

**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?