

**PROVIDING
LEADING
RECRUITMENT
SERVICES TO
THE PHARMA,
BIOTECH, AND
DIGITAL HEALTH
SECTORS**

AREAS OF EXPERTISE:

MEDICAL AFFAIRS & CLINICAL DEVELOPMENT

MARKET ACCESS & HEOR

REGULATORY AND PHARMACOVIGILANCE

CLINICAL OPERATIONS AND R&D

SALES & MARKETING

DIGITAL HEALTH



**"... THE MOST EFFICIENT AND EFFECTIVE RECRUITER I HAVE EVER
WORKED WITH..."**

WHO ARE WE?

We're a relatively small, specialist company, hailing from the old industrial park of Sheffield.

Importantly, we're a Recruitment company built on the knowledge that your Science is the foundation on which you build your name, and that the Medical, Clinical & Commercial functions are the machines driving you into the market.

We know that the best cogs need to be in place.



**REAL VALUE COMES
FROM KNOWING
MORE THAN WHO'S
LOOKING;
IT COMES FROM
KNOWING WHO
COULD BE.**

OUR APPROACH

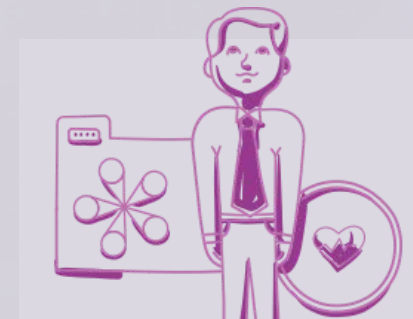
Value in an external partner is therefore about more than knowing who's looking now. Simply working from a database or firing out an advert doesn't cut it.

Regardless of how big your database is, or how far your advert reach stretches, **many of the best people are comfortable in their roles.**

Through identifying passive candidates, getting to know them and their aspirations, and making an informed match with a company which we take the time to understand, we ensure that the right people end up in the right place.

Don't therefore mistake us for a volume company with a plethora of individuals roughly the right shape.

We don't work like that.



WE LIKE TO THINK OF OURSELVES AS BEING A BIT LIKE A SPECIALIST LIBRARY



WORKING WITH US

But what's it like on a day-to-day basis to deal with us?

Well, we like to think of ourselves a little like a specialist library. You begin and finish the process with one point of contact, your librarian, the person who got in touch in the first place. Yet covering the shelves are books all tailored specifically to one function within the general niche of the Healthcare market - our consultants.

Within the medical and scientific department here, that specialism might be Medical Affairs & Clinical Development, it could be Market Access & Health Economics, Clinical Operations, R&D, Digital Health or indeed Sales & Marketing.

The point is: through providing you with consultants who specialise further within a closed market, we provide you with comprehensive coverage, without diluting the quality of our service.



All whilst you deal with one person.



NAVIGATING THE LANDSCAPE



We're proactive recruiters; and we truly do believe that **knowing who could be looking is the most important aspect of our searches.**

Just as our candidates specialise in their fields, **we as consultants specialise ourselves.** That's why our first port of call is an active Headhunt in the market to support our other three pronged approach.

Headhunting, referrals, advertising and - whilst it's not the focus - our own **database**, built up after over a decade of recruiting top talent.

HEADHUNTING



REFERRALS



ADVERTISING



DATABASE

A large, stylized compass rose graphic with a white center and a purple border. The center contains the text "THE RIGHT CANDIDATE" in purple. The border is decorated with a pattern of black squares and circles.

THE RIGHT CANDIDATE

A purple-toned illustration of a person sitting at a desk, looking at a computer monitor. The monitor displays a stylized Zest Medical logo. The background is filled with various icons representing business, technology, and healthcare, such as a gear, a trophy, a rocket, a lightbulb, and a person. The text "ZEST MEDICAL" is visible in the bottom left corner of the illustration.

OUR FOUR PRONGED APPROACH

OUR SEARCH OPTIONS...

RETAINED EXECUTIVE SEARCH

- Your search goes through to a specialist with top priority.
- Clear and transparent timelines.
- Rather than the usual 33% retainer, 33% for a shortlist, and 34% on completion, our Retained Search works on a simple, success driven fee structure:
 - 35% of the total fee up front to allow us to allocate resources to the project immediately.
 - 65% of the total fee on successful completion.

