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Life Sciences and Healthcare Search Activity Remained Robust During Pandemic Year



As we round the corner to close out Q1, the economic picture seems to be slowly improving. But what is going to light the match in the last three quarters of 2021? For executive recruiters, life sciences and healthcare organizations hold keys to the answer. Eager for investment, far more resilient than the S&P 500 during the crisis, and poised for a coming sea of divestitures, the life sciences space has boundless energy and pent-up talent demand – just as many organizations are getting the attention, and financing, from private equity firms seeking value investments. It also happened to be the one sector that accelerated during the pandemic year.

A new report just released from Tatum takes a deep dive into the sector to analyze what has happened so far, and then offers four predictions for the year ahead.

According to **Tatum**, as it looked back at the most immediate consequences of COVID-19, life sciences organizations were hamstrung in the early going by social distancing protocols in ways that tech or engineering firms, for example, were not. For one, companies actively involved in clinical trials were forced to deal with potentially disastrous disruption. At the height of the crisis, in fact, [more than half of the companies in the space said they had paused recruitment for clinical trials](#), and three quarters said they had halted site activation for the majority of their trials.

For life sciences organizations engaged in earlier stages of research and development, the experience was more mild. So, while broadly speaking, the global pandemic hemmed in the growth forecasts for life sciences companies across the board, that impact was for the most part uneven.

Four Key Trends

Of course, most of this so far has been looking in the rearview mirror. What's next on the road ahead?

Tatum offers four key trends will likely come to maturity in 2021 — and potentially reshape the life sciences space.

Divestitures on the Rise

COVID-19 brought far-reaching changes upon companies across the board, and life sciences companies are no exception. Despite the general resilience of the sector, many companies were forced to consolidate their portfolios and make hard choices about priorities. In short, Tatum says managing a more limited set of R&D resources may be one of the short- and near-term consequences of the global pandemic. Life sciences companies will therefore look to divest assets, streamlining their operations in order to focus on core competencies. For many, that will seem like the most desirable path to securing much-needed capital — and securing the future of their highest-priority projects.

BY THE NUMBERS

Female Representation on Healthcare Boards And Leadership Teams

Of the 75 healthcare companies surveyed, Women comprised **26%** of boards...

...and **24%** of leadership teams.

Source: BoardEx

Higher-Value, Lower-Volume Dealmaking

The fiscal year preceding the global pandemic shattered all records in terms of deal value in the life sciences space (**\$231 billion**). And yet, while values ran sky-high, overall deal volume was actually quite low — down 14 percent from the previous year. Most analysts at the time chalked the discrepancy up to a disconnect between buyers and sellers around valuation prices. At present, it isn't clear the extent to which, how or if this wrinkle has been somehow ironed out in the course of the global pandemic. It probably hasn't. And it might prove to be an obstacle in the way of new deals going forward.

Life Sciences Tech in the Crosshairs

According to **Deloitte**, life sciences companies themselves made 37 acquisitions of tech companies in 2019, and that stat dovetails with a broader trend seen in PE in recent years: Namely, while the number of exits has increased across virtually every industry, the most significant increases in exit values have all been in solidly tech-centered fields: medtech, consumer tech, IT, IT-enabled services and so on. As tech

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becomes increasingly interwoven into the very fabric of healthcare delivery, it stands to reason that M&A activity at the intersection of tech and health (that is, in the bailiwick of life sciences) could be red hot. According to Tatum, expect a lot of energy and attention from PE firms early in 2021.

The “X” Factor

So much of what has been seen so far suggests a potentially robust dealmaking season in the year ahead. And yet, there's also so much that remains entirely unknown, and even unknowable. How, exactly, the experience of COVID-19 will influence the future behavior of life sciences companies themselves is a case in point, according to Tatum research, and worth mentioning since it surfaces one of the more interesting takeaways from the global pandemic in the life sciences space. That is, these companies actually don't have to go through traditional M&A channels in order to access the resources, assets or backing to drive strategic goals.

Demand for Strong Leaders

Executive search in the life sciences industry has been extremely buoyant throughout the pandemic. Joe Coulter, COO of **Coulter Partners**, a life sciences specialist search firm with global offices, said that the “race for COVID-19 vaccines and treatments worldwide, a need for faster global regulatory approvals and the surge in manufacturing capacity requirements to accommodate the production of drugs, both COVID-19 related and in many other therapeutic spaces, have all fed the continuing huge demand for strong leadership.” He said the firm has also seen a surge in digital needs across the sector – from early-stage companies who are ‘born digital’ to accelerated transformation in the largest pharma and medtech companies.

“It is a privilege to work in this most innovative and robust sector, and to see the positive impact of our work building teams that directly influence human health and patient outcomes globally,” he said. In 2020, Coulter Partners conducted roughly 300 senior leadership engagements across the spectrum of CEO, board, and C-suite roles. Some core themes among them: partnering with several of the key players developing COVID-19 vaccines on commercial, R&D and manufacturing roles; serving the VC investor community through senior hiring for portfolio companies and their own investing teams; huge growth in working with PE funds to build leadership teams and boards for MBO, LBO, carve-out and turnaround scenarios; working with clients active in advanced modalities such as cell and gene therapy; and dealing with a surge in demand for biologics manufacturing and technical operations leaders.

“Coming through an entire interview process without shaking hands with potential new team members or seeing the offices where they will be working can leave candidates with a gap in their understanding of a company’s culture,” Mr. Coulter said. As such, clients have been taking innovative approaches to solving this problem. “Some are having informal office walk throughs – either live from camera phones or recorded and sent to candidates,” he added. The importance of informal interactions during the interview process should not be underestimated, he noted. “This should continue past the acceptance,

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IN THE NEWS

Quick Leonard Kieffer Recruits Chief Nursing Officer for Providence

As the healthcare sector continues to expand and reshape itself, vanguard organizations in the field are looking to bolster their leadership ranks. In demand: multi-skilled executives, physician leaders

and nurses who can effect change on many levels. Of the four major C-suite roles in the typical hospital, the top nursing executive has traditionally been the most difficult to secure, according to recruiters.

Quick Leonard Kieffer recently assisted in the placement of Sylvain Trepanier as senior vice president and chief nursing officer of Renton, WA-based Providence, one of the largest health systems in the country. President and CEO Steve Derks led the assignment along with principal Joe Johnston. "The CNO serves as a champion for our nurses and the invaluable role they play caring for the people in our communities, as well as ensuring we are attracting and retaining the most skilled and compassionate nurses," said Amy Compton-Phillips, executive vice president and chief clinical officer.

introducing more team members to candidates, especially those that are deemed to be culture carriers for the organization."

