

In life sciences, the launch doesn't slip in the lab. *It slips in a hire.*

Quality, regulatory, clinical, commercial - the seats that carry your science to market are the ones you can't get wrong. Most firms fill them with resumes and a good feeling. We fill them with evidence - and for \$5,000-\$7,500, fixed, you can see the market's answer before you spend a retainer.

- | | | |
|----|--------------------------------|---|
| 01 | A search is stuck | The req has been open a quarter, and nobody can say whether the talent exists or what it costs. |
| 02 | A launch is at risk | The hire who translates the science into a market is the one you can't get wrong. |
| 03 | A name just gave notice | Or is about to - and the bench behind them is a guess. |

Pick your problem. Each one has a fixed-scope answer inside.

THE SEATS WE RUN IN LIFE SCIENCES

PHARMA · BIOTECH · MEDICAL DEVICE · DIAGNOSTICS

- | | | |
|--------------------------------------|--------------------------|-------------------------------|
| • VP / SVP Commercial | • VP Regulatory Affairs | • VP Manufacturing / CMC |
| • VP / Head of R&D | • VP Clinical Operations | • Therapeutic Area Leadership |
| • Chief Medical / Scientific Officer | • VP Quality Assurance | • Medical Affairs Leadership |

You've watched a launch wait on a hire. So have most of the leaders we work with.

Qualigence is an executive search and recruiting firm built on selection science - and we were a research firm before we were anything else. In life sciences, that heritage is the product: market evidence before the search opens, and a screen built on the behaviors the role actually demands.

60%+

of the Fortune 500 have used
Qualigence

85%

still performing at 24 months

1999

a research firm before
anything else

You were sold recruiting activity.
Activity never carried a molecule to market.
The decision does - *and nobody sold you that.*

What lands on your desk.

Not a status update. A decision instrument. Every intelligence engagement ends in a findings review with the practice team, and the report is yours to keep.

EVERY SNAPSHOT INCLUDES

- Market overview
- Talent availability assessment
- Top competitor companies
- Compensation trends
- Supply and demand analysis
- Search risks and challenges
- Executive summary



Four ways in - *ranked by commitment.*

00	The sample report	See exactly what you'd receive. Judge the deliverable before you buy it.	Free No form, no gate
01	Market Intelligence Snapshot	A map. One critical role, one market: availability, competitors, compensation, risk.	\$5,000-\$7,500 1-2 weeks
02	Talent Market Intelligence™	A map and a guide. Everything in the Snapshot plus target mapping, candidate identification, leadership profile alignment, and an executive findings presentation.	\$10,000-\$15,000 2-4 weeks
03	The search	If you continue into one, the intelligence becomes the intake. Nothing is repeated, nothing is re-billed.	Scoped Per engagement

The Snapshot deliberately excludes candidate identification - that is Tier 2 work. We won't blur the line to close a sale.

What the first call actually is

Thirty minutes with Aledria. Bring the role, the market, or the org chart. You leave with our read on where the search will get stuck and what it will take - and the number in writing. No deck, no discovery-call theater.

Evidence under the decision. A launch that runs on facts. A bench you can read.



Bring us the stalled
search.

ALEDRIA HOWARD · PRACTICE LEADER · LIFE
SCIENCES · FORMERLY PFIZER, PACIRA
BIOSCIENCES, OLYMPUS

Book a Strategy Call with Aledria



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