EXCLUSIVE CONTINGENCY SEARCH

- No placement, no-fee, on an exclusive basis
- Whilst we work on your behalf, you can still work searching in-house

CONTINGENCY ASSIGNMENT

- Simple no-placement, no-fee structure.

A photograph of a hallway with three doors. The middle door is bright red, while the two doors on either side are dark grey. The floor is highly reflective, showing a clear reflection of the red door. The lighting is dramatic, with strong highlights and shadows.

**OUR RETAINED SEARCH
BOASTS A 100%
SUCCESS RATE**



RECENT PROJECTS



BIOTECH - RARE DISEASES EU MARKET ACCESS DIRECTORS (X2)

- Urgent requirement for two **EU Market Access Directors** to build and establish a presence in Europe across the entire portfolio.
- The only EU headcount for Market Access - experience needed to be broad and operational with a demonstrable background of being "hands on".
- Roles had been **open with other recruiters for 18 months** who had failed to find suitable candidates.
- Completed this project on a Retained Search within 2 months of taking it on.
- Candidates still working in the business in France and Germany.

CRO HEAD OF PHARMACOVIGILANCE

- **Head of Pharmacovigilance Services** role to take some operational burden from the CEO as **QPPV**.
- Needed to have experience of **strategic oversight of an EU team of 40+**, but also be technically competent as a point of escalation.
- Required to take on leadership of **all EU client contact and business development** activities as the company expanded further.
- Company **had been using 4 recruitment firms for 9 months** prior to us working with them.
- **Completed this project on a Contingency basis within 8 weeks.**
- Candidate is based in Switzerland.

DIGITAL HEALTH HEAD OF REGULATORY AFFAIRS

- A business critical position for a **Head of Regulatory Affairs**
- Role needed to build and **develop a team** with a view to **registering software as a Medical Device**
- **Completed the Project on a Retained Search within 6 weeks.**
- Candidate is based in the UK.

PHARMACEUTICAL MANUFACTURING SPECIALS AND IMP COMPLIANCE

- Requirement for a **Head of Quality and Compliance**
- Needed a **QP**, capable and adept in signing off **IMPs and licensed products** as the company expanded further into the Clinical Research market.
- Company approached us based on a referral.
- **Filled the position within 6 weeks on an Exclusive Contingency Search.**
- Candidate remains based London, UK.

SME BIOTECH HEAD OF CLINICAL OPERATIONS

- Urgent need for a **Head of Clinical Operations** following seed funding for an SME Biotech
- Role requirements were for a highly experienced clinical professional with Senior Project Management experience who could come into a small team and scale up from there.
- **Filled the position within 2 months.**
- Candidate is based in the UK, but is required to work regionally.

PRE-CLINICAL DRUG DEVELOPMENT COMPANY SALES DIRECTOR

- Persistent need for a **Business Development Director** to come into the business and deal with a varied portfolio across the BENELUX region.
- Role had been open for 5 months with various other recruiters having worked on it on a contingency basis.
- **Filled the position within 1 month on a Contingency basis.**
- Candidate is based in the Netherlands.

BIOPHARMA SENIOR MEDICAL DIRECTOR, IMMUNO-ONCOLOGY

- Urgent need for a **Senior Medical Director, Immuno-oncology** for an expanding pipeline.
- Required an MD with **specialist experience in immuno-oncology and haematology**, working with field based MSL teams and providing strategic oversight for the Medical Affairs plan.
- **Filled the position within 2 months.**
- Candidate is based in Switzerland, but is required to work across the EU.



