



# EXECUTIVE SEARCH

## FOR LIFE SCIENCES & HEALTH TECHNOLOGY

Finding leaders who scale science and technology for impact



Iain Hopper, Founding Partner

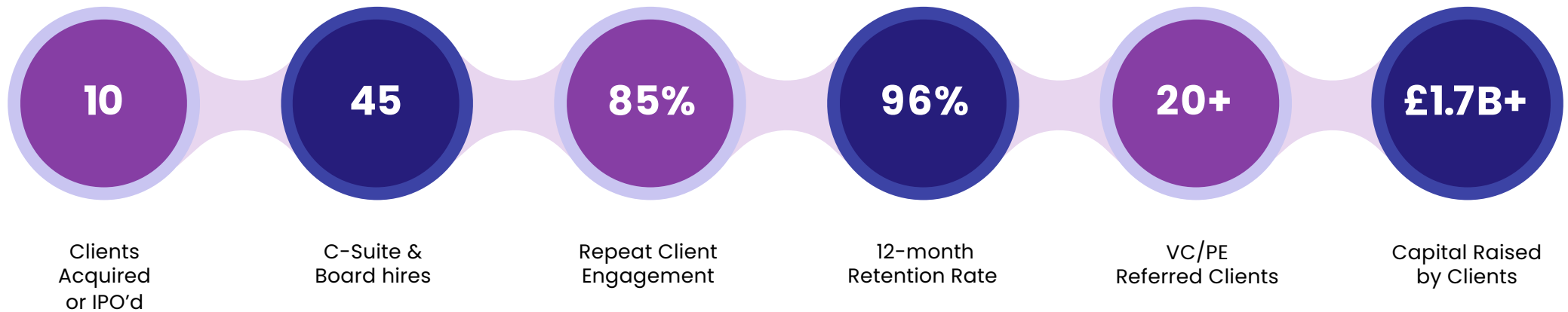


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More than a decade of experience placing Board, C-suite and VP-level leaders in VC/PE backed businesses across Research Tools, HealthTech, Techbio, Pharma Services & Biotech



# WHAT SETS US APART

## Early stage & growth specialists

Exclusive focus on VC-backed start-ups and PE-backed scale-ups, connecting founder-investor boards with scale-up-ready leaders. From talent gaps to culture fit, role clarity to compensation, we streamline hiring with purpose-driven processes, inclusive shortlists, and a curated executive network.

## Single point of contact

One trusted advisor manages both client and candidate communications end-to-end. Zero message drift, streamlined updates and a superior candidate experience.

## Founder-led delivery

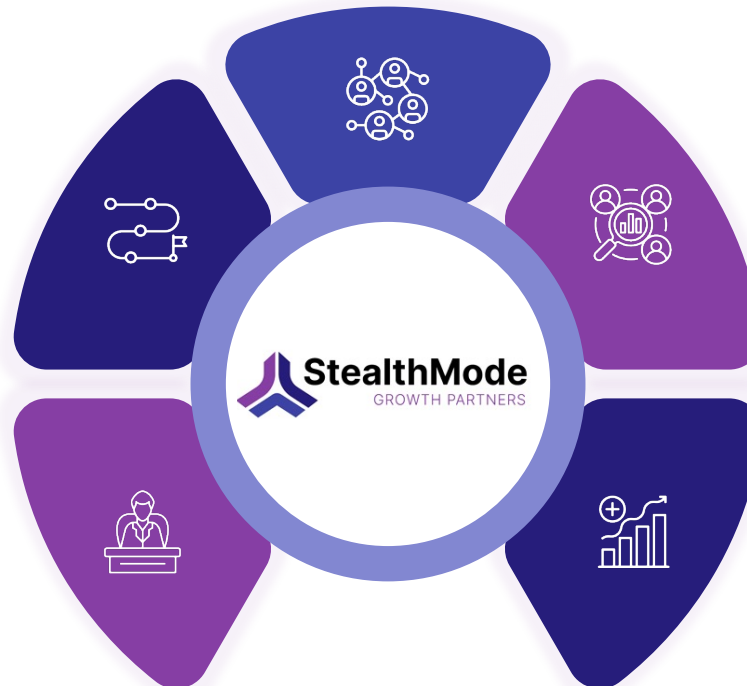
Founding Partner runs every search from brief to placement – no hand-offs to juniors. You get seasoned judgement, faster decisions, and real accountability.