Digitally enabled productivity gains have been widely reported and accelerated during the pandemic, and hiring processes have adapted successfully, too, with innovative approaches to virtual on-boarding, an emphasis on creating inclusive cultures and an increased focus on equity and diversity. "This has brought high demand for our specialized assessment capabilities and tools, and increased confidence in more flexible attitudes, around location for example," said Mr. Coulter.

"Many of our clients have endorsed the operational efficiencies and successes of virtual hiring and seen improved productivity at executive and board level as they have adapted. 2020 was a year of rapid transformation with significant disruption and stresses put on leaders across the world," he said. The outlook for 2021 and beyond, according to Mr. Coulter, "suggests a year of creating a next normal, rather than a return to the recent past of 2019." The pandemic has allowed organizations to look at talent pools more globally, he said. "Relocating senior leaders is now no longer a prerequisite, as virtual models are adopted more widely and hybrid organizations ramp up – with improvements in remote and on-site working efficiencies."

Embracing 'Leadership Span'

"Executive search has been very active in the healthcare space since the beginning of the pandemic," said Dana Krueger, leader of global healthcare business at **Russell Reynolds Associates**. "Initially there was some pause as the sector was singularly focused on battling COVID-19 on the front lines. In the first weeks and months of the pandemic, we observed some strategic pivots and tactical maneuvers undertaken by healthcare companies. But this pause in executive search was temporary."

In fact, she said, for some parts of the sector, 2020 turned out to be a record-breaking year, including the venture, IPO and M&A

worlds despite virtual due diligence and negotiations. "Overall, there has been a steady if not accelerated demand for leadership within healthcare/life sciences to help navigate the crisis and lead in the new reality," she added.

In this period of step-change, leaders need to be even more agile while maintaining a laser-focus on the long-term vision and outcome. "As sustainability has emerged as the leadership imperative of our time, the best leaders in the healthcare/life sciences space have been able to 'see the forest for the trees' and anchor their business vision and strategy firmly in the purpose of their firm," Mr. Krueger said. "Overall, leaders that focus on results with respect to people, planet and profit will not only thrive but have the greatest impact within and beyond their singular firms. For CEOs and senior executives to succeed, we have been talking about 'agility' as a critical leadership competency for some time in the context of the VUCA world that has emerged in the last decade."

"While the dynamic nature and unpredictability of the external environment has accelerated to an even more frenetic level with COVID-19, the pandemic has also added a significant and important new dimension to the leadership challenge, namely, that of building and leading organizational culture and development in a virtual setting," Mr. Krueger said. "The most effective leaders of today embrace their 'leadership span'—namely, their ability to be strategic yet practical, risk tolerant within the context of the experiment at hand, leading from the front while allowing leaders to emerge and have impact independent of hierarchy, and, above all, be inclusive, open and authentic in every engagement and relationship."

Increasing Search Activity

Aside from a slight disruption during the first month of the pandemic, executive search in life sciences and healthcare has been healthy over the past year, according to Jason Hersh, managing director and CEO of **Klein Hersh International**. "We have seen an increase in activity each quarter." In fact, Klein Hersh had its strongest year in two decades in 2020 and according to Mr. Hersh January 2021 was the firm's best month ever. That must be music to the ears of the firm's private equity sponsor **New State Capital Partners** which took a stake in Klein Hersh in November.

"The foundation of this robust growth is the extraordinary scientific work that is being done every day to improve human health and address some of the world's greatest health challenges," said Mr. Hersh. This includes remarkable progress across a range of therapeutics, as well as artificial intelligence (AI)-enabled drug discovery, gene editing, precision medicine, and many other fields. "As companies work to turn scientific discoveries into the medicines that treat and cure disease, and innovation in the healthcare industry further escalates, the need for top talent will grow even further. Our role as executive recruiters in the healthcare and life sciences ecosystem has never been more important," he said.

The most significant challenge is establishing cultural fit between candidates and prospective new employers during the interview process, Mr. Hersh said. "The COVID-19 pandemic has altered the manner in which candidates can learn about a prospective company's culture. Face-to-face office

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visits and lunch/dinner meetings with key team members have been replaced by virtual meetings on Zoom," he said. The good news: By using technology creatively, candidates can find unique ways to overcome the hurdles of the current environment to gain a better sense of a company's culture. "The COVID-19 pandemic affirmed the enduring value of science in our society," said Mr. Hersh. That will enhance organizational cultures over time, said Mr. Hersh, which will act as a lure to attract the best and brightest talent.

The Right Stuff

"Our life sciences clients' high, pre-pandemic demand for select talent never diminished, especially in the areas of discovery, translational science, and medicine and clinical development," said Cliff Miras, co-founder and managing partner of **Cornerstone Search Group**. Some disadvantages to remote working, according to Mr. Miras: While Zoom, Google Meets and other platforms provide an effective means and solid substitute for face-to-face meetings, they will never provide the same comprehensive depth and feel for the candidate's presence and uniqueness as an in-person interview. On the flip side: "Working virtually provides a better opportunity to balance work and personal life, offers better quality of life, less distractions, happier team members, allows for more focused and productive meetings, and more time to think and work," he said.

"Requiring talent to relocate and/or work onsite will dwindle as the strength of the results generated by key talent during the pandemic regardless of where they reside or will or will not work continues to strengthen," Mr. Miras said. "The pandemic has magnified the importance of possessing the right combination of 'personal capabilities' for a leader to be effective, such as being present, engaged, accountable, accessible, adaptable, approachable, unambiguous."

Enabling a More Efficient Search Process

"Immediately following the lock down in March 2020, search activity that was ongoing continued," said Steve Hochberg, CEO and founder of **Caliber Associates**. "But most new search activity came to a screeching halt as companies were transitioning their teams to working remotely and putting systems in place to address key business issues." By June, however, search activity in life sciences resumed at a steady pace and activity has returned to a robust level since the beginning of 2021, he said.

"Clearly substituting Zoom interaction for face-to-face meetings has its limitations," Mr. Hochberg said. "There are times where candidates can be preoccupied or multi-tasking during Zoom meetings which can be distracting. Additionally, a great deal can be lost with respect to the nuances of body language that do not translate well over Zoom. With respect to the advantages of working virtually, there is much greater flexibility with regard to scheduling meetings and interviews with candidates as travel schedules and commuting times have been eliminated from the equation. This has enabled the search process to move quicker and more efficiently."

Individuals who are self-starters, very disciplined and well organized are thriving in today's environment,

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said Mr. Hochberg. "Without question, self-starters and leaders who can work in an autonomous work environment while being inclusive of communications with colleagues are likely to do quite well. Individuals who exhibit a level of patience and adaptability with personal challenges that colleagues are experiencing also are most likely to excel in this current environment," he added.

