

# Building innovative leadership teams in life sciences



prestige  
scientific

## About us

Prestige Scientific is an executive search firm that builds innovative leadership teams in Life Sciences, from Discovery through Commercial. We provide our clients with a performance-based hiring system that identifies leaders with past success meeting similar corporate objectives as their own, while overcoming challenges and adhering to critical timelines. Since our founding in 2001, our search results have led to the landing of critical rounds of funding, the discovery of unmet medical needs, successful regulatory pathway design, merger and acquisition due diligence, executing successful exit strategy, and building successful commercial teams around a marketed product.

- Member of the Sanford Rose Associates network of offices specializing in retained search for executives & management.
- Named Top 20 Executive Search firms by the Boston Business Journal.
- On average our searches are completed in 59 days, with the eventual hire presented by the 9th day.

## We believe in

- Making an impact
- Helping others
- Teamwork
- Having Fun
- Giving Back



# Locations

## Massachusetts Office - Milford, MA

Centrally located near multiple main highway routes and shopping centers. Only a few minutes away from cozy New England suburban towns with great school systems, a lot of outdoor activities, and an affordable cost of living.

- 45 min south of Boston and North of Providence, RI
- Much lower traffic area and an easier commute
- Close to restaurants and shopping

## North Carolina Office - Wilmington, NC

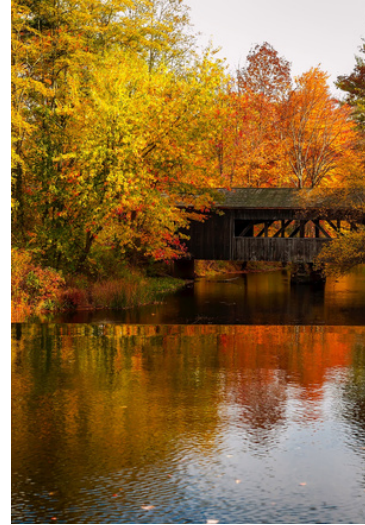
Located in a beautiful oceanfront town with nice shops, good food, and wonderful weather. Office is located minutes from the beach, parks, gardens, shops and more.

- Excellent location for active lifestyles
- 3 miles from Wrightsville Beach vacation area
- 1/2 mile from Mayfaire outdoor shopping area

## Pennsylvania Office - Philadelphia, PA

Philadelphia is rapidly becoming one of the nation's top life science markets and leading biotech research hubs. Office is located outside the heart of Fishtown, walking distance from food, bars, and more.

- Excellent location for nightlife - options for everyone
- Diverse culture and neighborhoods
- Outdoor friendly and a very "green" city



# Career growth program

## Managing Directors & Co-Founders

- Managing Partner
- Senior Partner
- Partner
- Principal (Associate Partner)
- Director
- Senior Associate
- Associate
- Head of Research & Project Management
- Manager, Project Specialist
- Senior Project Specialist
- Project Specialist

Partner program begins with cash-in equaling \$400,000+ in a calendar year and employees must consistently demonstrate vision, values, competencies, and behaviors necessary to be a leader in the organization.

Senior Partners are selected by the Founding Partners. For selection, employees must consistently demonstrate revenue growth and influence growth across the organization as well as demonstrate leadership and mentorship across the organization.

To be considered for Managing Partner, employees must be selected by the Founding Partners. They will have demonstrated ability to grow the business across all practices. They will have the ability to drive significant revenue growth and drive organizational change and innovation. They will have independently developed processes and SOPs and independently mentored staff.

# Why Prestige Scientific?

## Long-term career path

- Growing industry with significant funding
- Partnership program with profit sharing
- Generous pay structure that includes industry high commission percentages
- Great benefits (Health/Dental, 401k, 529 College Savings, and more)
- Practice Leader Management Compensation Plan - for those that want to build a team around a practice area

## 401k plan

- Available after one year of employment
- Company matches 100% of deferral up to 3% of compensation plus 50% of deferral up to 5% of compensation

## Health insurance

- BlueCross BlueShield Medical and Prescription coverage
- BlueCross BlueShield Dental

## Culture

- An environment where hard work is recognized and richly rewarded
- Team of high impact individuals
- Culture of improvement, growth and support
- Flexible hours for top performers
- Monthly and yearly contests
- Company vacation trips

### **Sanford Rose Associates**

- Global network of search firms
- Access to support with marketing communications, IT, general counsel, accounting and finance
- Industry leading training programs
- Monthly "mastermind" calls with leaders from other firms to share best practices
- National conferences

### **State-of-the-art Tools**

- The industry's most user friendly CRM database - drag and drop interface, Chrome extension, bulk editing abilities and more
- Tools to find contact info and verify emails
- Outplay - automated outreach sequences for business development

### **Research Support Team**

- Industry leading support team that helps drive sourcing and database management
- Creates professional-grade marketing materials for business development and social media
- Helps organize and execute outreach initiatives across practice areas



## Shawn Friend

Senior Partner

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Recruiting in biotech and working at Prestige Scientific is much more than making a match, it provides a platform to literally change lives. Building relationships with our generation's leaders is critical to battling disease and potentially finding cures. Each team member understands that their contribution goes well beyond the x's and o's.



## Mark Carlson

Partner

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What I like best about my job: there is no other career that gives you the ability to have such powerful impact on two people simultaneously - hiring manager and the candidate. Prestige Scientific gives me the opportunity to rub shoulders with excellence. I have the ability to learn from my colleagues every day and work with a management team that supports me.



## Katie Leath

Director

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I could not be more thrilled that I transitioned into recruiting - and more specifically, Prestige Scientific. I've found a career that caters to the idea of how much you put in is exactly how much you get out. hard work is essential, but a work/life balance is present too. We are constantly learning from each other and encouraging new ideas to better ourselves both at our desks and as a team.





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Visit us on the web:

[www.prestigescientific.com](http://www.prestigescientific.com)





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