

STANTON CHASE

Life Sciences & Healthcare



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Stanton Chase is a global leader in executive search and leadership consulting with extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase is a leading global executive search firm. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in the field of executive search, offering clients the global reach of one of the world's ten largest executive search firms, complemented by the industry expertise and personal relationships usually reserved for small boutique practices.

Our offices worldwide boast more than 350 senior consultants with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions.

Strong collaboration and lasting relationships between our senior consultants ensure continued access to world-class candidates for our search engagements.

Internationally renowned research firms continuously rank Stanton Chase among the top executive search firms in terms of reputation and market share.

All of our consultants have extensive experience and key relationships in the industries in which they serve.

They are organized by industry and function to work as a seamless unit to understand client needs, analyze talent landscapes, and ensure an expeditious search process for each and every engagement.

Over 70% of our work comes directly from long-standing clients. We nurture relationships with clients and candidates through knowledge, ethics, professionalism, our consultative process, and our commitment to assembling world-class leadership teams.

Life Sciences & Healthcare

Our Life Sciences and Healthcare Practice Group is a dedicated specialist team of senior consultants around the globe, working seamlessly with a committed focus on finding, assessing and acquiring the best executive talent.

Our practice group is comprised of former industry professionals and academics with advanced degrees who understand the complexity of the business and regulatory environments in which our clients operate. Among them are former Presidents and Chief Executive Officers, as well as functional leaders. We have the human capital/resources expertise required to properly match a candidate to the position. Recognizing that our clients' needs vary, we rapidly organize and customize our client service teams for each assignment, be it for a large pharmaceutical company, a mid-sized medical device client or a startup biotech company. We offer this industry expertise globally in established business centers and in the major emerging markets.

Stanton Chase understands the competitive and rapidly evolving landscape of the life science, pharmaceutical and healthcare organizations. Our strength is the partnership we forge with our clients, thus ensuring a high quality, timely and value-added solution for executive searches and leadership consulting. The combination of dependence on research and ever-changing regulations make this industry perhaps the most diverse of any. Clients seek talent in both technical leadership and the C-suite.



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Close cooperation with our extensive global team

The Life Sciences & Healthcare team of consultants works in close collaboration with other practice groups to identify and attract top leadership talent for your organization. Our Stanton Chase specialized practice groups – including Consumer Products and Services, Marketing & Sales, and Technology, amongst others -- work together to provide a pipeline of relevant talent in an industry that is becoming increasingly cross-functional. We recognize the ever-changing business environment is creating blurred lines within the industry, and we focus on finding executive leadership that fits your organizational needs now and in the future.

Our mandates have included:

- Chief Executive Officer/President
- Senior Vice President & Chief Operating Officer
- Vice President, Government Affairs
- Chief Technology Officer
- Senior Vice President, Government Relations & Communications
- Vice President Regulatory Affairs and Quality Assurance
- Executive Vice President of Operations
- Chief Financial Officer
- Vice President of Business Development
- Senior Vice President of Government Relations
- Senior Vice President of Marketing
- Chief Marketing Officer
- Country Head
- Chief Cyber Security Officer
- Global Head Research and Development
- Global Head Translational Medicine
- Head of Clinical Trials
- Vice President Clinical Pharmacology
- Vice President of Pre-Clinical Development
- Group Director Clinical Operations
- Vice President Clinical Development
- Chief Medical Officer
- Head of Compliance
- Head of Legal
- Chief Digital Officer

We understand the particular business landscape of the sector and the critical issues companies are facing, including:

Technology

Stanton Chase understands the impact new technology is having on every aspect of life sciences, including new products, medicines, and even systems that will transform human life as we know it. For example, technology, artificial intelligence, big data and digitalization are making a huge impact in the life sciences. To take advantage of this new development, life science companies need top technology leaders. These are not only technical positions but also leaders in every functional area including Commercial Operations, Finance, R&D, Supply Chain and Administration. We can provide these leaders for you because of our deep industry expertise and our close connection with our global technology practice group.

Consumer

The life sciences and healthcare industry is increasingly customer-oriented. Companies recognize the end consumer as a key client and influencer in purchasing decisions. Consequently, life science businesses require executive leaders with experience in the consumer and fast moving consumer goods industries. We have expertise in this area, and we partner closely with our Consumer Products & Services practice group to find the best talent with the right knowhow for your company needs.

Venture capital and private equity in Biotech and Pharma

Venture Capital in Biotech and Pharma are making a powerful impact on the life sciences industry; many of our clients come from private equity backed life science companies. We help private equity firms make better recruitment decisions for their own investment professionals as well as for their portfolio companies, including the life sciences. Our specialized consultants partner with you to offer you expert guidance on these critical searches. The war for talent, particularly within start-ups in the growing biotech industry, are making it more important than ever to retain an executive search firm with the industry knowledge and talent acquisition experience to find the best executive leaders for your business. We are confident our team of global, networked consultants can fully serve your needs.