Pandemic as a Catalyst for Growth

"Clearly no one wants to see a pandemic rage across the globe, but it has acted as a catalyst for growth and urgency in the life sciences sector," said Adam Bloom, president of **The Stevenson Group**. "The industry as a whole has been more dynamic than ever, and there seems to be an acceleration around innovation and investment. The talent market is tight, and both mature markets and next-gen innovation need best-in-class leadership. This makes for a very healthy environment for the search industry supporting this sector" it has meant good times.

The long-term impact of COVID-19 on the life sciences sector is still unknown, but everyone has a new appreciation for the business of science, said Mr. Bloom. "Curing cancer and diabetes was never enough. The pandemic has brought people to their knees and resulted in a more robust understanding and appreciation for the value brought to them by the pharmaceutical and biotechnology industries." And one silver lining, he said, is that "the remote work environment we've found ourselves in has shed light on the ability for talent to contribute effectively without being physically on-site, and I believe this knowledge will allow companies to focus on the best talent, as opposed to limiting their searches to the best talent that is willing to commute or relocate." This virtual environment is likely here to stay, he said.

What kind of leaders are thriving in this environment? According to executive recruiters, there isn't only one kind of leader that is thriving, but there are some consistent attributes of those who are successful. "First, I believe the best leadership during a crisis is done from the front. A leader needs to demonstrate a positive, optimistic, yet realistic view of the world and help the team see the forest through the trees," said Mr. Bloom. "They need a healthy dose of empathy guiding their interactions and overall messaging to their teams or company. It is important to acknowledge that everyone is navigating their own personal challenges, and the right leaders understand this and ensure each person feels well looked after and cared for. Your story matters, too. As in most cases, multi-step thinkers will likely prevail. Solving real-time problems helps a business navigate the day-to-day, but a leader needs to be thinking and planning for what is around the corner. I believe the leaders who got too caught up in keeping the lights on during this time, instead of thinking big picture, will come to regret the short-term thinking throughout these troubling times."

A Steady Market Prevailed

"We continue to see steady business although there was disruption in this segment as there was in the rest of the economy," said Bob Clarke, CEO of **Furst Group**. "Certainly, there was some disruption as people had to manage their businesses and workforces differently at the same time as trying to

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balance their own family needs. The market, however, remained somewhat steady."

Once the pandemic is over there will be many who will reassess their career and serving on the front lines of such an event again. "Not necessarily from a professional perspective but a personal one," said Mr. Clarke. "The worry, fear and concern for one's safety will be front and center for time to come. How this translates into new business models for care delivery for example are just now being realized with much more disruption to come," he said.

Not all of this will be bad, however. "Those who are well-grounded personally tend to be far more resilient to this upheaval," Mr. Clarke said. "From a leadership perspective, individuals who are able to see out into the future and to lead their organizations in such a way to take advantage of opportunities to embrace a 'new normal' are far away the best positioned from a career perspective."

Crisis Leaders

At the outset of the pandemic there was certainly a slowdown in volume as organizations focused on dealing with COVID-19 and faced significant financial pressures, according to Dr. Bernard Godley, lead physician executive and academics & life sciences practice leader for **AMN Leadership Solutions**. "Over the past several months we have seen a significant increase in search volume as crisis situations have spotlighted the need for effective, flexible leaders," he said. As a result, according to recruiters, organizations are seeking new leadership skills that are better suited to the current environment, resulting in increased demand.

"The pandemic has absolutely added additional hurdles in the leadership recruiting process preventing essential relationship-building activities such as candidate presentation meetings and in-person interviews," Dr. Godley said. "Those constraints can reduce organizational confidence in searches, with the feeling that they will result in lower quality candidates." But remote searches also have many benefits. Organizations are finding that video technology enables them to save thousands of dollars on hotels and airfare for candidate interviews, he said. "Searches can also be completed more quickly, leading to a more streamlined process," he added.

There are a bevy of impacts on the life science/healthcare sectors as we look forward, from long-term financial challenges to more challenging recruiting processes to burnout across organizational levels. "This also presents an opportunity for adept leaders to set their organization up for success in the future," said Dr. Godley. Expanding lean recruiting principles to streamline the process and target better talent is a critical step. "Additionally, I recommend looking beyond traditional candidate pools. The skills necessary to succeed in a post-pandemic environment will be different and leveraging outside expertise to deliver the proper agility and outside-the-box thinking will be beneficial to those that choose this route."

Additionally, financial impacts will affect healthcare and life sciences for many years to come. The American Hospital Association projects total hospital/system losses to

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exceed \$300 billion for all of 2020. “The healthcare and life sciences sectors have to embrace a new way of life, starting with simpler items like embracing telehealth opportunities, but also thinking more critically about how decisions are made and policies are created,” said Dr. Godley. “Leadership discussions should include a full range of invested parties to ensure that all viewpoints are heard, and to seek consistency with regards to immediate decisions and long-term policies. Input from a wide array of viewpoints can generate broad solutions for priorities such as revenue diversification that will contribute to sustainable financial stability and growth,” he said.

Competition for Talent

“When the pandemic hit last March, we saw a pause immediately following the mass shutdowns as leaders got their bearings and tried to understand the potential impact COVID-19 had on their businesses,” said Mr. Bloom of The Stevenson Group. “Following Q2 board meetings, those who felt their business models were sound and could withstand the uncertainty of the pandemic started to move forward again. We then saw a major surge of activity come back in the second half of 2020 due to continued fundraising from both private equity and venture capital firms combined with pent up demand for senior leadership to meet growing demand for their products and services. The competition for healthcare and life science executives continues to grow, and the clients we’re working with are getting creative in how they’re thinking about their org structures and what their short- and long-term hiring strategies look like.”

The pandemic has forced organizations who never would have thought to work remotely and operate virtually to do exactly that, and, in Mr. Bloom’s opinion, it has been a blessing in disguise. “The biggest benefit to the workforce is that this shift to remote has enabled the talent pool to open up to a national level, allowing us and our clients to identify and recruit talent in different regions that were not previously attainable,” he said. “This culture shift could be a net-plus if leadership teams stay flexible as they think about building diverse, high-performing teams.”

Hiring Pace is Picking Up

“Unsurprisingly, we saw executive search slow at the onset of the pandemic; healthcare leaders were focused on managing the safety of their workforce and the challenges of providing essential care while treating an influx of contagious COVID-19 patients,” said Maureen Ryan, a partner in the healthcare and academic services practice at **Odgers Berndtson**. “By late spring or early summer, however, we saw a renewed focus on recruiting, and the pace has continued to pick up. That said, the focus remains on filling existing vacancies: we’ve seen only moderate increases in newly created roles.”

