CERCA because of our deep understanding of the technical industries that we serve. They continue to work with us based on the quality of talent that our team delivers.

**Finding top talent in today's market is not easy, but finding the talent is only the beginning. That's why it's imperative to work with an agency that can actually attract and retain that talent for your company. That's where our ability to tell your story comes in... we are great at telling your story.**

## 20 YEARS OF EXPERIENCE

Cerca Talent+ redefines workforce strategy with a suite of solutions encompassing Executive Search, Retained Search, Contingent Workforce, Employee Engagement, and Employment Branding. Our commitment to excellence elevates our full-service Talent firm, fostering unparalleled partnerships beyond the conventional search and talent management paradigms.



### EXPERIENCE

Since 2005, CERCA's leadership has steered sales, marketing, and recruiting with unparalleled expertise, particularly within oncology and diagnostics businesses. Our proficiency is not just a facet of our operation; it's the core of our genetic makeup—ingrained and instinctive.



### SERVICE

At CERCA Talent+, we offer unparalleled service by concentrating on our areas of expertise. Our in-depth knowledge of specific industries allows us to understand every aspect of the businesses we serve, from corporate culture to individual aspirations. This specialized approach ensures we provide matches that are not just fitting but transformative.



### ADVANTAGES

Our clients value our rapid assimilation of their technological edge, cultural ethos, and talent branding—key factors contributing to our exceptional client retention rate of over 95% annually. Choose a partner capable of engaging meaningfully with your talent and aligning with your business objectives.

# DRIVING GROWTH IN LIFE SCIENCES, DIAGNOSTICS, AND MEDTECH

Cerca Talent stands as a vanguard full-service Executive Search Firm, dedicated to masterful talent acquisition within the Life Sciences, Diagnostics, Biotech, and MedTech arenas. Our two-decade legacy has cultivated a robust network and pivotal relationships, empowering us to deliver unparalleled recruitment solutions. Our industry acumen and extensive contacts enable us to expedite the fulfillment of pivotal roles with precision and agility.

## OUR EXPERTISE

Our specialization lies in bridging the gap between your company and the industry's finest talent, fortified by our profound grasp of your sector's evolving landscape. This insight positions us to pinpoint professionals who will not just fill a role, but propel your business forward. Collaborating with Cerca Talent translates into significant savings in time and resources, thereby amplifying your focus on critical business functions.

## HELPING YOUR COMPANY THRIVE

As we navigate the competitive terrain from 2024 to 2025, companies confront the imperative of ceaseless innovation. In an industry propelled by scientific ingenuity and breakthroughs, maintaining a vanguard position necessitates the acquisition of elite scientific minds dedicated to advancing organizational innovation.

Concurrently, the escalation of regulatory demands presents a formidable challenge. The stringent oversight governing our industry calls for a mastery of compliance intricacies to uphold product safety and efficacy. This complex regulatory matrix demands a caliber of expertise that is scarce, underscoring the necessity for a partner adept in sourcing such specialized talent.

We specialize in connecting companies like yours with the best talent available and have a deep understanding of your industry and its trends, which allows us to identify individuals who can make a meaningful impact on your business. By partnering with Cerca Talent, companies save valuable time and resources in the recruitment process, enabling more to focus on the core business operations.



# UNDERSTANDING THE CHALLENGES IN THE COMPETITIVE LANDSCAPE

Companies are facing numerous challenges in the competitive landscape of 2024 into 2025. One of the key challenges is the constant need for innovation. The industry is driven by scientific advancements and breakthroughs, and companies must stay at the forefront of these developments to remain competitive. This requires attracting and retaining top scientific talent who can drive innovation within the organization.

Another challenge likely faced by your company is the increasing regulatory burden. The industry is heavily regulated, and companies must comply with various rules and regulations to ensure the safety and efficacy of their products. Navigating through this complex regulatory landscape requires specialized knowledge and expertise, which can be difficult for companies to find on their own.

