

S&S *Steele Executive Search, Inc*



INTEGRITY, INTUITION, EXPERIENCE



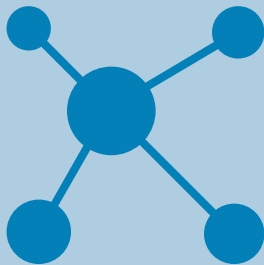
OUR EXPERTISE



We have over 35+ years of experience in Biotechnology and Pharmaceutical executive searches. We are specialized in this industry and keep up to date on trends and new technologies.



We work hard to retain deep lasting relationships and have deep roots in early stage Biotech/Pharma Sciences.



We are a boutique firm offering a higher level of customer service, attention and care to our searches. We take on the difficult searches that other firms have rejected / failed. We don't let off the gas until a search is complete!

WHY STEELE SEARCH?



We seek to fully understand your organization, your complex personalities, and your vision for your team. We focus intensely on understanding you and forming our partnership prior to presenting any candidates.



Our aim is to do the best job for both our clients and our candidates which is obvious from our first conversation to our successful result! Both our clients and our candidates feel valued and satisfied that their needs are understood.



At Steele Executive Search we lean strongly on personal connections and avoid buying or utilizing prefabricated lists. We have over 35 years of experience in the drug discovery market and have built a strong network of talent in Biotechnology and Pharmaceuticals.

METHODOLOGY

01 KICKOFF CALL

DISCOVERY CALL DISCUSSION OF POSITION, TEAM CULTURE, WORK ENVIRONMENT, SCORECARD AND CANDIDATE GRID CREATION.



02 WEEKLY CALIBRATION CALL

START EXECUTING PROJECT TASKS ACCORDING TO THE PROJECT PLAN, REVIEWING CANDIDATE PIPELINE, AND PROVIDE STATUS UPDATES.



03 CANDIDATE ENGAGEMENT

BUILDING RAPPORT WITH CANDIDATES AND KEEPING ENGAGEMENT HIGH, CONDUCTING MULTIPLE REFERENCE CHECKS.



04 INTERVIEWS AND NEGOTIATION

COORDINATE INTERVIEWS, PRE NEGOTIATE HIRE PACKAGE, KEEP CANDIDATES ENGAGED IN THE PROCESS AND READY FOR HIRE.



05 HIRE

WE DON'T STOP RECRUITING UNTIL A HIRE IS MADE! AVERAGE TIME TO HIRE IS 70 DAYS WITH 98% SUCCESS RATE.



SERVICE OFFERINGS

Classic Search

Classic Search is the service most preferred by our clients. The fee is split into thirds, the first of which is paid upon initiating a contract, the second after three viable candidates have been presented and the final payment after the hire is made.

As always, Steele Executive search will encourage you to suggest anything that you feel is important, everything we do is for our clients a successful outcome and we pride ourselves on being quick to embrace unique requests. For returning customers or multi-hires we offer a partnership opportunity. For this option we offer exclusive rates as our unique thank-you for your loyalty!

Reserve Search

Our reserve search refers to a contract which involves an exclusive arrangement between you and Steele Executive Search. One-third is paid as an initiation fee and the final two-thirds of the fee are paid upon successful conclusion of said search. You would not have exclusive ownership of the candidates yet in all other ways this option remains the same as the classic search. We have found this to be popular with nascent biotechs that cannot risk the up-front financial responsibility but require the same diligence and attention in their search process.

SELECTION OF CLIENTS



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