“Initially, the move to remote interviewing was a cause for concern among both our recruiters and our clients,” Ms. Ryan said. “But since meeting candidates in person was simply not a viable option, everyone has had to adapt. Knowing that our clients consider getting to know people over Zoom harder than in person, we have begun to take a more aggressive approach to vetting candidates on our clients’ behalf. This has included working additional Zoom interviews into the process and putting a lot

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more time and energy into referencing, even using our AI technology platform to support the process.”

“First and foremost, the pandemic has changed expectations about what a normal work environment looks like,” said Nick Brill, a partner in Odgers Berndtson’s life sciences and healthcare practices. “For nearly every level, from hourly workers to board members, remote work and flexible hours are much more acceptable than they were a year ago,” he said. This may lead to more structural workforce changes in the future. “Since physical workspace in hospitals is nearly always in short supply, and since many back-office functions had already been moved offsite before the pandemic, it will be interesting to see whether hospitals reduce their emphasis on physical back-office locations in favor of work-from-home options.” It is potentially a big cost savings for cash-strapped health systems in densely populated areas, and could effect a change in the geographical distribution of back office teams.

Another clear change Mr. Brill says pertains to virtual health encounters, which are changing the types of interactions seen between clinicians and patients, and therefore for the types of relationships they form. “If reimbursements for virtual health visits remain profitable for providers going forward, we expect to see virtual health continue, accompanied by a spike in remote monitoring and testing capabilities,” he said. “Anticipating this change, numerous start-up firms are building and marketing app-based care capabilities. These start up technologies will disrupt traditional care patterns, especially as large group practices and health systems integrate app-based care, virtual visits, and remote monitoring into their standard practices. It’ll be interesting to see whether the proliferation of tech-facilitated care change patient expectations about convenience when it comes to face-to-face care and place a greater emphasis on patient satisfaction than we’ve seen previously.”

Clear Winners

“Executive search firms have been active during the pandemic,” said Mike Hartz, president and CEO of **HARTZ Search**. “We noticed a brief, two- to three-week pause when cities across the country were establishing shelter in place orders, but once those were eased business continued to be consistent and then picking up towards the end of summer. Our firm experienced strong growth in 2020 in executive search, and steady to slightly lower growth in interim leadership engagements and consulting services,” he noted.

“I think we will continue to see additional consolidation of systems, M&A activity and hospitals looking to recover from their losses,” Mr. Hartz said. “On the positive side, I think we have seen more collaboration between systems, payors, physicians, GPOs, and competitors during this time to ensure their patients, employees and communities had testing sites available, access to PPE, working hard to reach underserved populations than in recent past. I think we will see organizations working hard to improve messaging to patients, employees and communities and an increased interest in emergency/ disaster preparedness, multiple lines of supply chain and increased need/ demand for analytics and ways to share the information securely.”

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Mr. Hartz said that leaders who understand and demonstrate agility in their decision-making, building teams, leading change and transparent communication during challenging times will be the clear winners. "I think a visible leader that can inspire continuous improvement, accountability, empathy, dignity and respect for all wins. A leader that engages all stakeholders to take ownership in the vision of the organization will be highly successful during today's business climate."

British Staffing Businesses

Within healthcare, there has been a big shift in the approach taken within healthcare staffing since the start of the pandemic," said Jack Saxton, director at **Tempting Talent**. "A number of British staffing businesses, particularly GQR, have taken considerable market share away from long-standing names within this space. This is due to the increasing national mobility of locums and increasing specialization of the approach to staffing," he said.

"Life sciences executive search teams including **Korn Ferry** and the boutiques have seen major upticks in inbound business as the life science industry looks to capitalize on a bullish outlook for VCs," Mr. Saxton said. "We have also seen a lot of other executive search firms looking to diversify into the life sciences arena."

The Value of Being Face-to-Face

"My firm recruits exclusively within the medical device industry," said Brian Cole, managing partner at **MedTech Executive Search**. "When the pandemic started, hiring mostly came to a stop as companies went into self-preservation mode, especially those companies focused on elective surgeries. However, most hiring has resumed since that time. The companies that seem to have been hit the hardest were those just beginning to commercialize as they started ramping up infrastructure and were not able to produce revenues. Companies still in the development stage of their business were not as affected and actually might have had an advantage of more time to get their product developed and ready for market. We do see more executives on the sidelines now and it could be a significant amount of time before that subsides," he said.

Mr. Cole said it has been a big disadvantage not being in front of professionals in person. "We attend 10-plus industry and investor conferences annually and we possess a significant advantage for our clients by having face-to-face relationships," he said. "We are knowledge-brokers within our industry, and it is important for us to personally be in front of them to gather and share information. The information that we obtain while talking to an executive in person is substantially more than what we learn during a phone call, even if that call happened the same week. Professionals are just more comfortable sharing confidential information face-to-face, and this information brings tremendous value to our clients. I do not see any advantages to working virtually. Collaboration can be more difficult. Developing and nurturing a strong culture will also be tougher to do."

"Executives who are thinking outside the box and setting their organizations up to become more proactive rather than reactive to a future crisis will be in high demand," said Mr. Cole. "The successful executives must reimagine short and long-term planning

IN THE NEWS

Comhar Partners Appoints Healthcare and Life Sciences Practice Leader



Chicago-based executive recruitment firm **Comhar Partners** named Marion Spears Karr as managing director and leader of its healthcare and life sciences practice. Mr. Spears Karr brings over 30 years of executive recruiting and talent acquisition consulting in the healthcare industry. He joins Comhar Partners from Tyler & Company, the executive search branch of Jackson Healthcare, where he served as vice president.

"We are excited that Marion brings a career in serving top organizations across multiple industries in the area of healthcare and life sciences," said Bernard Layton, co-founder and managing director at Comhar Partners. "We look forward to developing and expanding our healthcare and life sciences practice. Under Marion's guidance, we will be able to expand into new business markets, including biotech and medical devices. Attracting someone of Marion's caliber and reputation sends a message to our clients and candidates that we are committed, even during challenging times," he said.

scenarios that can adjust. These leaders will need to be confident and comfortable with making rapid decisions while rallying their organization through uncertain times. These leaders must be able to embrace change management as well as make sure their team can adapt to change management, if, and when, necessary."

Taking Off Like Wildfire

Life sciences especially has been a steady beacon for executive recruiters in what could have been a dismal year. "This is largely due to companies pursuing a COVID-19 vaccine," said Greg Button, president of global healthcare services for Korn Ferry. "Not only from a development perspective, but production, manufacturing and distribution. This also includes supporting companies on the service side such as contract manufacturing and technology."