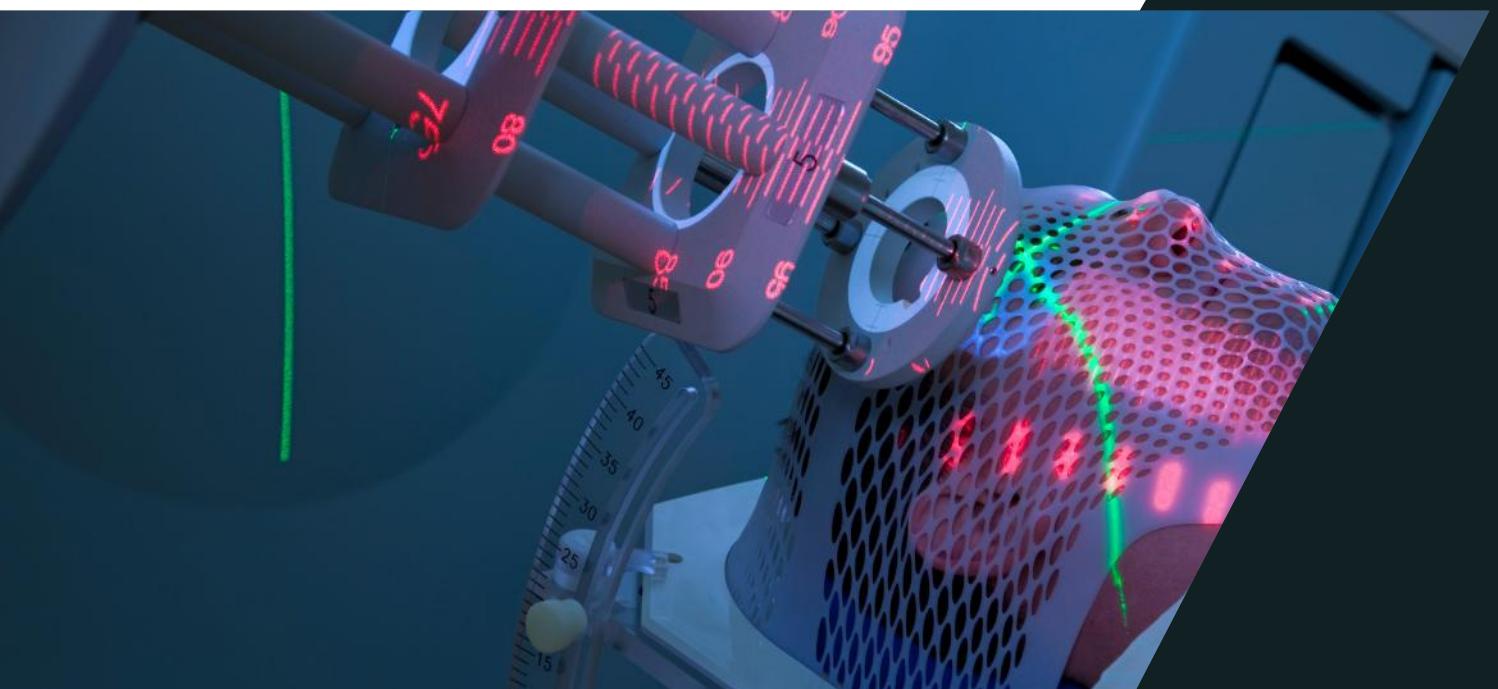


# HELPING YOU NAVIGATE THE COMPETITIVE LANDSCAPE

**We are a trusted partner for life sciences companies looking to navigate the competitive landscape. We have a deep understanding of the industry and the challenges it faces, which allows us to provide tailored solutions to our clients. We work closely with our clients to understand their specific needs and requirements, and then leverage our extensive network and industry expertise to identify and attract top talent.**

At the heart of our approach is a meticulous recruitment methodology, where a candidate's skills, experience, and professional credentials are evaluated with exacting standards. This discerning selection process guarantees the introduction of only the elite to our clients, thus streamlining their hiring journey.

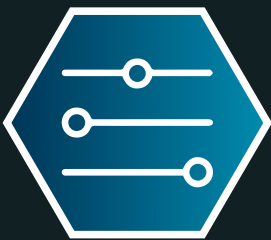
Beyond the initial placement, our commitment extends to persistent support and advisement. We recognize that the true measure of success lies beyond acquisition; it's in the seamless incorporation of talent into our clients' operations. Cerca Talent ensures that each new team member's transition is as strategic as their selection.





# EXCLUSIVE ADVANTAGES THE PRIVILEGE OF PARTNERSHIP WITH CERCA TALENT

Partnering with Cerca Talent for recruitment in the life sciences industry offers numerous benefits for companies.



## UNPARALLELED INDUSTRY INSIGHT

Our profound industry acumen equips us to **architect bespoke recruitment solutions** that adeptly address the singular challenges of our clients. With an established history of success, we are adept at securing **elite life sciences talent**, ensuring that our partners attain a formidable competitive advantage.

## INFORMED ENGAGEMENT

By aligning with Cerca Talent, your enterprise **conserves critical time and resources**, as we deftly manage the full spectrum of recruitment activities—from candidate discovery to interview orchestration and offer negotiation. This strategic delegation allows you to **channel your focus** toward pivotal business pursuits, confident in the knowledge that seasoned experts are piloting your talent acquisition.



## ANALYTICS-INFORMED PARTNERSHIP

Our commitment to your success extends well beyond the hiring process. We recognize that a new hire's effectiveness is intricately linked to their congruence with your company's culture. It is with pride that **we maintain close collaboration with our clients**, guaranteeing not just a seamless onboarding but also the flourishing of new talent within your organizational fabric.





