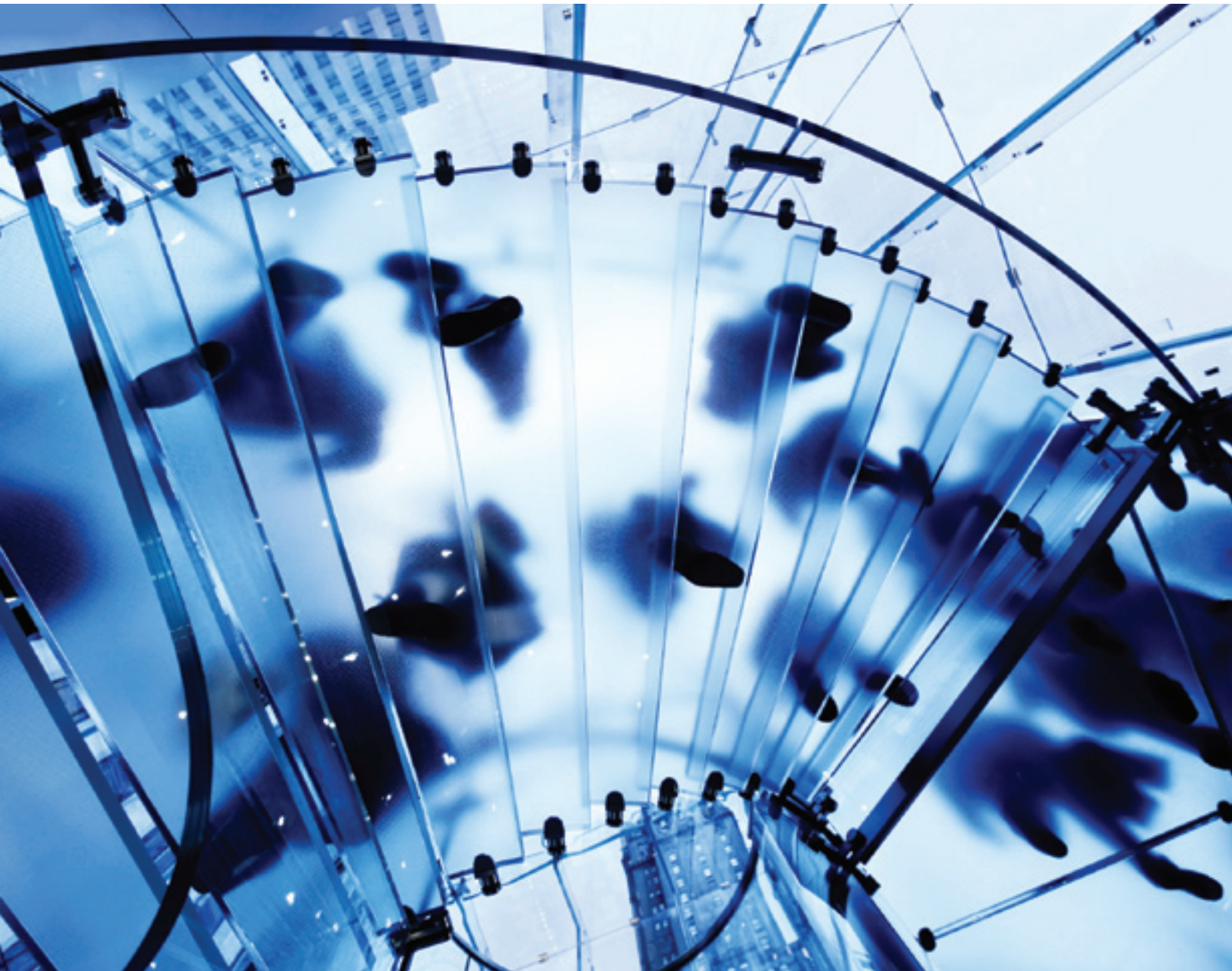




Retained Search

Validant has an in-depth knowledge of the Medical Device, Pharmaceutical and Biologics sector and an extensive network of senior level professionals with the niche skill sets that are in high demand in the industry. We combine this market knowledge with our proven technical search capabilities to deliver a comprehensive, high quality retained search solution for our clients.



The Validant Process

Detailed below is an overview of the process each client can trust when they choose to partner with Validant.

Position Description

After meeting and talking with our client, we develop a detailed position description, including a company overview and ideal candidate profile.

Targeted Research Strategy

The best candidates are usually not “on the market”. That’s why we create and implement position-specific outreach plans that leverage our knowledge of where the talent is and how to position the opportunity.

Candidate Development and Interview

We develop a targeted selection interview format that ensures that the right questions are asked, answered, and validated. We will work closely with you to assess the candidates’ relative strengths against the core criteria and determine which one is really best suited for the job and the company culture.