On the healthcare side, Mr. Button says there was a decline initially due to hospitals navigating full ICUs and focusing all their attention on how to treat the virus, while trying to figure out how to manage as elective procedures initially shut down. "Elective procedures are the bloodline, the money maker for hospitals, and when they were shut down, hospitals halted new searches," he said. "But now, new searches have taken off like wildfire. These last several months have been the busiest in provider searches that we have seen for some time. There was a backlog of elective procedures caused by the shutdown, and as the population ages, we will see a continued increase in the need for healthcare. Life sciences stayed continually busy and now healthcare is equally busy, if not more, busy."

"On the provider side there's been a meteoric rise in telemedicine," said Mr. Button. "The patient population has become more comfortable speaking with a provider via phone or Zoom. Patient portals to manage care are more prevalent. The pandemic will have lasting impact from a care standpoint. The public has now come to a realization that there will be new strains impacting treatment protocols and vaccine requirements forever. There will be more access points for people to get vaccines and treatment, which clearly impacts organizations as they treat the virus."

Hunt Scanlon Top 50

Healthcare & Life Sciences Search Firms

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Klein Hersh Jason Hersh and Jesse Klein – Managing Partners (Healthcare/Life Sciences)	WittKieffer Andrew Chastain , President; Morten Nielsen , Managing Partner (Healthcare/Life Sciences)
Korn Ferry Greg Button and Jay Kizer – Practice Leaders (Healthcare/Life Sciences)	ZRG Brian McGowan and David Fortier – Managing Partners (Healthcare/Life Sciences)

SPOTLIGHT

Meeting the Challenges of a New Landscape for Healthcare



*Bob Clarke serves as CEO of **Furst Group**, which provides recruitment services to the healthcare and insurance industries. He has been a trusted advisor to CEOs and boards for more than 30 years. His acumen in executive search and integrated talent management is valued by hospital systems, managed care*

organizations, medical groups, indemnity companies, end-of-life care providers, healthcare associations and other medical delivery systems across the U.S.

Mr. Clarke recently sat down with Hunt Scanlon Media to discuss the current state of the executive search market.

Bob, discuss the current supply and demand curve for healthcare/life sciences executives?

Like many sectors of the economy, healthcare and life sciences are undergoing tremendous change. Within each of these, there are some areas that would benefit from some fresh thinking as well as areas that present incredible growth opportunities. It is within the latter that there is and will be a high demand for leaders who challenge the status quo and aren't afraid to shake things up. Organizations are looking for leaders who can take measured risk, who are thoughtful about the future, who can see future opportunities that others do not, and who are comfortable with and have a successful track record of leading through transition and chaos. In reviewing market trends, obvious areas of disruption stand out across all business sectors. Some people assume healthcare is stable – yet that simply isn't true. While it may be a bright spot compared to many sectors, healthcare organizations took a significant hit along with everyone else in 2020.

Discuss the economic fallout.

The economic impact was two-pronged. Hospital beds filled up over capacity during the pandemic. There were shortages of staff to care for this increase in patients while at the same time caregivers were fearing for their own safety and the safety of their families. Organizations were forced to stop providing elective procedures that are typically the bread-and-butter revenue streams for many healthcare providers. At the same time, it is estimated that almost 15 million individuals lost insurance coverage during the pandemic, which has pushed a lot of people into Medicaid. Organizations in states that have turned toward Medicaid expansions over the last year and a half are definitely benefiting from this. However, Medicaid doesn't pay at the same level as a commercial payer. So, from a provider perspective, they are doing the same work for less dollars on the margin. There is a significant transformation occurring in the use of technology to support and engage patients. Telehealth and remote visits for example have been talked about for years. Organizations have had multi-year plans to implement these types of "cutting edge" technologies, but historically, there's been a lot of pushback against this. Efforts around telehealth initiatives have been fast-tracked

amidst the pandemic and are now front and center. Like never before tools were and are being implemented quickly out of necessity, fast forwarding many planned updates by months if not years. Health equity disparities in access and the delivery of care for underserved communities and populations have always been critical areas of focus in healthcare. The pandemic has, in many ways, brought this issue into a brighter spotlight than ever before.

"Organizations are looking for leaders who can take measured risk, who are thoughtful about the future, who can see future opportunities that others do not, and who are comfortable with and have a successful track record of leading through transition and chaos."

How much of this was driven by the COVID pandemic?

Acceptance of technology and expansion of services are being accelerated because of the pandemic. This is happening out of the need for healthcare delivery to meet consumer demand. There are times when you need to have an in-person doctor visit. But if you are fearful about going into a medical environment, you must turn to something else. And that something else is our ability to leverage technology. Consumers are pushing this transformation so that they can seek medical care at a time and place of their choosing. Healthcare organizations were forced to quickly adopt this technology as a way to interact with their patients and continue a source of revenue. It's really not very different than how people engage with their bank, or Netflix, or any number of other services they interact with on a regular basis.

What has changed in how you work with your clients to fill senior roles?

As with many companies, the pandemic has forced us to adjust to new ways of working with clients to fill senior roles. Fortunately for us, we have leveraged technology to serve our clients and candidates for many years. In fact, we created an infrastructure for our very first remote team member more than 20 years ago. But aside from tactical changes and more reliance on our virtual tools, we recognized broader strategic issues at play. Subsequently, we were able to quickly adapt our approach to meet the business, emotional, economic and diversity needs of our clients. Business first was the simple distraction from day-to-day business caused by the pandemic. It's one thing to worry about loss of your revenue or your product line. It's quite another to think about your staff not being allowed in the office or even being fearful to work shoulder-to-shoulder with others. How do I access my staff? Is my staff doing okay? Several of my team members have young children at home or students off to college for the first time. How are they coping with this? (cont'd. to page 12)

How are they prepared to work from a home environment? How does the team stay connected to the business and to one another? These are examples of common questions that must be addressed.

The pandemic has had quite an emotional impact hasn't it?

You can't underestimate the emotional impact of this last year, especially in healthcare with people seeing the devastation COVID-19 has caused firsthand. Those people are fighting on the front lines every day and becoming extremely fatigued. When this all calms down, and they are finally able to take a big breath, it's going to really hit them emotionally. This is something that happens with every trauma. You're running on adrenaline, but you can only do that for so long. We are seeing the emotional impact play out as a shifting life balance. Individuals are reassessing their priorities, and frankly, that's a wonderful thing. They are beginning to look at opportunities that allow them to move closer to family, or to the suburbs. With the acceptance of remote working, they are exploring locations where they can spend more time with their family or in environments they enjoy. This is healthy for an individual, but it creates challenges for a business. It is anybody's guess right now how the markets will react as the pandemic continues to evolve with no real end in sight. In studying the markets, however, you can see trends emerging with certain segments of the economy growing, while others will surely be left behind. Having clients across nearly every sector of the market, we are in a very unique position to spot these trends and to help our clients be proactive in hiring the right strategic leaders. Racial and gender disparity people are recognizing that a shift in how racial and gender disparity is addressed is long overdue. The time for change is now. For more than four decades, we've focused our efforts and client conversations on the importance of diversity, equity and inclusion. We believe that it is our responsibility to thoughtfully engage our clients when creating teams within their organizations to ensure that they reflect diversity at all levels.

