



Global Pharmaceutical  
and Life Sciences

# Executive Search

# 2023



## HealthInvestor's **Search Firm of the Year**

“ **Unquestionably the go-to search firm for senior appointments** across investment-backed, and privately owned, healthcare and life sciences sectors - and an excellent record last year. Operating at the top of their game.

“ **Compass Executives has become synonymous with success**, delivering time and again with exceptional word-of-mouth feedback.





# Foreword

The global life sciences industries face change and new opportunities as the sector learns from and adapts to the post-COVID landscape. The successes of vaccine development and roll-out overcame old assumptions about the timescales of development, but also served to highlight the importance of investment, supply chains and public awareness and political support. As the global industry resets, focus is returning to the challenges of turning discovery research and innovation into patient outcomes.

Investors in life sciences understand that talented, motivated and increasingly diverse leadership teams drive success. Each stage of success presents new demands and leadership teams need to evolve, adding new capabilities as their companies grow.

Compass Executives' Life Sciences practice works with clients across the global life sciences sector. We focus on biotechnology and pharmaceuticals, medical devices and med tech, digital health, health tech, CRO, CDMO and service companies. We have demonstrated that we understand how to identify established and emerging talent across the sector, gain their interest and engagement. We have also shown the benefits of bringing people to the table from outside the sector.

HealthInvestor  
Awards 2022  
**WINNER**  
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LaingBuisson  
Awards  
2021  
Recruiter  
**FINALIST**



# Introducing Compass Executives' Life Sciences Practice

Compass Executives is an award-winning executive search and advisory services business, focussed on the private equity and venture capital communities who support the international life sciences industry.

The Life Sciences Practice partner with organisations in the delivery of business critical leadership and personnel who drive companies forward. The team use curated and established global networks to work across boundaries and disciplines to build outstanding leadership teams for clients in the Pharmaceutical, Biotech, MedTech and Vendor Services sector.





# Search History

*"Our team has extensive experience across the life sciences sector. Our consultants have track records of delivering Board, C-suite and Senior leadership searches. We have worked with companies at different points of their evolution from discovery and clinical stage to commercial operations. Headquartered in the UK with a US office, we have delivered for European, North American and Asia-Pacific companies."*

*"Louise was consultative from the first time we spoke. Explaining the process and letting me know that whatever the outcome at any stage, she would keep me informed. She not only delivered on that but also provided me great interview advice and support through the relocation process. She tirelessly managed the process on behalf of Novo Nordisk during their holiday period. Nothing was too much effort and for that I thank her!"*

Alin Crisbasanu  
LEAN Partner, Novo Nordisk



## Board

Chair of the Board Neuroscience – VC Backed	UK
Chair of the Board Neuroscience – VC Backed	Belgium
Chair of Audit Oncology - Privately Owned	France
<b>C-suite</b>	
Chief Executive Officer Molecular Analyses Service Provider VC Backed	UK
Chief Financial Officer Pharmaceuticals – Private Ownership	Netherlands
Chief Financial Officer Oncology – VC Backed	Germany
Chief Scientific Officer Generic Medicines - Privately-owned	UK
Chief Operating Officer Oncology - Listed Mid-cap	Switzerland
Chief Medical Officer Oncology - VC Backed	Norway
Chief Medical Officer Inhaled Therapeutics – Listed Mid-cap	Switzerland
Chief Medical Officer Oncology - VC Backed	France
Chief Development Officer Diabetes - VC Backed	France

## Senior Appointments

VP, Head of Biological Drug Discovery \$70bn Listed Company	China, USA & Europe
VP Manufacturing Cardiovascular Medical Device - Listed	Switzerland
VP Engineering Cardiovascular Medical Device - Listed	Switzerland
VP, Program Leader Immuno-Oncology - Listed	Germany
Global Head of Pharmacovigilance CNS - Privately-owned	Germany
Global Head of R&D Oncology - Privately-owned	Switzerland
Global Head of Non-clinical Development Oncology - Privately-owned	France
Global Head of Clinical Development CNS - Listed	UK
Head of Translational Science Inhaled Therapeutics - Listed	Switzerland
LEAN Partner Pharmaceuticals - Listed	Denmark HQ
Head of R&D Infectious Disease - Listed	UK
Head of Research Cancer Cell Targeting Oncology - Privately-owned	France



## Hengrui Therapeutics VP, Head Biological Drug Discovery

Ownership: Publicly Listed  
Specialism: Biopharma  
Founded: 1970

Market Capitalisation:  
\$70BN

## REASON AND PURPOSE

Compass Executives were engaged in the services of Hengrui Therapeutics to source a Vice President – Biological Drug Discovery to head-up the European Research Centre in Switzerland; focussing on new innovations in protein engineering and multi-specific antibody research.

