

Finding the BEST Personnel to Enhance Your Commercial Success

We understand recruiting and hiring in the Life Science market. With decades of experience evaluating talent as recruiters and hiring managers, we recognize premier talent and know how to find *the most highly qualified, highly motivated and proven candidates* for your commercial roles to help drive your company's success.

WHO WE ARE:

Genovative Solutions and Biotech Recruiters have teamed to form top-echelon Life Science recruiting firms. We fill commercially focused roles such as:

- Sales and Business Development
- Marketing and Product Management
- Technical and Applications Support
- Leadership Roles ranging from Managers to Directors, VP's and C-Level



Jeff Protentis has been a Commercial Professional in the Life Science field for >30 years. Having hired nearly 100 persons for commercial roles, his background as a hiring manager mirrors that of our clients. This gives Biotech Recruiters two clear advantages over other recruiters: Jeff knows hiring, not just recruiting, and he knows the Life Science market and the people in it as a lifelong "insider".

- Unique insight, perspective and connections from >25 years hiring Life Science commercial persons.
- Highly developed interviewing skills enable Jeff to determine who the top performers are.
- Scientific Acumen equips him to represent clients effectively, position their benefits to candidates, generating interest, attracting top performers. It helps him to assess candidates' technical abilities.

"Jeff is an exceptionally talented and highly effective recruiter... He is remarkably well networked, placing

candidates in [commercial] functions throughout the industry. He is one of the most effective recruiters I've had the pleasure of working with throughout my career. His approach is professional and completely consultative. Jeff has the unique ability to find superior candidates in a very short time-frame. I give him my highest recommendation."

Honglin Zhao, HR Manager, BGI Americas Corp.

In addition, with 25 years of experience managing commercial teams Jeff is able to advise clients in areas such as writing job descriptions, determining compensation, hiring strategies, etc.

Derek Pyper, is the founder of [Biotech Recruiters](#). He brings nearly two decades of Life Science recruiting experience to the partnership. Derek has focused on the genomics field since its inception making him a premier recruiter in that arena. He has placed many hundreds of candidates with hundreds of companies. He has successfully recruited for positions spanning from field personnel to C-Level roles.



- He created the Genomics Jobs group on LinkedIn, which has ~4,500 Genomics professionals.
- Derek uses a thorough and results-oriented vetting process to recruiting which has been honed over his years in the field.
- He has personal relationships and extensive connections throughout the industry and the world. This enables him to identify and connect with top candidates rapidly and efficiently.

OUR SEARCH PROCESS

We carefully and meticulously work through the recruitment process, collaborating with our clients. Using our collective and complementary skills, we work to determine their needs, understand the company, its culture, the role and its associated responsibilities. Then we go about finding people who meet those needs, interviewing each candidate thoroughly, determining those who are best suited for the company and the position and submit only the best candidates for the client's review in a timely, efficient and effective manner.

“Jeff quickly enabled us to find a great person for a new position within the company. His extensive screening and written evaluations of candidates allowed us to stay focused on the needs of the position. Because of Jeff's help, we found our new employee within a month from starting the search.”

**Christine Haakenson,
President & COO, Rubicon Genomics**

We adhere to the following course of action to present to our clients the *most highly qualified, highly motivated, proven and thoroughly scrutinized candidates* for their positions.

1. Interview Hiring Manager and/or HR Manager
 - Complete understanding of company's needs
 - Thorough knowledge of the role, expectations
 - Determine the necessary skills for the position
 - Understand Value Proposition of the Client
2. Create Job Specifications
3. Conducting Search
 - Determine Competitors, others to investigate
 - Identify key skill sets needed for success
 - Utilize our extensive network to identify potential candidates
 - Network within and outside of our database to get referrals to capable potential candidates
4. Candidate Interviews
 - Conduct thorough interview of each candidate
 - Evaluate both skill set and corporate fit
 - Narrow the list of candidates to the most appropriate

5. Present Candidates to Client
 - Provide a detailed summary highlighting the candidate's skills and experience
 - Present the best candidates: In the interest of client's time, send only the qualified candidates
6. Other Services
 - Coordinate client interviews with candidate
 - De-brief with both the client and candidate to determine levels of interest from both parties
 - Assist client in “landing” their first preference
 - Present offer to Candidate
7. Follow Up
 - From the time of the offer, interface with the candidate regularly to ensure offer is accepted
 - From acceptance, reach out to candidate to ensure that they do not have a change of heart or accept a counter-offer.

OUR RESULTS: OUR CLIENTS' SUCCESS

The best indication of the success of this program is repeat clients and the rate of success. Biotech Recruiters has become the “go to” recruiters for many organizations, often recruiting for multiple positions, of multiple types over a span of years.

To learn more visit:

- www.biotech-recruiters.com
- <http://www.genovativesolutions.com/recruiting/>

**BIOTECH RECRUITERS
INTERNATIONAL, INC.**

The logo for Genovative SOLUTIONS features the word "Genovative" in a large, dark blue, sans-serif font, with "SOLUTIONS" in a smaller, lighter blue, sans-serif font below it. A stylized red and blue arc is positioned above the text.

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