Do you think these changes will be permanent?

Will traveling to meet with clients and candidates be more reliant on things like Zoom calls? Part of the fun of what we do is meeting and interacting with people. Humans being humans, we rely on personal interactions. In-person meetings will and should come back into the process. But it will be a balance of leveraging technology when, where and how it's appropriate, and then identifying the best or ideal opportunities for personal connection. Going back to the traditional way of engaging with clients and candidates is simply not an option as expectations have changed and opportunities to leverage technology have been recognized. One simply has to be aware of the limitations, plan around them, and offset them. We have a very robust processes for engaging with clients and candidates alike that rely on personal interaction as well as appropriate tools and assessments that ensure we have complete understanding around an engagement. The realities of social distancing during the pandemic have been tough for people to navigate, but the growing level of comfort with video conferencing, as an example, demonstrates our collective ability to change our old way of thinking.



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Sci.bio Recruiting: Winning the War for Biopharma Talent



One of the hallmarks of companies that are thriving in these challenging days of not only a pandemic but rapidly shifting talent needs is the ability to meet change with speed and agility.

That's why on-demand

services and interim staffing are emerging as forces to be reckoned with in the "new normal" that is taking shape across the economy. And nowhere is that capacity to pivot more critical than across the red hot life sciences sector, and biopharma in particular.

One recruitment firm, **Sci.bio Recruiting** in Rockland, MA, outside of Boston, knows this better than most. Its three-pronged talent offerings—recruitment process outsourcing (RPO), contingent talent solutions, and executive search—have been proving invaluable to the firm's devoted, and growing, client base, whether the services are deployed alone or in tandem. "The bio-pharma segment is a very risky area," said Eric Celidonio, Sci.bio's founder and managing partner. "It's filled with lots of starts and stops. It is very capital intensive, and fraught with regulatory hurdles, and what works in the lab, frequently will not work in human trials. When you get a green-light to hire, you need to hire quickly." These three variables often lend themselves very well to business – and talent – outsourcing.

"What's unique about our model is that we're built of both agency and corporate recruiters. That allows us to go in consultatively to help build these companies strategically, creating best practices along the way."

Agile Capabilities

It was that kind of thinking that recently led Mr. Celidonio to bring in recruitment veteran Leslie Lazarus as a managing partner and consultant to build out the firm's executive search platform, where both saw the potential for tremendous growth. Thus far, Ms. Lazarus has helped with marketing and introducing Mr. Celidonio to others who might be a fit for the team. In time, she expects to carve out her own practice, revolving around PE and HR.

"Leslie has a very different background from me, and I thought that her experience and background complemented me and the rest of the team," said Mr. Celidonio. "I like the fact that she's worked with some well-known executive search firms, she is entrepreneurial, and she has agile capabilities. We have good chemistry."

In the past, when clients had an executive role that required a more in-depth search than Mr. Celidonio's team could handle, he would refer them to an outside recruiter and split the fee. Ultimately, he was dissatisfied with that approach. "I really wanted to do better than that," he said. "Independent recruiters simply are not going to pay as much attention to the search as if they were primary stakeholders. It is much more advantageous for both the recruiter and the company being served to have a team that is vested in

the process and who ultimately want to win for themselves and the client. So that's why we decided to build out this new executive search vertical. We care about being holistic talent solution providers." But competition looms in the highly rivalrous – and ambitious – field of life sciences and biotechnology.

In Sci.bio Recruiting's field of play, competition for talent is merciless. "These are 'wanted' candidates and there's a small pool of them that fit the bill for what are deemed very specific, niche roles. That makes this work that we do so much more uber competitive," said Ms. Lazarus. "The market has changed a little bit due to COVID-19, but it is still competitive for finding strong candidates. A number of organizations opt for talent with a specific, apples-to-apples kind of experience, but what's needed in biotech technical roles is flexibility," she added.

"We're concentrated on the bio-therapeutics space which is probably the hottest segment and the one that I know best," said Mr. Celidonio. "But overall, our focus is in life science."

One need only look at today's headlines or watch the evening news—or the commercials alone—to understand why life sciences and biopharma, in particular, are paying some of the highest premiums for search work of any industry. And new medical advances require top-tier talent.

Rent the Function

All this makes Sci.bio Recruiting an attractive option for its clients and prospective ones, many of whom are start-ups and for whom the path forward is still uncertain. The three options that the firm offers negate the need for an in-house corporate talent team, for starters, and allow clients to pivot effortlessly as they grow or as modifications emerge. "This industry changes by the second," said Mr. Celidonio. "The reason why what we offer is especially well suited to this industry is the binary starts and stops of biopharma itself. These businesses are beholden to heavy regulatory processes that could literally sink a program on a moment's notice. A company can literally go from boom to bust by one FDA decree. They could say, 'Hey, this didn't demonstrate efficacy.' And that can cause a stock to go from 100 to zero, and it's happened."

He also said that funding – the lifeblood of most organizations in this sector – is volatile. "Companies are often backed by VC and PE firms that have fickle needs and interests. You can take any great success story and any one of these companies could have gone the other way. The truth is there is a big element of luck here and even the smartest minds in the room aren't going to be able to take it all into consideration," he said.

"Unless you're a big company that's going to continually expand, it really doesn't make sense to have a full-time talent acquisition staff in many respects," said Mr. Celidonio. "It's a point in time. And you are going to need to add on 100 people, and you've got to get through your clinical trials, and there's no sense adding on more people until you show success there. So rent the function until you know you need to buy it."

VIEWPOINT

Despite a Pandemic, the Life Sciences Sector Presses On



Steve Hochberg is the CEO and founder of **Caliber Associates**, an executive search firm focused exclusively on the life sciences sector. The organization's leaders are highly experienced search professionals and biopharmaceutical executives who bring years of industry experience.

Caliber Associates has partnered with over 150 leading companies and has completed upwards of 700 searches, placing strategic leaders with broad therapeutic and functional reach. Founded in 1988, the firm now has offices in San Diego, metro New York, and in the Boston/Cambridge, MA area.

Mr. Hochberg focuses on recruiting CEOs, board members, C-level leaders and strategic teams for emerging life sciences companies and global biopharmaceutical concerns. He recently joined Hunt Scanlon Media in a thought-provoking discussion on the life sciences sector and how his firm has adjusted to serve its clients during the global pandemic. Following are excerpts from the interview.

Steve, how difficult has it been serving the talent needs of the life sciences sector during the pandemic?

