



CASE STUDY: CHIEF MEDICAL OFFICER

The Company: a venture-backed pharmaceutical company focused on the development and commercialization of breakthrough therapies for the treatment of oncology diseases. Company was funded by angel money while it worked through to its round A financing. We worked with the CEO to build out the rest of his executive management team including a VP of Business Development, Chief Financial Officer, and Chief Medical Officer.

The Position: Chief Medical Officer – Reports to the CEO

The Problem: The Company licensed an early stage compound and needed a Chief Medical Officer to design and lead the trial. The requirements for the position were extremely specific and the company was at its infancy with limited committed capital. The candidate must be an MD oncologist with hands-on clinical trial experience running phase 1-2 trails. Due to the Company's stage of development, the Company was having difficulty recruiting a qualified executive on their own. Candidates were viewing the opportunity as a "high-risk" startup. The geography was a challenge as the location has a high cost of living, making relocation problematic. In addition, there was a great deal of competition from local and larger more established companies for this type of talent.

The Solution: Anvil Search Group conducted an extensive search of oncology companies, CROs specializing in oncology, and oncology research institutions throughout the country. A targeted list of candidates with the specific medical requirements and early stage trail experience was contacted, recruited, and screened. From that group a short-list of four candidates was presented for client interviews. Anvil Search Group worked closely with the Client to work through the salary and relocation negotiations. These negotiations were lengthy and at several points we were able to work with the candidate and client to get pass potential deal breaking issues (employment contract & relocation assistance) to successfully get the candidate on board.

The Result: A highly-qualified Oncologist from a publicly-traded oncology company accepted an offer within ten weeks from commencement of the search. Our client company was able to move their lead compound through phase 1 trails and close their Series A financing.

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

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