



CASE STUDY: CHIEF MEDICAL OFFICER

The Company: a rapidly growing privately held biopharmaceutical development company creating innovative solutions for stroke and vascular disease. The company has a proprietary delivery device tied to their therapeutics. The Company completed several rounds of private financing and was looking to build out their executive team a head of a potential IPO. The positions included a COO, CMO, and a VP of Clinical Development.

The Position: Chief Medical Officer – Reports to the CEO

The Problem: The Company has two lead compounds going into phase 3 trials and needed a hands-on leader who can drive the process and upgrade the homegrown clinical development group. The Client was seeking an MD with either cardiovascular or neurology experience with late stage clinical development experience and exposure to the device industry. The biggest challenge to the search was the Company's location. The position is based in an area not considered to be a hot bed of biotech companies. As such many qualified candidates were unwilling to relocate to the client's headquarters.

The Solution: Anvil Search Group conducted an extensive search of biotech, pharmaceutical, and device companies with development programs in cardiovascular and neurology. A targeted list of candidates with the specific medical requirements and late stage trial experience was contacted, recruited, and screened. From that group a short-list of three candidates were presented for client interviews. Anvil Search Group worked closely with the Client and Candidate to develop an employment agreement that allowed the candidate a 2-month consulting period before joining the company as CMO.

The Result: The client hired a 30 year industry veteran with extensive cardiovascular development experience in both large Pharma and midsize biotech. In addition, the candidate had two years of medical device experience. The client was able to secure the candidate's services as a consultant for the first two-months, thus avoiding a later than desired start date. The Candidate started as a full-time CMO after the consulting period and began the relocation process.

For more information on how we can deliver similar results for you, please contact:

Alex Walker, CPC
Managing Partner
ANVIL SEARCH GROUP
Tel: 203-356-9999 Ext 207
Email: alex@anvilsg.com