The most significant challenge has been to develop the sensitivity that others are facing with respect to prioritizing their work and personal life challenges. Early in the pandemic it was all about expressing empathy and understanding regarding the fact that most organizations were adapting to the reality of remote working environments and not focused on expanding their leadership teams. As the year progressed and certainly around June 2020, the dust seemed to have settled and both individuals and organizations were receptive to hearing about new opportunities.

"Companies that are prepared to demonstrate the highest level of flexibility with respect to balancing individuals' preferences are likely to win in the demand for talent."

Discuss some of the challenges that you and your firm have been facing this past year.

The most significant challenge working with clients has been to establish a new paradigm for business development. With respect to the execution of searches, the transition has actually gone quite smoothly and there has been greater efficiency in scheduling Zooms with candidates and clients given that many executives no longer face the demands of travel. I believe that moving forward certainly through the entire year of 2021 most executives will continue working remotely or developing a hybrid situation which has them balancing time between office and home work. Beyond 2021, I see a more robust desire to include one-on-one contact with

colleagues. I believe companies that are prepared to demonstrate the highest level of flexibility with respect to balancing individuals' preferences are likely to win in the demand for talent.

How differently do the best senior executives provide leadership to healthcare and life sciences (provider, payer, pharma, biotech) companies during volatile times like this?

Feeling most comfortable commenting about life science companies, the challenges resulting from the pandemic have placed increased pressure to deliver and execute clinical trials. Companies have responded with the sense of urgency in developing programs, both vaccines and therapeutics, to address the needs of the pandemic. The rapid methodology and timeline in clinical development and manufacturing has the potential to be applied to the development cycle of other therapeutics. The industry is likely to be called on to discover, develop and deliver vaccines and therapeutics that will address today's pandemic and any future pandemics in a more methodical way.

"Search firms need to be laser-focused on execution. They need to appreciate the increased challenges clients are facing with day-to-day operations and demonstrate a level of flexibility with regard to search process. Given that for at least the next six to 12 months most interviews will be virtual, there needs to be a greater reliance on due diligence and the referencing process to ensure a complete and broader understanding of candidates' contributions."

What long-term impact do you see the COVID-19 pandemic having on the life sciences sector?

I see the life science sector continuing the growth curve it has enjoyed for the past decade. It will likely be marked with increasing results and innovations, enhanced manufacturing capabilities, streamlining of the development process, and increased collaboration with government and world health organizations.

What do you see moving forward for executive search firms in the next six to 12 months?

Search firms need to be laser-focused on execution. They need to appreciate the increased challenges clients are facing with day-to-day operations and demonstrate a level of flexibility with regard to search process. Given that for at least the next six to 12 months most interviews will be virtual, there needs to be a greater reliance on due diligence and the referencing process to ensure a complete and broader understanding of candidates' contributions.



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LifeSci Partners Introduces LS Associates

LifeSci Partners, a life-sciences focused consultancy, recently launched LS Associates, a global consulting service designed to provide companies with on demand C-suite leadership to flexibly and economically meet the strategic business needs of companies.

LS Associates leverages the expertise and network of the larger LifeSci Partners platform to deliver targeted and talented executives with relevant industry and subject matter expertise to companies at any stage of growth and transition, said the firm. The LS Associates “executive-as-a-service” model will enable customizable access to talent in a cost-effective manner to provide trusted guidance through strategic milestones and evolving corporate needs.

“LS Associates will leverage the unmatched global network and expertise of LifeSci Partners to deliver talented executives to help companies achieve their immediate goals while remaining well positioned for long-term success.”

“LS Associates will leverage the unmatched global network and expertise of LifeSci Partners to deliver talented executives to help companies achieve their immediate goals while remaining well positioned for long-term success,” said Andrew McDonald, founding partner at LifeSci Partners. “Our on-demand approach is uniquely designed to tap into the LifeSci network to deliver high quality executives with industry and subject matter expertise that enable the execution of our clients’ strategic goals; navigating market conditions; executing diverse capital transactions; and building credibility and relationships among the investment community. Our network of leaders provides immediate expertise and importantly, customizable support tailored to meet the ever-changing growth, complexity and needs of our clients.”

Scott Janssen joined LS Associates as managing director. He has a track record with high growth private and public companies. Mr. Janssen has over 25 years of accounting, finance and operational experience in the life sciences and technology space. Most recently, he served as managing director of the Connor Group, where he provided consulting services to clients, supporting their high growth and change management needs including numerous IPOs and public company transition engagements.

Deep Domain Expertise

“We are thrilled to be launching a C-level advisory service which we believe is the ideal next step to complement and expand LifeSci Partners’ broad range of services which includes investor relations, executive search, strategic partnering and analytics, public relations and capital markets advisory,” said Mr. Janssen. “We are confident that our LS Associates platform will provide accessible, cost-effective solutions to support our clients’ strategic vision and tactical execution.”

How COVID-19 is Transforming Healthcare Recruitment

As health systems recover from the COVID-19 pandemic, they face an ever-worsening provider shortage. Last year, the Association of American Medical Colleges predicted the U.S. would see a shortfall of up to 122,000 physicians by 2032. Now, lost revenue due to the pandemic has caused many hospitals to furlough employees and slowed, or completely delayed, recruitment efforts, according to new report by **Jordan Search Consultants** (JSC). The end result: unprecedented demand for providers unlike what hospitals have ever dealt with before.

Even prior to the pandemic, healthcare leaders had been increasingly worried about their ability to fill key provider positions. According to [J.P. Morgan's 2019 Healthcare Industry Outlook](#), 97 percent of senior healthcare executives said they were concerned about the provider shortage and 35 percent listed it as one of their top three challenges.

“Health systems and recruiters will need to work together to establish which skills and experience are most important in potential candidates. As telehealth continues to rise in popularity, possessing a virtual bedside manner will also become essential. Consulting with patients and colleagues through video will require providers to be highly attentive and empathetic.”

The lack of funding from cancelled elective procedures and high costs associated with treating COVID-19 patients were financially devastating for healthcare systems around the country. In May, the American Hospital Association estimated that hospitals were losing more than \$50 billion per month. The U.S. Labor Department reported that 1.4 million healthcare workers lost their jobs in April, the high of the pandemic. Nearly 135,000 of those job losses were in hospitals.

In its report, Jordan Search Consultants outlines some of the changes coming for healthcare recruiting and the ways recruitment firms employ innovative solutions to fill key roles in hospitals and health organizations.

Virtual Recruiting Will Become the Norm

“Some of the biggest challenges for recruiters during this time are travel restrictions and in-person meeting limitations,” Jordan Search Consultants said. “Just as many other industries have turned to virtual meetings, so have healthcare systems and recruiters.”