## Unrestricted reach

Keep “off-limits” lists short. Full market coverage including talent your competitors can’t reach

## Beyond hiring

Leverage investor, consultant and service provider network to unlock capital and expertise for accelerated growth.



# CORE SERVICES

One size never fits all. Flexible, tailored services that move with your organisation.



1

## **Stealth Mode** **Retained Search**

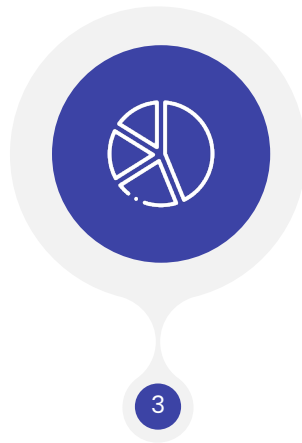
Executive search & market mapping, powered by proprietary research tools and a refined process.



2

## **Stealth Mode** **Agile Retained**

Focused and fast-moving search process with the integrity of high-touch retained search service.



3

## **Stealth Mode** **Fractional Search**

Flexible executive talent solutions, delivering senior leadership on a part-time or interim basis to meet immediate growth and operational needs



4

## **Stealth Mode** **HR Consulting**

Onboarding, policy & procedure buildout, and people strategy advisory delivered by senior-level HR leaders



5

## **Stealth Mode** **Investor Hub**

Access to a curated network of corporate, PE, VC and angel investors matched to your funding thesis



# MEET THE TEAM



## **Iain Hopper, Founding Partner**

Executive search professional with a decade in life sciences & health technology. Proven success partnering with global organisations, PE-backed growth companies, and VC-funded start ups spanning Research Tools & Instruments, HealthTech, TechBio, Pharma Services & Biotech. Extensive track record executing searches across the UK, Europe, USA and APAC.



## **Amy Fossett, Head of Operations**

Seasoned HR & Operations leader with in-house talent acquisition experience. Skilled in creating and implementing scalable systems and procedures to support company growth and operational efficiency – experience in high growth technology, healthcare and services.



# RECENT CLIENTS

 ascend

 CytedHealth

 endomag

 nuclera

 ARCTORIS

 SOPHiA GENETICS

 AXOL

 allcyte:

 GRANT

 CORMICA

 Qureight

 CN-BIO INNOVATIONS

 acurable

 turbine

 STANDARD BIOTOOLS

 VERTUAL

 KaliumHealth

 Axiom HEALTHCARE STRATEGIES

 NILOGEN ONCOSYSTEMS

 Psyomics

 ProAxis

 ieso

 sense

 Biofidelity

 Congenica

 lifebit

 oxehealth

 repositive

 CAMBRIDGE INNOVATION CAPITAL

 ENHANCED GENOMICS

 HEVOLUTION

 VIVAN THERAPEUTICS

 GYROSCOPE A Novartis Company

 healx

 AstraZeneca

 uniQure

 F-star THERAPEUTICS

 GILEAD

 Roche

 astex pharmaceuticals

 Laverock Therapeutics

 Stemline A Menarini Group Company

 IMMUTRIN

 nodthera

 Tropic

 PHOREMOST

 CCDC

 DIOS VAX

 BIOSION Innovation for cures

 WaveBreak

 NoBACZ Healthcare Precision Bandaging

 linneo health

 BLOSSOM GENETICS

 AVIDA GLOBAL

 John Innes Centre

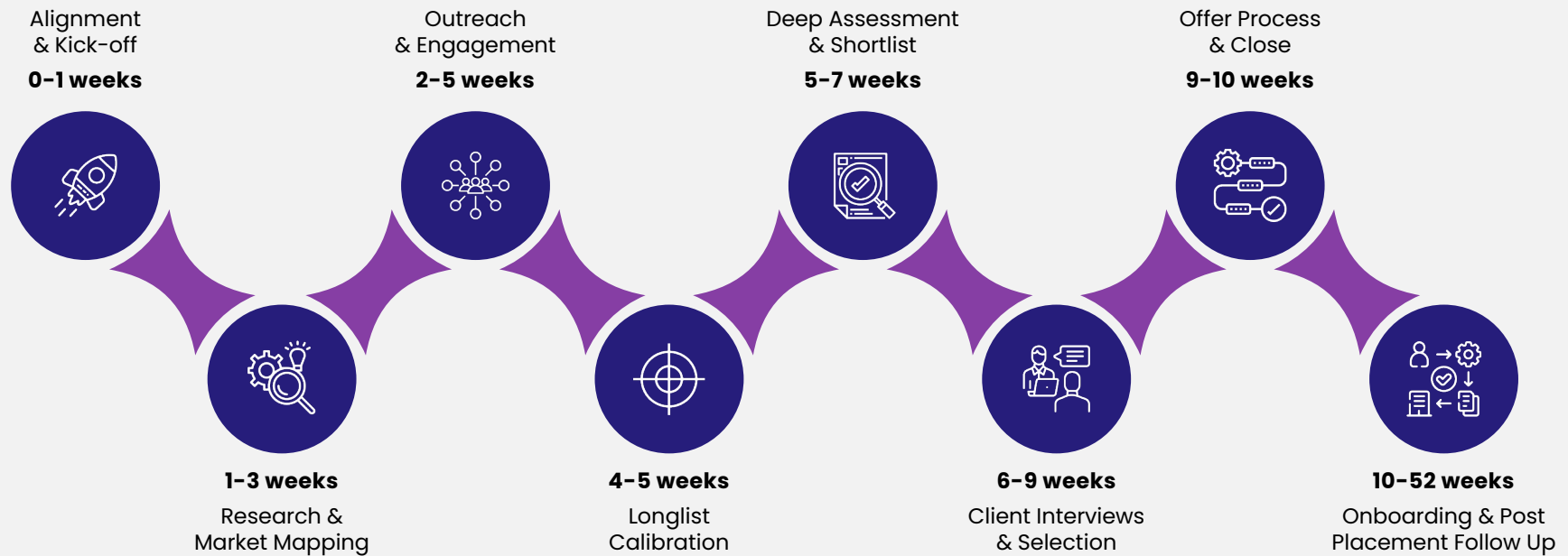
 Quadram Institute Science • Health • Food • Innovation

 STEVENAGE BIOSCIENCE CATALYST

 CAMBRIDGE Enterprise



# PROCESS & TIMELINE



## Typical Duration

10 to 12 weeks from kick-off to accepted offer (varies by role seniority, geography, confidentiality, and market competitiveness). Onboarding follow-up extends to 12 months



## Agile Retained & Fractional Search

Bespoke model tailored to client needs



# COMMERCIAL TERMS

## Total Fee

Pre-agreed percentage of first-year total cash compensation. Equity / long-term incentives excluded unless a cash value is established & agreed in advance.



## Retained Search – Three-stage invoicing

|                               |            |
|-------------------------------|------------|
| Engagement (signed proposal): | <b>30%</b> |
| Shortlist Delivery:           | <b>30%</b> |
| Candidate Written Acceptance: | <b>40%</b> |

## Agile Retained – Two-stage invoicing

|                               |            |
|-------------------------------|------------|
| Engagement (signed proposal): | <b>30%</b> |
| Candidate Written Acceptance: | <b>70%</b> |



## Fractional Search

Fixed monthly fee, based on agreed level of time commitment, and scope

