



BIOTECH
EXEC

LIFE SCIENCE EXECUTIVES

On Demand

Business Challenges

MANY LIFE SCIENCE COMPANIES FAIL BEFORE THE SCIENCE HAS EVER HAD AN OPPORTUNITY TO PROVE ITSELF!

Common reasons for business failure:

- Lack of funds & finding investors
- Business execution
- Team dysfunction
- Progress too slow for the market & investors

Q

What do life science **innovators** need to
advance their company?

A

Experienced C-Suite Leadership



Our Novel Solution The IGNITE Network



With over 500 outstanding professionals, we offer extensive industry knowledge, strategic skills, valuable connections, and a demonstrated history of leading companies to achieve success.





ignite

Integrated Growth Network for
Innovation, Talent & Executives

OUR SERVICES



Consulting & Advisory Projects



Fractional & Interim CXOs



Conversion to Full-Time Executives



KOLs, SAB members, Mentors, EIRs,
Board Directors

Service Options

Consulting & Advisory

- **Project focus**
e.g. financial model, valuation, reimbursement strategy, regulatory pathway, market/business assessment
- **Ad hoc hours**
- **Hourly fee**

Fractional Placement

- **Affordable & efficient**
- **“Try before you buy”**
- **Flexible engagements**
- **Exec team member**
- **Fixed hours/month**

Full-Time Placement

- **Conversion to full-time or direct placement**
- **Similar to executive recruiter fees**
- **Partial credit for previous fees paid**
- **Staffing and search available via partners**

Other placements:

Key Opinion Leader (KOL), Scientific Advisory Board (SAB), Independent Board Directors.

IGNITE Network Exec Profiles

C-Level Experience

- CEO
- COO
- CBO / CBDO
- CCO (commercial)
- CCO (compliance)
- CSO
- CMO (medical)
- CMO (marketing)
- CTO
- CFO
- CHRO
- KOL
- SAB
- Board Director

Areas of Expertise

- Therapeutics
- Medical Devices
- Diagnostics
- Digital Health
- CRO / CDMO
- Health Services

Other Characteristics

- **Average C-level experience: 20+ yrs**
- **Referral only**
- **Extensive investor & strategic contacts**
- **Experience with consulting and fractional work**
- **Demonstrated passion**



| Our Unique Model

THE PROBLEM

Hard to find domain experts with track records of success



Long-term contracts with high risk



Average exec search takes 9-12 Months



High cost to engage top executives



Shortage of expertise in most locales



OUR SOLUTION

Experienced matched domain experts



Flexible contracts



Leadership in place in less than one month



Value-based and efficient solutions to save cost



National network with remote and hybrid work options



|Our Differentiation

Our Network

- Seasoned, life science industry C-level execs
- Large size & US-wide
- Execs come from referrals, not from searches

Our Services

- Consulting & advisory services (from seasoned execs)
- Fractional/Part-time placement (affordable & “try before you buy”)
- Conversion to full-time placement

Our Expertise

- “PrecisionMatch” done by industry experts
- Candidates presented in days, execs placed in weeks, not months

Our Focus

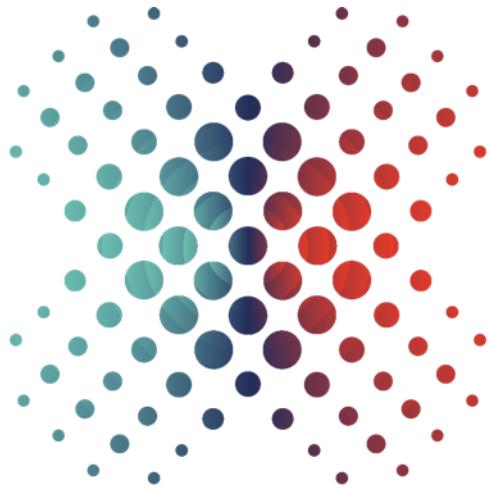
- Only life sciences – therapeutics, devices, diagnostics & digital health
- Only C-Suite – CEO, COO, CBO, CSO, CMO, CFO
- Accelerating young emerging company progress & success

|Life Science Washington Member Benefits

10% discount on BiotechExec's menu of services

- Hourly Advisory Services
- Fractional or Contract CXO Placement
- Full-time Placement or conversion from Contract
- Board Director, SAB, and KOL Placement
- Consulting Assessments, Projects, etc.
- Precision Match – discovery, assessment and candidate matching consulting sessions
- Business Viability Assessment and Business Planning

Complimentary first advisory session (1 - 1.5 hrs)



BIOTECH EXEC

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Appendix

- **BiotechExec customer testimonials**
- **FAQs**
- **Relevant resources – articles, podcasts**
- **Triggers for Member Discussion**
- **Example Questions for Member Companies**

Customer Testimonials

"BiotechExec has accelerated our commercialization and science faster in four months versus the previous three years."