Background and Reference Checks:

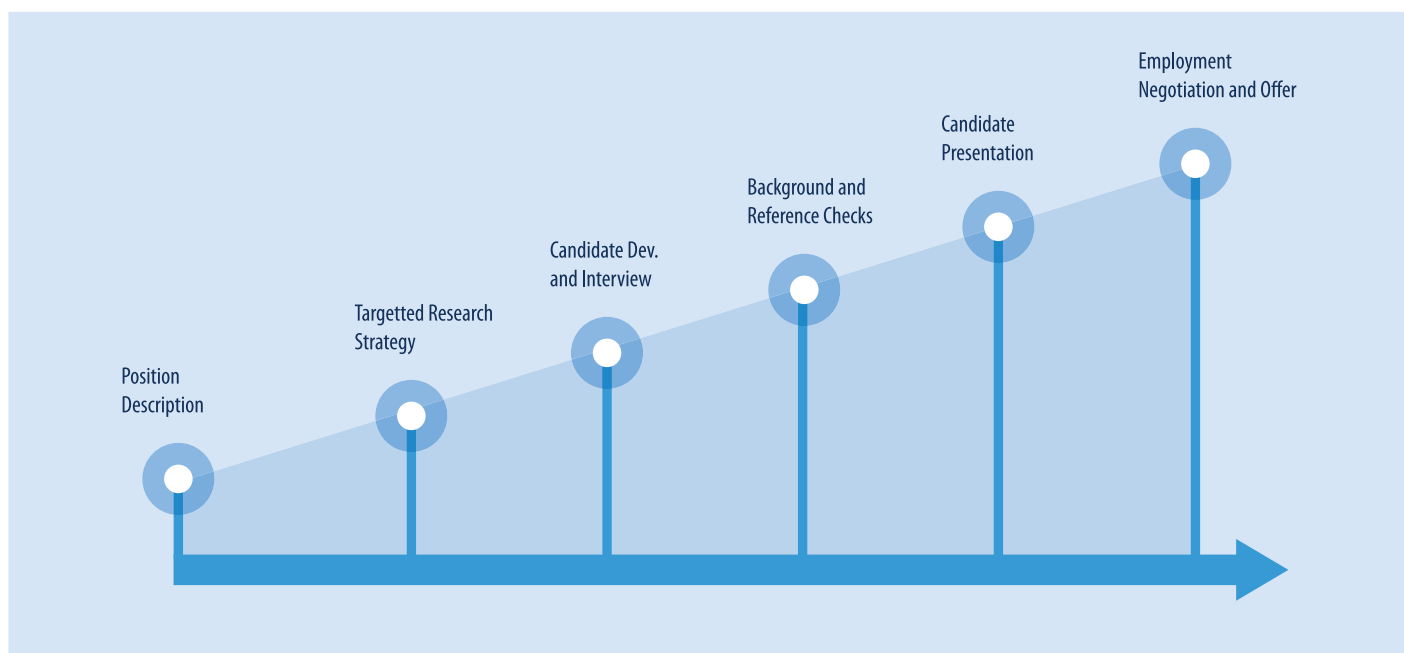
Professional and personal references are conducted via candidate supplied references as well as direct references we discreetly identify and contact.

Candidate Presentation:

Throughout the search process, Validant will provide a detailed weekly status update to our clients. These status updates provide dashboard information about each potential candidate’s credentials and experience along with their status and interest in the process.

Employment Negotiation and Offer:

Validant will assist the client in structuring and presenting the offer to the successful candidate.



The Validant Model

Validant understands that Medical Device, Pharmaceutical and Biotechnology companies face a complex and ever-changing regulatory landscape. We have chosen to focus our services in the areas that are of critical importance to these organizations.

Partnership

Validant spends the time necessary to fully understand a client's core business, the scope of the department and the specific nature of the role. We are an effective partner in defining the message to communicate to the candidate marketplace.

Efficiency

The members of our technical Delivery Team specialize in particular functional components of the product development lifecycle and, as a result, are adept at quickly identifying and qualifying individuals with the relevant experience and skills.

Effectiveness

A close client partnership, coupled with our tried and tested process, ensures that Validant has an exceptional success rate in delivering the hard to find skill sets that our clients need.

“Validant consistently delivers hard to find candidates that are center of the bulls-eye.”

-Fortune 500 Client

Validant has extensive outreach in the following Functional Areas:

- Discovery Research
- Pre-Clinical Drug Development
- Clinical Research
- Medical Affairs
- Quality Management and Quality Systems
- Compliance Audit and CAPA
- Regulatory Affairs and Regulatory Compliance
- Post-Market Surveillance

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Retained Search

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