# RESULTS



**This new hire made a significant impact on the company's research and development efforts, leading to the successful development of a breakthrough diagnostic product.**

Another success story involves a healthtech company that was looking to expand their sales team. The company was facing challenges in finding individuals with the right combination of sales experience and industry knowledge. We were able to leverage our extensive network and industry expertise to identify and attract top sales talent for the company.

**The Result: a significant increase in sales and revenue for the company, and they were able to establish themselves as a leader in the healthtech industry.**

## THE IMPORTANCE OF SPECIALIZED RECRUITMENT

Specialized recruitment is particularly important in our highly technical industries. Our sectors require individuals with a unique combination of scientific knowledge and business acumen. Finding individuals with this skill set can be challenging, especially in a highly competitive landscape.

We have a proven track record of success in placing top talent in these technical industries and help companies find individuals who can make a meaningful impact on their business.



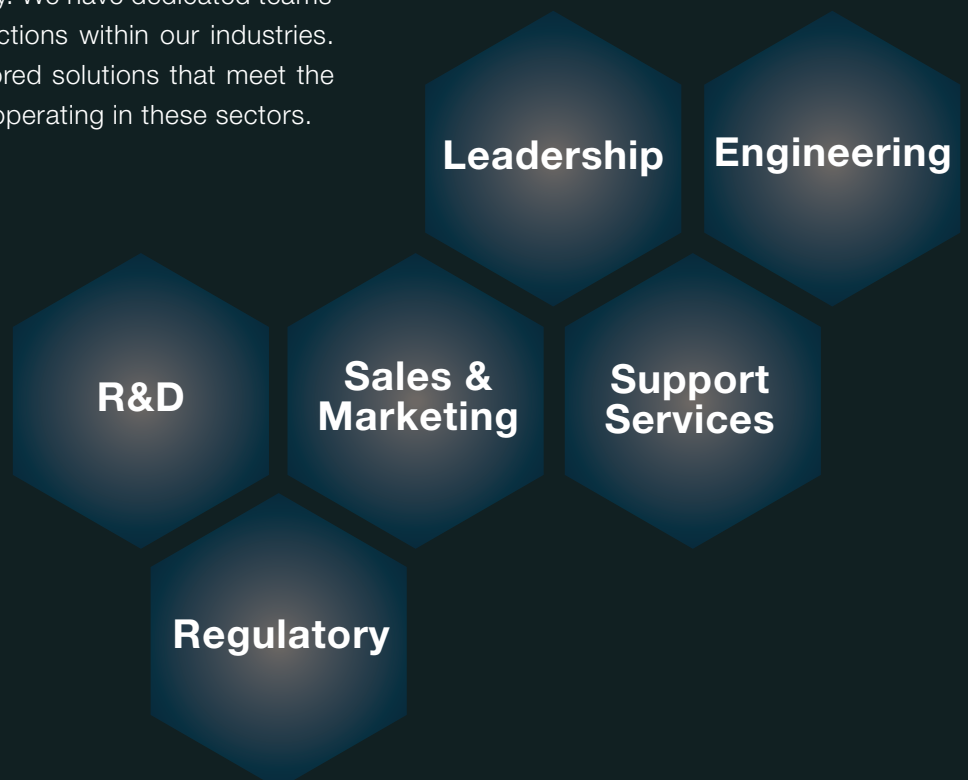
# SETTING THE STANDARD

At Cerca Talent, we lead the life sciences recruitment field with a steadfast commitment to superior quality and ongoing innovation. Our strategy is informed by an acute awareness of the latest industry trends, ensuring that our services are not just current but ahead of the curve. By embracing advanced recruitment technologies and methodologies, we've made our processes more streamlined and effective. This dedication to progress means our clients benefit from a recruitment partner that not only understands the present market but anticipates its future, giving them privileged access to the finest talent available.

## SERVICES OFFERED

We offer a range of services for companies in our industries. These include executive search, talent acquisition, and recruitment process outsourcing. Our executive search services are designed for senior-level positions, where finding the right candidate is critical for the success of the organization. Our talent acquisition services focus on identifying and attracting top talent for mid-level positions, while their recruitment process outsourcing services handle the entire recruitment process from start to finish.

Additionally, we offer specialized services for different areas within the life sciences industry. We have dedicated teams that focus on the various functions within our industries. This allows us to provide tailored solutions that meet the specific needs of companies operating in these sectors.





## WHY CHOOSE CERCA TALENT FOR ANIMAL HEALTH?



### INDUSTRY INSIGHT

Our deep-rooted knowledge of the animal health sector enables us to identify and understand the nuances that make each role unique.



### TAILORED SEARCHES

Each search is tailor-made to match your specific needs, ensuring you find the right talent that aligns with your organizational values and goals.



