



Linda Smith, MD | Chief Executive Officer

Thomas Brown, PhD | Vice President, Operations


John Williams | Senior Manager, Human Resources



 **Donna Higgins**, President & CEO

 **Doug Roberts**, Senior Vice President, Client Partnerships

 **Lily Siravo**, Vice President, Search Consultant

 **Chris Gattuso**, Senior Research Associate

 **Stephanie Prieto**, Project Manager

Chief Medical Officer

Candidate Requirements

Education/Training

- MD or MD/PhD
- Sub-specialty training in one of two specific therapeutic areas preferred

Professional Experience

- Substantial clinical development experience in industry in therapeutic area (ideally in one or more indicating specific to client's pipeline) and/or a broader therapeutic area focus
- Research experience in specific therapeutic area and/or specific therapeutic area is ideal
- Translational depth with ability to move science into the clinic

Individual Characteristics

- Entrepreneurial, hands-on, collaborative, and team oriented
- Excellent leadership skills with an ability to shape the culture
- Located in or willing to relocate to company location

EMERGING CANDIDATES				
CANDIDATE INFORMATION	PROGRESS STATUS	TRAINING & EXPERIENCE	ESSENTIAL QUALIFICATIONS	STYLE
Peter Bennett, MD New York, NY Montana Pharmaceuticals	EMERGING THG Phone Screen 6/25 Motivation: Funding challenges at Montana Pharma	VP, Clinical Development & Medical Affairs LinkedIn Profile BC Hematologist 4 years: XYZ University 2 years: Montana Pharma - 8 years: Smith Biotech	<ul style="list-style-type: none"> ✓ BC Hematologist ✓ Ph 1-3 development ✓ Cell therapy experience ✗ No Multiple Myeloma in industry 	Personable, approachable and collaborative. Science-driven, curious.

Lori Harrison, MD Chicago, IL Red Letter Biotech	EMERGING THG Phone Screen 6/15	<i>former</i> -VP, Clinical Development LinkedIn Profile BC Oncologist 19 years: Williams College of Medicine 3 years: Red Letter Biotech	<ul style="list-style-type: none"> ✓ BC Oncologist ✓ Ph 2-3 development ✓ Multiple Myeloma experience ✗ No Cell Therapy experience 	Personable and collaborative with high EQ. Science-driven, agile, curious. Actively looking.
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ACTIVE CANDIDATES				
CANDIDATE INFORMATION	PROGRESS STATUS	TRAINING & EXPERIENCE	ESSENTIAL QUALIFICATIONS	STYLE
Amanda Orr, MD Boston, MA ICU Biotechnology <i>* CDA in place</i>	ACTIVE THG Phone Screen 6/25 THG Interview 7/8 1 st Round Interviews 7/16 In-person Interviews 7/23 Virtual data review 7/30 * Board Interviews 8/6-7 Preparing offer	<i>former</i> Chief Medical Officer LinkedIn Profile BC Neurologist 4 years: XYZ University 6 years: - ICU Biotech 2 years: Feast Biotech - 4 years: Morrow Pharma - 4 years: Banner Pharma	<ul style="list-style-type: none"> ✓ BC Neurologist ✓ Ph1-3 development ✓ Cell therapy experience ✗ No Multiple Myeloma experience 	Engaging, agile, team oriented. Science-driven, hands-on. Actively looking.

Jason Dickinson, MD, PhD San Francisco, CA Smith Biotech <i>* CDA in place</i>	ACTIVE THG Phone Screen 6/20 THG interview 6/26 Interview with client 7/2 Interview with client 7/22 * Board Interview 8/7	CMO/ EVP, Clinical Development LinkedIn Profile BC Peds Heme/Onc 7 years: Werth University 5 years: Smith Biotech - 8 years: Montana Pharma - 11 years: Keen Pharma - 2 years: Ardent Biotech	<ul style="list-style-type: none"> ✓ BC Pediatric Heme/Onc ✓ Ph 1-2b development ✓ Cell therapy experience ✗ Limited Multiple Myeloma experience 	Self-aware, hands-on, engaging. Science-drive, nimble, creative. Open to consulting or full-time opportunities.
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CANDIDATES ON HOLD				
CANDIDATE INFORMATION	PROGRESS STATUS	TRAINING & EXPERIENCE	ESSENTIAL QUALIFICATIONS	STYLE
Aaron Bickert, MD, PhD San Francisco, CA Ardent Biotech	ON HOLD THG Phone Screen 7/2 THG Interview 7/9 HOLD while assessing other candidates	<i>former</i> -CMO LinkedIn Profile BC Peds Heme/Onc 3 years: Williams College of Medicine 1 year: Ardent Biotech - 5 years: Lead Biotech - 4 years: Flight Pharma - 4 years: Avid Pharma	<ul style="list-style-type: none"> ✓ BC Oncologist ✗ Ph 3-4 development only ✓ Cell therapy experience ✓ Some Multiple Myeloma experience 	Hands-on, engaging, science-driven with ability to collaboratively drive a team. Actively looking.

NON-VIABLE CANDIDATES				
CANDIDATE INFORMATION	PROGRESS STATUS	TRAINING & EXPERIENCE	ESSENTIAL QUALIFICATIONS	STYLE
Adam Smith, MD Boston, MA Banner Pharmaceuticals	NON-VIABLE Interview with client 5/28 THG Interview 6/19 Follow up with client 6/27 Declined offer 6/27	VP/Head, Product Development LinkedIn Profile 6 years: Banner Pharma - 2 years: ICU Biotech - 2 years: Ardent Biotech - 2 years: Keen Pharma - 5 years: Red Letter Biotech	✗ Not a BC Oncologist or Neurologist ✓ Ph 1-3 development ✓ Oncology experience but no Multiple Myeloma experience ✓ Cell therapy experience	Nimble, hands-on, engaging. Curious and science driven. Actively looking, wants to go back to biotech.

- **Confidentiality Notice:** Names and company names in this document have been altered to protect the confidentiality of our clients and candidates.
- **Report Overview:** This report serves as a representation of our weekly status updates and would be expanded to include a comprehensive list of candidates discussed throughout the duration of the search.