

## CASE STUDY

### HEAD OF PROJECT & PORTFOLIO MANAGEMENT CLINICAL-STAGE ONCOLOGY FOCUSED PRIVATELY HELD BIOTECH

#### THE ASSIGNMENT.

Our client was a clinical-stage company developing first-in-class biologics engineered as precise targeted immunotherapies. We were asked by the CSO to recruit the first Project, Portfolio & Alliance Management Leader for the organization.

#### THE CHALLENGE.

At the time we kicked off the retained search, the company was in stealth mode with limited public information. Their parent company and research presence remained outside the US which demanded constant contact and communication with team members nearly 8,000 miles away. This was not your standard Project and Alliance Management role - we were seeking broad experience across Portfolio, Program, Project, and Alliance Management but with a strong scientific pedigree and strategic background. The position reported into the CSO alongside a first time CEO with limited industry experience. They were looking for an incredibly well-rounded person who also needed to roll up their sleeves in a leaner, less-resourced biotech environment. More specifically, there was also a strong preference for a candidate with a strong scientific background in large molecules.

#### THE OUTCOME.

We successfully placed a VP of Program and Portfolio Management who worked in a very similar antibody-based therapeutic environment in their current role. The candidate transitioned from a Program Leader (Director) to VP level.



CANDIDATES SOURCED

74



CANDIDATES SPOKEN TO

21



CANDIDATES QUALIFIED

7



**CHRIS PORTANOVA**  
Client Lead & Recruiter



**SHARON SUCHECKI**  
Sourcer

- 1 CLIENT INTAKE**  
Our Client Lead meets with the Clients to understand needs and establish expectations.
- 2 STRATEGY**  
Our Sourcing Team creates a sourced list of qualified candidates.
- 3 OUTREACH**  
Our Recruiters connect with our network and the sourced candidates.
- 4 CLIENT CHECK-INS**  
We meet with Clients regularly to review candidates and interview feedback.
- 5 PLACEMENT**  
We help negotiate an offer the Candidate is motivated to accept.