## OUTCOME

An international research-based search was conducted with in excess of 150 suitable candidates targeted throughout the EU. A three stage interview process was completed including validation by the Senior Management Team based in both Shanghai and New Jersey, resulting in the first time appointment within 5 weeks of the process commencing.



# Services

## EXECUTIVE SEARCH

Our dedicated research team is responsible for rigorous market analysis and detailed candidate profiling to test and scrutinise candidates' experience, competence, and cultural fit according to each specific brief.

## BOARD SERVICES

We work closely with Boards to understand strategy, culture, composition, and the skills needed, and then partner with our colleagues with deep industry expertise – including Scientific, Commercial, Technology and Finance – to identify the right candidate.

## EXECUTIVE INTERIM MANAGEMENT

We invest into understanding our Executive Interims, to give you targeted shortlists promptly – delivering quick solutions where action is needed.

## ASSESSMENT SERVICES

We utilise the experience of our shortlist assessors who are qualified Occupational Psychologists with a track record of evaluating FTSE 100 Management teams, to support recruitment decisions or to enhance existing teams.

## COMPENSATION BENCHMARKING

Executive pay is under a perpetual spotlight. Working with Boards / Management, we support our clients by undertaking competitive (executive pay) benchmarking audits.

## CULTURAL INTELLIGENCE

Compass Executives have curated an eight-stage process designed to embed Cultural Intelligence into the search process, achieved by creating accountability frameworks throughout, we monitor and embed proportionality at all stages. This includes, and is not limited to, Emotional Intelligence, Proportional Representation, Diversity of Thought, Evidence Backed Data, Equitable Selection and Candidate Support.

### INDUSTRIES

Pharmaceuticals  
Biotechnology  
Medical Devices and Medical Technology  
Digital Health  
Health Technology  
CRO, CDMO and other service companies  
Consumer Health

### SPECIALISMS

Immuno-oncology  
Cell & Gene therapy  
Cardiology  
Non-communicable diseases  
Orphan diseases  
Genomics  
Drug/Device and Device/digital combinations  
Neurological Disorders & Diseases of Ageing  
Women's Health  
Medical Aesthetics

### APPOINTMENT PROFILES

Board  
CEO and C-suite  
Senior Leadership

*Compass Executives provided a detailed, professional explanation of the role in question, and took the time to understand my expectations around a new opportunity – in the end it was more like a joint project than a recruitment process. The professionalism I received throughout was warm, friendly and overall very impressive – I can recommend Compass Executives without hesitation.*



Milosevic Slavoljub VP - Head Biological Drug Discovery, Hengrui Therapeutics

# Meet The Team



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# What others say

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*“Compass Executives started from the very beginning with a detailed, professional explanation of the available position. They spent time to present the great opportunity and chance to accelerate my career but at the same time, the challenge, and the strong expectation from their client. In the end, it was more like a joint project than a recruitment process. The chance to be part of the Hengrui scientific and therapeutic development and expansion in Europe for future therapies development for the benefit of both the patients and the company represents for me not only a challenge and pleasure but also an honour. The professionalism I received during the recruitment process thanks to Compass Executives was warm and friendly, and I can recommend them without hesitation.”*

**VP, Head Biological Drug Discovery**  
Hengrui Therapeutics

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*“Louise at Compass Executives took over our search following the dismissal of the agency we had been using, as they were unable to provide CVs of candidates who matched our brief. Her approach was more structured and thorough and we knew what to expect because she adhered to the clear timeline what she had presented to us at the start of the process. We moved seamlessly through each stage, with good progress being evident at the weekly progress meetings. Louise really understood our requirements, and captured the complex nature of the person required – evident from the shortlist of candidates. We had not just one but two appointable candidates within the space of 8 weeks. Due to the Danish summer holiday period, Louise managed our Talent function, HR function, relocation company and even helped facilitate the candidate meeting with EY to discuss and understand the tax situation with them relocating from Romania to Denmark – nothing was too much trouble to ensure the successful candidate arrived in post. I look forward to working with Louise again when we have further recruitment needs.”*

**CVP LEAN Partner**  
Novo Nordisk

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# Head Offices



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