- Founder & President, Biotech

BiotechExec's IGNITE consultants were identified and placed on an ongoing basis to evaluate the following: IP Strategy, Animal Studies, Positioning, Licenses and Acquisitions strategy. Expertise included immunology, oncology, and scientific advisors.

This client has engaged seven different IGNITE executives over the past year and has converted one to their full-time Chief Scientific Officer.



Customer Testimonials

" Thank you for some great detective work to find such a unique skillset in a single person"

- CBO/COO, Biotech

This client was looking for a CMC expert with experience in cell & gene therapy, viral vectors, and someone who has worked extensively with CDMOs, and speaks Mandarin. While BiotechExec didn't have this "purple unicorn" in our network, we leveraged our IGNITE network to get connected to a CMC expert who meets all the criteria.

The biotech expected that finding this expertise would take at least several months but from their initial request to their first meeting with our "purple unicorn" CMC expert was only 26 days.

Customer Testimonials

"I would like to extend my gratitude to BiotechExec for their efforts in sourcing a new Strategic Medical Advisor for our team. Securing expert talent with the flexibility we require has been challenging. BiotechExec used their proprietary platforms and experience to find an excellent match for our company."

- CEO, Biotech

The average time to find a qualified candidate is 9 months. Our client tried to do this previously and could not find the appropriate candidate. BiotechExec was able to complete this placement in 4 weeks.

FAQs

How does BiotechExec find the execs for its network? Do you find them on LinkedIn?

All of the C-Suite execs in our network come via referral through our own industry connections and network members also refer their connections. They are then further curated by our COO to meet specific criteria he's defined for IGNITE network members. We do not use LinkedIn or similar sources to search for execs.

Does BiotechExec's network also include VPs & Directors?

At the present time, BiotechExec's network is limited to people who have had a CXO title and substantial C-Suite experience.



FAQs

Are investors ok with having fractional execs on the leadership team?

Most investors value this model because the company will get experienced execs who can have impact, at a much lower cost than a full-time hire. Many C-level roles don't initially need to be full-time, and it's premature to hire full-time execs. "Try before you buy" works well, before providing equity to an exec who may not ultimately be a good fit.

Can BiotechExec's fractional execs be given C-level titles, listed on the company's website and in its pitch deck?

Absolutely! This not only just fine to do but also valuable for investors to see there are experienced execs on the team.

| Additional resources

Articles

- Forbes: [What Is Fractional Leadership And How Does It Impact Your Current Job?](#)
- Fast Company: [How Interim Executives Can Be A Surprising Benefit To Your Company](#)

Podcasts

- **Biotech C-Suite Construction** – Strategies for scaling biotech organizations, assembling the right executive team, sourcing expertise for growth, and navigating today's dynamic landscape.

[Apple](#) | [Spotify](#) | [YouTube](#)



BiotechExec Discussion Triggers

Indicators it's a good time to introduce BiotechExec

- Member is looking for execs, maybe for a specific need - e.g. COO, CFO
- Member raised investment - now has cash to expand C-Suite, KOL, SAB, Board Directors
- Member planning an IND filing - will need a Chief Medical Officer
- Member lost a C-Suite exec and will need a replacement
- Member posts a need for a C-Suite exec, KOL, SAB member, etc. on affiliate's job board
- Member is struggling (e.g. fundraising, getting traction) - maybe questions renewing their affiliate membership
- Member is looking for connections to strategics - large pharma, large medtech companies

Questions for member companies

Leadership

- What is your leadership team's level of C-Suite experience?
- Are there any upcoming needs for experienced C-Suite execs on your team?
- Does your CFO have experience in
 - financial planning & analysis (FP&A)?
 - working with Boards & investors?
 - experience in developing & justifying valuations?
- Do you have a Scientific Advisory Board and need any members or Key Opinion Leaders (KOLs)?



Questions for member companies

Fundraising

- Are you looking for or going to be looking for equity investment?
- Does your leadership have credibility with, and strong connections to investors?
- How long have you been fundraising, and how has it been going?
- Do you have investor interest but they are waiting to commit until you have an experienced C-Suite exec on your team?

