



Assessment Tool

Selecting an Executive Search Firm
in the Life Sciences Industry



Selecting a Search Firm

Assessment Tool



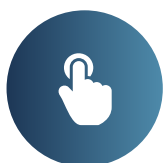
Selecting an executive search firm through a methodical, quantitative approach can ensure you select the right partner for your required appointment. These partnerships can provide your organisation with much greater value in the longer term, if formed on the right terms.

CRITERIA TO ASSESS



Criteria	Understanding
Industry Expertise	Ensure the firm has a deep understanding of the life sciences industry, including the specific challenges and opportunities within your sector, whether it's pharmaceuticals, biotechnology, medical devices, or diagnostics. The firm should have a history of working with similar companies and a proven track record of successful placements in senior roles within these areas.
Specialized Network	The right firm should have an extensive network of contacts within the life sciences field, including access to passive candidates who are not actively seeking new roles but may be ideal fits for your organization. A robust network allows the firm to reach top-tier talent that might otherwise be inaccessible.
Customized Approach	Look for a firm that offers a tailored search process that aligns with your company's unique needs and culture. A one-size-fits-all approach is less likely to yield the best results. The firm should take the time to understand your company's strategic goals, culture, and specific requirements for the role.
Global Reach	In today's globalized market, having access to international talent is increasingly important. If your company operates across borders or plans to expand internationally, select a firm with a global presence and the ability to conduct cross-border searches.
Confidentiality and Discretion	Given the competitive nature of the life sciences industry, confidentiality during the recruitment process is paramount. Ensure the firm has a strong track record of managing sensitive searches discreetly and maintaining the confidentiality of both the client and the candidates.

Cerca Talent is your strategic talent partner in the Life Sciences Industries



**Targeted
Headhunting**



**Full Service
Support**



**Dynamic
Recruiting**

QUESTIONS TO ASK



By asking a fixed set of questions and rating the answer out of 10 it is possible to create a more objective, quantitative approach to selecting an executive search firm.

Questions	Firm Name 1	Firm Name 2	Firm Name 3	Firm Name 4
What is your experience in the life sciences sector? Ask for specific examples of similar roles they have filled and the types of companies they have worked with.	/10	/10	/10	/10
How do you tailor your search process to meet our specific needs? Understand how they plan to customize their approach based on your company's unique requirements and challenges.	/10	/10	/10	/10
What is your strategy for identifying and engaging passive candidates? Determine their methods for reaching candidates who are not actively looking for new roles but might be ideal for your position.	/10	/10	/10	/10
Can you provide references or case studies from past clients in the life sciences industry? Requesting references or case studies can give you insights into their success rates and how they handle the recruitment process.	/10	/10	/10	/10
How do you ensure confidentiality throughout the search process? It's important to know the firm's protocols for maintaining discretion, especially if you're filling a high-profile position.	/10	/10	/10	/10
What is your success rate for placements, and how do you measure this? Understanding their metrics for success, such as placement retention rates and client satisfaction, will help you gauge their effectiveness.	/10	/10	/10	/10

Assessment Tool

Selecting an Executive Search Firm
in the Life Sciences Industry

Should you wish to discuss how we are able to offer support around your key leadership requirements, and also help you attract the top-performing talent across the sector, please drop me a confidential message to:

srivers@cercatalent.com

I look forward to speaking with you.

Scott Rivers

Founder & Managing Partner, Cerca Talent

T. 201.594.2100

E. info@cercatalent.com

296 Kinderkamack
Road, Suite 205
Oradell, NJ 07649

www.cercatalent.com