### GLOBAL NETWORK

With an expansive network of industry professionals, we connect you with the brightest minds shaping the future of animal health.

Embark on a journey with us, and let's together ensure the health and well-being of our beloved animals.

# FOCUS AREAS OF CERCA TALENT



## LIFE SCIENCES

With a deep understanding of key sub sectors such as Life Science Tool, Cell and Gene Therapy, Clinical Research, and Clinical Development/ Manufacturing, we possess the necessary insights to match the right talent with the specific needs of our clients. This expertise sets Cerca Talent apart from other executive search firms.



## DIAGNOSTICS

In the field of Diagnostics, Cerca Talent stands out as a true industry expert. We have a firm grasp on the complexities and advancements within this sector, allowing us to identify individuals with the specialized knowledge and skills required for roles in Diagnostic organizations.



## BIOTECH

Biotech plays a critical role in the advancement of healthcare and the life sciences. Our understanding of the unique demands of this sector, and our extensive network enables us to connect with top talent possessing the innovative mindset necessary to drive growth in the industry.



## HEALTHTECH

As the healthcare industry continues to evolve, the demand for professionals in HealthTech has soared. Our understanding of the HealthTech landscape, coupled with our strong network, allows us to identify individuals who can make a meaningful impact in this rapidly expanding field.



## ANIMAL HEALTH

Our extensive expertise in the Life Sciences, Diagnostics, and Healthtech translates seamlessly into the dynamic world of Animal Health. With tailor-made searches across an expansive global network, we connect you with the innovative minds paving the way to the future of the Animal Health sector.



## MEDICAL DEVICE

With an intimate understanding of the dental landscape and an extensive database of dental professionals, Cerca Talent connects you with the trailblazers of the Medical Device industry. We look beyond the resume to discover cultural and technical fits that lead to transformative enduring partnerships.

# THE CERCA TALENT ADVANTAGE

When working with us, our clients benefit from a range of advantages that set us apart from other executive search firms. These advantages include:

## DEEP UNDERSTANDING OF INDUSTRIES

OUR TEAM POSSESSES A PROFOUND KNOWLEDGE OF THE LIFE SCIENCES, DIAGNOSTICS, BIOTECH, AND HEALTHTECH SECTORS. THIS EXPERTISE ALLOWS US TO PROVIDE EXCEPTIONAL SERVICE TO CLIENTS GLOBALLY.

WITH OVER 20 YEARS OF EXPERIENCE, WE HAVE BUILT SIGNIFICANT RELATIONSHIPS WITHIN THE INDUSTRIES THEY SERVE. THEIR VAST NETWORK ENABLES US TO CONNECT WITH TOP TALENT QUICKLY AND EFFICIENTLY.

## EXTENSIVE NETWORK

## TAILORED SOLUTIONS

WE TAKE THE TIME TO UNDERSTAND EACH CLIENT'S UNIQUE NEEDS AND REQUIREMENTS. BY DOING SO, WE PROVIDE PERSONALIZED AND EFFECTIVE RECRUITMENT SOLUTIONS THAT ALIGN WITH THE ORGANIZATION'S GOALS.

OUR HIGHLY EXPERIENCED AND DEDICATED TEAM IS COMMITTED TO DELIVERING THE HIGHEST QUALITY SERVICE TO OUR CLIENTS. WE TAKE THE TIME TO GET TO KNOW EACH CLIENT AND THEIR SPECIFIC NEEDS, ENSURING THAT THE TALENT WE SECURE IS THE RIGHT FIT FOR THE ORGANIZATION.

## COMMITMENT TO QUALITY

## GLOBAL REACH

OUR SERVICES ARE NOT LIMITED TO A SPECIFIC GEOGRAPHIC REGION. OUR EXTENSIVE NETWORK AND EXPERTISE ALLOW US TO PROVIDE RECRUITMENT SOLUTIONS TO CLIENTS AROUND THE WORLD.

Cerca Talent is a trusted and reliable partner for companies seeking top talent in the Life Sciences, Diagnostics, Biotech, and HealthTech industries. Our deep understanding of these sectors, extensive network, and commitment to quality make us the go-to choice for organizations looking to fill critical roles with exceptional candidates. With us, companies can drive growth and success by acquiring the right talent to meet their specific needs.

In the highly competitive landscape of the life sciences industry, companies need every advantage they can get to thrive. Partnering with a specialized recruiting firm like Cerca Talent can make all the difference. Our deep understanding of the industry and its unique challenges, can help companies navigate the competitive landscape with ease. Through our rigorous recruitment process, extensive network, and industry expertise, we identify and attract the top talent that can drive innovation and success for life sciences companies. Whether it's in the field of diagnostics, healthtech, biotech, or any other area within the life sciences industry, Cerca Talent is the partner of choice for companies looking to achieve success in this competitive landscape.





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