



<p>Location</p> <p>Bucks County, PA www.bandishgroup.com 267) 483-5233 www.linkedin.com/company/the-bandish-group-llc/ 1000</p>	<p>Leading Principals</p> <p>Jackie Bandish, Founder and Managing Member</p>										
<p>Year Established</p> <p>1996</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>2</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$225,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p> <p>WBENC, Diversity Alliance for Science, SHRM, BDISBO (The Pennsylvania Department of General Services, Bureau of Diversity, Inclusion & Small Business Opportunities), NAPS, Supplier Gateway, BBB, Get5 Career Coaching, MAPS (Mid-Atlantic Personnel Association), and ExecThread</p>	<p>Fee Procedure</p> <p>Depending on the level of the search, an engagement fee is due to commit both parties to the search and it is deducted from the final invoice. Our standard fee is 25% of the first year's base salary only.</p>										
<p>Off-Limits Policy</p> <p>We are off-limits to engaged client contracts and their terms and we do not recruit away from active clients. We abide by our legal contracts.</p>	<p>Average Time to Completion on Assignments</p> <p>60 days</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Healthcare</td> <td>Medical Device</td> </tr> <tr> <td>Life Sciences</td> <td>CDMOs</td> </tr> <tr> <td>Pharmaceutical</td> <td>Life Sciences Construction</td> </tr> <tr> <td>Biotechnology</td> <td>Artificial Intelligence (AI)</td> </tr> <tr> <td>Diagnostics</td> <td>Digital Healthcare</td> </tr> </table>	Healthcare	Medical Device	Life Sciences	CDMOs	Pharmaceutical	Life Sciences Construction	Biotechnology	Artificial Intelligence (AI)	Diagnostics	Digital Healthcare	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Diversity, Equity & Inclusion (DE+I) Manager through C Suite Level Positions</p>
Healthcare	Medical Device										
Life Sciences	CDMOs										
Pharmaceutical	Life Sciences Construction										
Biotechnology	Artificial Intelligence (AI)										
Diagnostics	Digital Healthcare										
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>President & Chief Business Officer; Head of Clinical Development; Vice President, Life Sciences Construction; Vice President, Strategic Sourcing; Product Management Lead Technical Operations Director</p>										

Firm Overview

The Bandish Group is not a contingent firm but rather a boutique life sciences executive search firm. We conduct exclusive searches with a hybrid model of retained services that is both efficient and cost effective to our clients. Our job is to find your best fit, not just any fit and we understand that paying more does not change the candidate landscape. We specialize in the Pharmaceutical, Biotech, Diagnostics, Medical Device, CDMOs, Life Sciences Construction, Artificial Intelligence (AI), and Digital Healthcare industries. We are headquartered in the greater Philadelphia region and serve nationwide and global searches.



EXECUTIVE SEARCH

Respect. Honesty. Integrity. The Foundation of Our Success.

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Life Sciences Search Firm
since 1996

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