Over the last four years, Stanton Chase has concluded 650+ assignments for life sciences and healthcare clients around the world, including private and public companies as well as governmental organizations, across all senior levels and functions.

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Stanton Chase has a proven track record serving clients across the following market segments:

- medical and diagnostics devices
- healthcare management
- medical research
- medical academia
- global pharmaceutical
- biotechnology
- medical technology
- biopharmaceutical
- genomics

Contact your local Stanton Chase office today to find out more about how our Life Science & Healthcare talent acquisition specialists can bring top leadership to your business.

Foundation of Success

Stanton Chase delivers commitment

More than 70% of our business is derived from repeat business with existing clients. We attribute this to the successful, long-term relationships we have forged with our clients.

True partnership

We consider our relationships with clients to be partnerships. Our senior consultants with the necessary subject-matter expertise interact closely with our clients to execute all searches with precision.

We offer our clients the benefits of a global firm, while we are locally structured to act and operate as a boutique. Extensive immersion is our policy – we get to know our clients in depth, becoming as familiar as possible with their culture and industry.

Candidates that fit the corporate culture

Our client relationships are not standard business relationships. We are our clients' trusted partner and understand their specific problems, as well as their business and culture, ensuring the selection of the best candidates with the best fit.

We identify the most important factors for success within an organization, involving the senior management team to identify the critical leadership practices. Then we go into great depth to analyze and understand each candidate – not just their past performance and track record, but also their character, background, and personality.

The result is fit-for-purpose leaders who are successful and loyal.

Full transparency

We realize that clear and open communication is paramount in our relationships. To avoid any potential misunderstandings and surprises, we proactively provide clients with complete transparency throughout the entire search process, ensuring the largest measure of integrity, honesty, confidence, and trust.

“Stanton Chase has a true understanding of my business; they are an extension of our culture.”

Our Unique Process

Consultative approach

Each engagement begins with in-depth interviews with key stakeholders. A position description is developed to identify the requisite experience, technical skills, and critical leadership competencies necessary for top performance.

Once finalized, we use this position description, along with an agreed-upon search strategy, as the foundation for the search. We are in constant communication with the client throughout the entire process, providing insights and analytics for benchmarking.

Talent attraction

Each engagement is customized and uses current research to identify suitable candidates. Our local consultants interact with the candidates in person, taking the utmost care to attractively present the opportunity to the best candidates. In this way, we are able to attract the best potential talent to perfectly fit the position.

Access to top talent globally

Our offices and partners worldwide give us the ability to access top talent across the globe.

Talent assessment

In-depth, face-to-face interviews enable us to further assess the candidate's level of experience, capabilities, and leadership competencies against key selection criteria in the position description. We leverage a range of assessment tools to provide better insight into a given candidate's motivations and odds for success in a specific position. Final recommendations are presented to the client, supported by detailed candidate profiles and evaluations of the candidate's strengths, weaknesses, and motivations.

“Stanton Chase really cares about us. They go the extra mile at every step of the process.”

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Talent acquisition

With top talent at a premium, a meticulous presentation of our client's organization and the available opportunity is vital. We carefully represent our clients in the marketplace and make the available position as attractive as possible for each identified candidate.

Based on the personal relationship our senior consultant forges with each candidate, we are able to gain a deep understanding of these individuals. We take great care in ensuring a perfect match between the candidate and our client's opportunity.

Candidate onboarding, integration and coaching

We work to understand the undercurrents of your organization and the implicit effect of policies and procedures. We identify the stewards of your corporate culture, the formal and informal influences, and the prevailing mindset of your company as an institution. This helps to ensure the successful onboarding of executive hires.

By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

Our undivided attention

Specializing in senior executives, we accept only a limited number of engagements. This allows us to avoid conflict-of-interest issues and to focus on filling these highly exacting positions. As such, we are at our best when we function as trusted advisors to our most demanding clients.

If your company is seeking an expert consultant with the leadership skills to deliver more than just sound advice, Stanton Chase stands ready to fulfill your needs, every step of the way.



José Bancaleiro

Managing Director

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José has gained more than 25 years of experience as HR Director and VP in top companies, like Philip Morris, GlaxoSmithKline healthcare, Altitude Software, Essilor, OPCA (Engineering and Construction), and Banco Finantia (Investment Banking). He was also partner of the Lisbon office of Boyden.

A university teacher and conferencist, José has written three books and he regularly publishes management articles in several industry-specific magazines and newspapers. As a consultant, he works for some of the most important companies operating in Portugal as an executive search specialist and a top executive coach.

He received the first career award given to an HR Professional in Portugal and he was president of the Alumni association of Univ. Católica MBA. A Graduate in law and a former Judge, José holds and MBA in Marketing and he is finishing his PHD in labor sciences.

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