The firm also said that many health systems have pivoted to an entirely virtual recruitment process, using virtual job fairs and online job sites to identify potential candidates. “If the candidate is deemed a possible fit for the organization, they’ll advance to phone

and Zoom video interviews with key decision makers,” the firm said. “Their final interview will take place in-person, with COVID-19 screening and social distancing guidelines.”

The innovation doesn’t end there. “In order to obtain buy-in from a candidate, the health systems offer video tours and photos of the facility they’ll be working in, as well as the opportunity to talk with future colleagues for a more personal look into the organization,” Jordan Search Consultants said. “Recruiters have also partnered with local realtors to provide candidates information on the community and available housing options—all through a virtual screen.”

Health Systems Will Shift Hiring Priorities, Optimize Screening Processes

The healthcare-focused search firm said that there is a staggering amount of provider positions that need to be replaced, and it is going to take an extended period of time to fill these roles. To ensure health systems are providing the best possible care to their patients, they will need to prioritize which key positions are on the top of their list.

This prioritization will also extend to the screening process. “Health systems and recruiters will need to work together to establish which skills and experience are most important in potential candidates,” Jordan Search Consultants said. “As telehealth continues to rise in popularity, possessing a virtual bedside manner will also become essential. Consulting with patients and colleagues through video will require providers to be highly attentive and empathetic. Recruiters will make greater use of behavioral interviewing to ensure candidates possess soft skills and high levels of emotional intelligence.”

The COVID-19 pandemic has also caused major setbacks for health systems that were already contending with provider shortages. “However, they are not alone in their struggle,” Jordan Search Consultants said. “With the help of an experienced recruitment firm, advanced technology and streamlined recruitment practices, hospitals can recoup their losses and find talented individuals to provide the much-needed care our nation needs to heal and move forward.”

O’Fallon, MO-based executive recruiting firm Jordan Search Consultants was founded in 2003 and has a national reputation for providing state-of-the-art healthcare, executive and higher education recruitment solutions, while maintaining the flexibility to work with clients’ unique, evolving staffing needs. The firm ensures access to top candidates, accelerates time-to-fill, maximizes recruitment effectiveness, and enhances retention rates to provide a more streamlined, strategic approach to healthcare, executive and higher education recruitment.

It applies recruiting and placement methods across the full spectrum of healthcare settings including integrated health systems/hospitals, medical groups, academic institutions, IPAs, ACOs, HMOs, health plans and non-profits (hospice, FQHCs, community health centers).



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Cejka Search Assists Tri-State Memorial Hospital & Medical in CEO Search



Cejka Search has placed Good Samaritan Regional Medical Center COO Kym Clift as the new CEO of the Tri-State Memorial Hospital & Medical Campus in Clarkston, WA. "After an extensive search,

the board is fortunate to have found someone as outstanding as Kym to lead Tri-State Memorial Hospital," said Steve Claassen, Tri-State Memorial Hospital board chair. Cejka Search, based in St. Louis, has provided recruiting services exclusively to the healthcare industry for more than 35 years. Its client roster includes Georgetown University Hospital, Northwestern Memorial, Levine Cancer Institute, St. John Providence Health System, Tenet, MD Anderson Cancer Center, Washington University in St. Louis School of Medicine, Centene Corp., Cape Fear Valley Health and Banner Good Samaritan Medical Center.

Diversified Search Group Seeking CFO for Children's Hospital of Philadelphia

Diversified Search Group has been retained to find the new chief financial officer for Children's Hospital of Philadelphia (CHOP). Dale E. Jones, Lyn Brennan and Alison Lebonitte are leading the assignment. Current CFO Thomas Todorow will be retiring in June.



The hospital wants candidates with 15 years financial leadership experience in a highly complex organization, said the search firm. Children's Hospital of Philadelphia is the nation's first hospital devoted exclusively to the care of children. Since its start in 1855, the hospital has achieved historic breakthroughs and dramatic firsts in pediatric medicine. Headquartered in Philadelphia, Diversified Search Group is the largest U.S. female-owned and founded firm in the executive recruitment industry.

Westmont Search Recruits COO for Chase Cancer Center



Westmont Search placed Joel Helmke as the new chief operating officer for Fox Chase Cancer Center in Philadelphia. Managing partner Peter Blau led the assignment. Mr. Helmke joins Fox Chase from City of

Hope National Medical Center in Duarte, CA, an NCI-designated comprehensive cancer center where he served for nearly five years as senior vice president of clinical operations. Westmont Search, located in Westmont, NJ, is a healthcare-focused executive search firm with a singular focus of hiring top health executives to continue to improve the healthcare system. The firm works with clients from university medical centers to rural health systems to multi-state managed care companies.

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Slone Partners Recruits COO for Quanterix



Life sciences-focused search firm **Slone Partners** placed Will Geist as chief operating officer at Quanterix Corp. "Will is an extraordinarily talented and accomplished executive with an impressive track record of success in

operations, sales, marketing and business development leadership roles," said Leslie Loveless, CEO of Slone Partners. "He will be a welcome addition to the very strong Quanterix executive team at an important time in the company's evolution." Slone Partners is a nationally recognized senior-level recruitment provider that specializes in delivering executive, management and leadership talent for the diagnostic, biopharmaceutical, healthcare information technology and laboratory testing industries. The firm has offices in Boston, New York, Washington, D.C., and San Francisco.

Quick Leonard Kieffer to Fill Two Key Roles for Centra Health in Virginia

Quick Leonard Kieffer was recently enlisted by non-profit healthcare system Centra Health, based in Lynchburg, VA, to fill two key leadership roles, chief diversity officer and vice president of human



resources. Jake Barto, managing partner, is involved in leading both assignments. He is joined on the CDO search by Jamie Cassidy, principal. Founded in 1999, Quick Leonard Kieffer is a retained executive search firm with experience finding leaders for hospitals, health systems, academic medical centers, healthcare associations, life sciences companies, insurance companies and non-profits, among other clients. The firm is based in Chicago and has a track record of placing C-suite and other senior executives with leading, well-recognized healthcare organizations around the country.

Kirby Bates Associates Seeks Chief Nursing Officer for West Penn Hospital



Orlando, FL-headquartered healthcare-focused search firm **Kirby Bates Associates** was called in by West Penn Hospital in Pittsburgh, PA, to lead its search for a new chief nursing officer. Peggy Loughery is leading the assignment

along with Jane Fitzsimmons. West Penn Hospital is an academic medical center specializing in patient care, education, and research. Founded in 1988 as Bates & Associates by two leading nurse entrepreneurs, Kirby Bates Associates has been continuously owned and operated by nursing executives. It is part of the Jackson Healthcare family of companies. The firm offers portfolio of leadership services including interim leadership, executive search, leadership coaching and operations consulting.

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