

Q: Why are you interested in the company, especially in healthcare/medical AI?

“Because I want my work in AI to have a real positive impact on people’s lives. Healthcare is one of the best places where technology can truly help people

Q: What motivates you to join a small, growing team vs. a big established one?

“In a small team, I can take more responsibility, move faster, and directly see the impact of my work.

Q: How long do you see yourself staying?

“I’m looking for a role where I can stay for the long term, ideally several years, and grow together with the company.”

Q: Can you handle the responsibility of building things from scratch?

“Yes, I enjoy creating solutions from zero. It’s challenging, but I like learning fast and taking ownership.”

Q: How do you manage pressure and uncertainty?

“I stay calm, break big problems into small steps, and focus on what can be solved first. That helps me keep moving forward.”

Q: How do you see AI impacting healthcare in the next few years?

“AI will help doctors and patients get faster insights, more personalized treatments, and better prevention. It won’t replace doctors, but it will support them to make better decisions.”

Q: How would you prioritize when resources are limited?

“I’d focus on the things that bring the most value to patients and the business, and keep other tasks simple until more resources are available.”

Q: How do you like to work with cross-cultural teams?

“I enjoy it. Different backgrounds bring new ideas, and I try to keep communication clear and respectful so everyone feels included.”

Q: What kind of work culture helps you do your best?

“A culture that is open, collaborative, and respectful. I do my best when people can share ideas freely and support each other.”

Overview of Ciba Health

- **Mission & Focus:**

Ciba Health is a digital health and virtual care company dedicated to **preventing and reversing chronic diseases**, such as type 2 diabetes, obesity, autoimmune conditions, and metabolic disorders. They use a **root-cause**, whole-person approach that combines AI-powered care navigation, personalized clinical teams, lifestyle medicine, and remote monitoring. [Ciba Health+1](#)

- **Core Services / Platform:**

- **AI-powered virtual chronic care model** with predictive analytics and dynamic escalation.
- Virtual care teams that include board-certified physicians, registered dietitians, health coaches, and behavioral health professionals.
- Tools for **GLP-1 optimization**, deprescribing pathways, and integrated care with real outcomes. [Ciba Health+1](#)

- **“Thrive” Offering** (launched mid-2024):

A personalized, data-driven **longevity and disease prevention** product.

- Includes **100+ lab tests**, on-demand health education, support via dietitians and health coaches, and continuous monitoring of metabolic markers.
- Priced around **\$499/year**, significantly more accessible than concierge medicine alternatives. [Ciba Health](#)

- **Outcomes & ROI:**

- Validated results show roughly **1.93x return on investment**.
- Achieves **44% reduction in Rx costs**, **85% reduction in GLP-1 utilization**, and a high **80 NPS** (Net Promoter Score). [Ciba Health](#)

- **Target Markets / Partners:**

- Works with **employers, health plans, payers, health systems, and individuals**.
- For health systems, they integrate with EMRs and aim to improve chronic care delivery while reducing fragmentation. [Ciba Health](#)

- **Recognition & Validation:**

- Independently validated by the **Validation Institute** for clinical outcomes and cost savings. validationinstitute.com

- Selected as a "**Notable Leader in Health Care 2024**" for founder Innocent Clement. [Crain's New York+1](#)
- **Recent Partnerships:**
 - Partnered with the **American Diabetes Association (ADA)** to enhance prevention and treatment strategies for type 2 diabetes. [HLTH](#)

Leadership & Team

- **Innocent Clement** (Founder & CEO)
 - A physician (MD) with an MPH and MBA, **former CEO & Co-Founder of Kaia Health**. [Ciba Health+1](#)
 - Brings experience in clinical trials, regulatory strategy, and scaling digital health solutions. [Ciba Health+1](#)
- **Key Figures:**
 - **Roger Chahine**, Co-Founder & President, handles strategic market positioning and international scaling. MBA from Cornell. [Ciba Health](#)
 - **Meethun Panda**, CTO & Product, leads tech and product development. *(You've directly interacted with him.)* [Ciba Health](#)
 - A multidisciplinary team including medical directors, coaches, growth, operations, and client success leadership. [Ciba Health](#)

Important Themes to Note

1. **Clinically-validated outcomes:** They focus on measurable improvements (ROI, Rx savings, NPS) through integrated, data-driven care.
2. **Chronic disease reversal:** Not just management, but aiming for root-cause interventions and long-term reversal.
3. **AI + Virtual Care Team:** Balancing scalable tech with personalized human care.
4. **Growth & Access:** Offering accessible tools like *Thrive* to broaden reach beyond traditional high-cost models.
5. **Expansion & Partnerships:** ADA partnership, plans to scale across borders, and integration with existing healthcare systems.

Questions to Ask

- **Contract:** EOR under German employment law or other kind of contract?
- **Working hours:** Is there flexibility to adjust working hours considering the time zone difference? **My preference:** working from 9 to 17 in German time but I am open to work in evening (like 9 to 10) especially for meetings

General Questions:

- What is the company's growth plan for the next 2–3 years in healthcare?
- What kind of support/team will be available for this role in the first months?
- What differentiates your company from other digital health startups in the U.S. and Europe?
- How do you measure success at a company level?
- Are there plans to expand beyond the current market (US, Canada, UAE) in the near future?
- What's the biggest challenge you've faced so far in bringing your product to market?