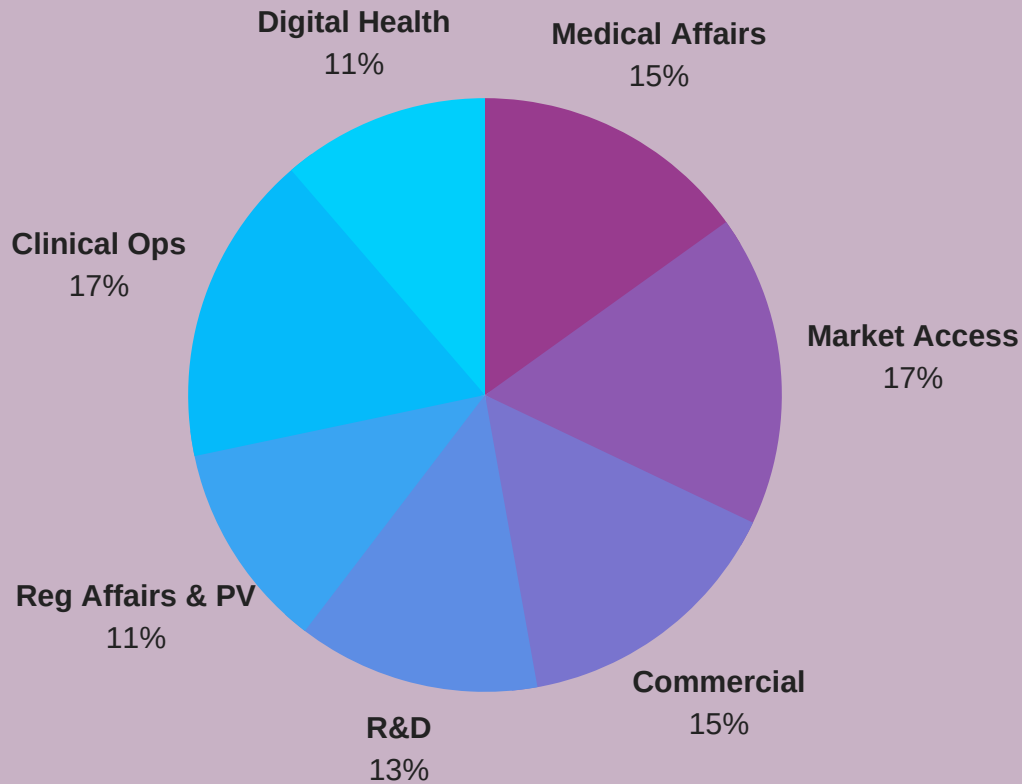
OUR CAPABILITIES



- C-Suite level candidates
- VP Level candidates
- Head of Department
- Medical Directors (At all levels/TAs)
- Pharmacovigilance Directors (At all levels)
- Medical/Commercial Strategists (At all levels)
- Market Access Directors (At all levels)
- Health Economics Directors (At all levels)
- Clinical Development Directors (At all levels)
- Clinical Operations Directors (At all levels)
- Regulatory Directors (At all levels)
- R&D / Pre-clinical Directors (At all levels)
- Sales Directors (Scientific and Medical)
- Marketing Directors (Scientific and Medical)
- Therapeutic Area Leads
- Associate Directors, Medical Affairs
- Associate Directors, Pharmacovigilance
- Associate Directors, Clinical Development
- Associate Directors, Health Economics
- Associate Directors, Market Access
- Associate Directors, Clinical Operations
- Associate Directors, Regulatory Affairs
- Associate Directors, R&D / Pre-clinical
- Clinical Programme Leaders
- Clinical Project Managers
- Medical Project Managers
- Medical Managers
- Quality / Compliance Managers
- Regulatory Managers
- Pharmacovigilance / Drug Safety Managers
- Market Access Managers
- Health Economics Managers
- Healthcare Development Managers
- Study Directors/Managers
- Client Service Managers
- Clinical Data Managers
- Product Managers
- Project Resourcing Managers
- MSLS
- Medical Advisors
- Market Access/HEOR Consultants
- Scientists (At all levels)
- Method Development Scientists
- Health Economics Modelers
- Medical Affairs Consultants
- Drug Safety Associates/Specialists
- Clinical Research Associates
- Clinical Trials Administrators
- TMF/Clinical Document Specialists
- Analytical Chemists
- Laboratory Assistants & Managers
- Cognitive Scientists
- Machine Learning Specialists
- Software Engineers
- Digital Health Analysts
- Technical Partnership Leaders
- Bioinformatics Specialists
- DevOps Specialists
- Patient Services Specialists
- ... and a range of other ancillary posts

OUR TEAM RECRUITS ACROSS THE GLOBE FOR A RANGE OF SPECIALIST POSITIONS

RECENT SUCCESSFUL PROJECTS:

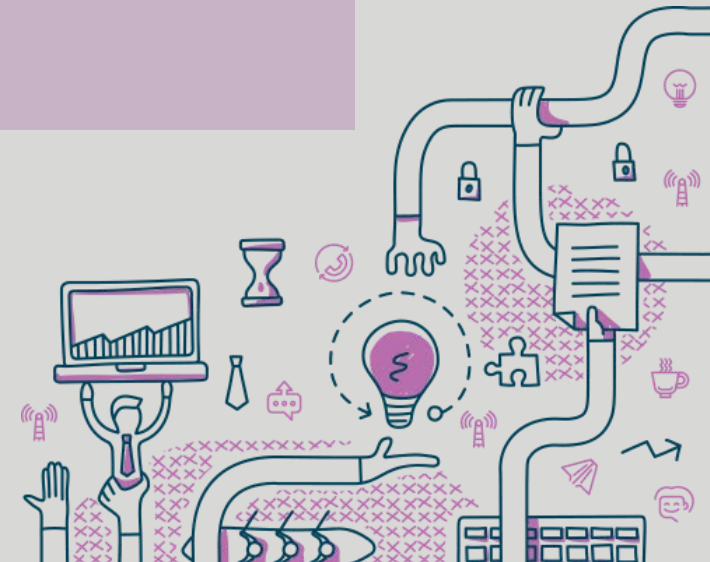
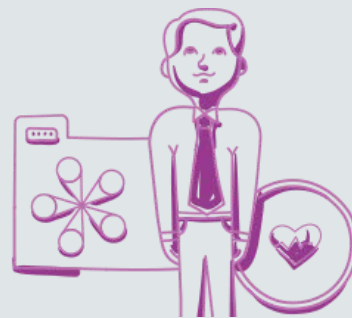


*** 58**
SUCCESSFUL PROJECTS AND COUNTING...

*** BETWEEN APRIL AND OCTOBER 2018**

A DIVERSE SERVICE OFFERING OVER A RANGE OF NICHEs

ALL WHILST YOU DEAL WITH ONE PERSON



We appreciate that there are a lot of Recruitment companies out there, but if you'd like to have an informal chat with someone who'll listen to your concerns, and honestly see if we match up to your needs, feel free to give us a call.



MATT MORLAND

Sales & Marketing Recruitment Specialist
0044 (0)114 238 1724
matthew.morland@zestbusinessgroup.com



LAWRENCE MURPHY

Market Access & HEOR Recruitment Specialist
0044 (0)114 229 1673
lawrence.murphy@zestbusinessgroup.com



NEIL DEWSBURY

Clinical Operations & R&D Recruitment Specialist
0044 (0)114 238 1728
neil.dewsbury@zestbusinessgroup.com



JASON COX

Medical Affairs & Clinical Development Recruitment Specialist
0044 (0)114 229 1672
jason.cox@zestbusinessgroup.com



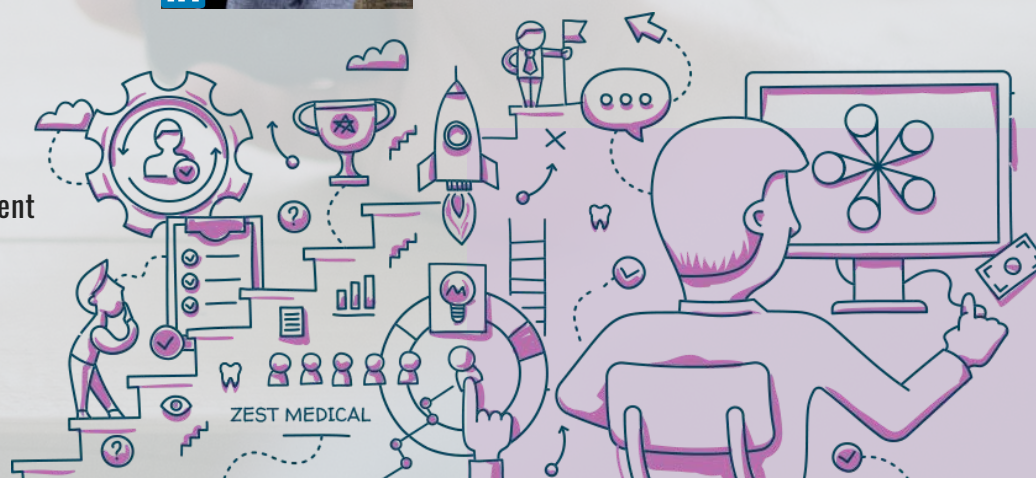
FRANCESCA CLARK

R&D Recruitment Specialist
0044 (0)114 287 0352
francesca.clark@zestbusinessgroup.com



CAITLYN LINDLEY

Digital Health Recruitment Specialist
0044 (0)114 287 0351
caitlyn.lindley@zestbusinessgroup.com



**CLICK TO LEARN MORE
ABOUT OUR SERVICE
OFFERINGS:**

**Retained Executive search
Exclusive Projects
Contingency Assignments**