



IN SEARCH OF EXCELLENCE



*Pharmaceutical • Biotechnology • Medical Device
Diagnostics • Research Institute/Academia*

ABOUT NSA

National Search Associates provides executive search and recruitment services for the Pharmaceutical, Biotechnology, Medical Device, and Diagnostics industries on local, national, and global levels. We have successfully led searches from scientist level through CEO and Board of Directors.

INDUSTRY SPECIALIZATION

Specialization within the Life Science community has been the key to our success since our inception in 1991. Furthermore, we have established and developed distinct areas of concentration within our recruitment practice to ensure our recruiters are equipped with specific functional expertise, scientific knowledge, and market intelligence relevant to your specific needs in talent acquisition. This specialization allows us to swiftly identify the right candidates for your opening and effectively facilitate a process of mutual discovery.

EXPERIENCE

Our team of highly experienced recruiters bring, on average, over 11 years' recruiting experience and we have several senior leaders with excess of 25 years' experience recruiting in their specific disciplines. NSA is committed to building a culture that respects and embraces diversity.



NSA 100% Employee Owned Company

INDUSTRY EXPERIENCE

National Search Associates has developed significant institutional knowledge in the Life Sciences and has built lasting relationships with leaders in our target market segments. Our database houses over 300,000 contacts in the life sciences which has been cultivated and nourished since 1991. Our team is intellectually curious and engages with the greater scientific community through conference attendance, scientific society/trade association membership, and daily updates of recent events.

FUNCTIONAL DISCIPLINES WE SPECIALIZE IN

- Discovery/Pre-Clinical Research
- Pharmaceutical Development/CMC
- Drug/Device Development
- Clinical Development/Medical Affairs
- Engineering/Manufacturing/Operations
- Regulatory Affairs/Quality Assurance
- Sales/Marketing/Business Development
- Drug Safety and Pharmacovigilance
- Translational Research
- Finance and Investor Relations
- Biostatistics

THERAPEUTIC AREAS WE SPECIALIZE IN

- Cardiovascular
- Gastroenterology
- Immunology
- Infectious Disease
- Metabolic/Endocrine
- Oncology/Hematology
- Ophthalmology
- Orthopedics
- Respiratory
- Autoimmune
- Transplantation
- Urology
- Women's Health
- Rare/Orphan Diseases
- Neurology/Psychiatry
- Hepatology
- Nephrology

MODALITIES WE SPECIALIZE IN

- ADC's
- Cell Therapy/CAR-T
- Combination Products
- Enzyme Replacement Therapies
- Gene Editing (Zinc Finger, CAS-9)
- Gene Therapy (AAV, LVV)
- Medical Devices
- mRNA
- Proteins/Antibodies
- Small Molecules
- Vaccines

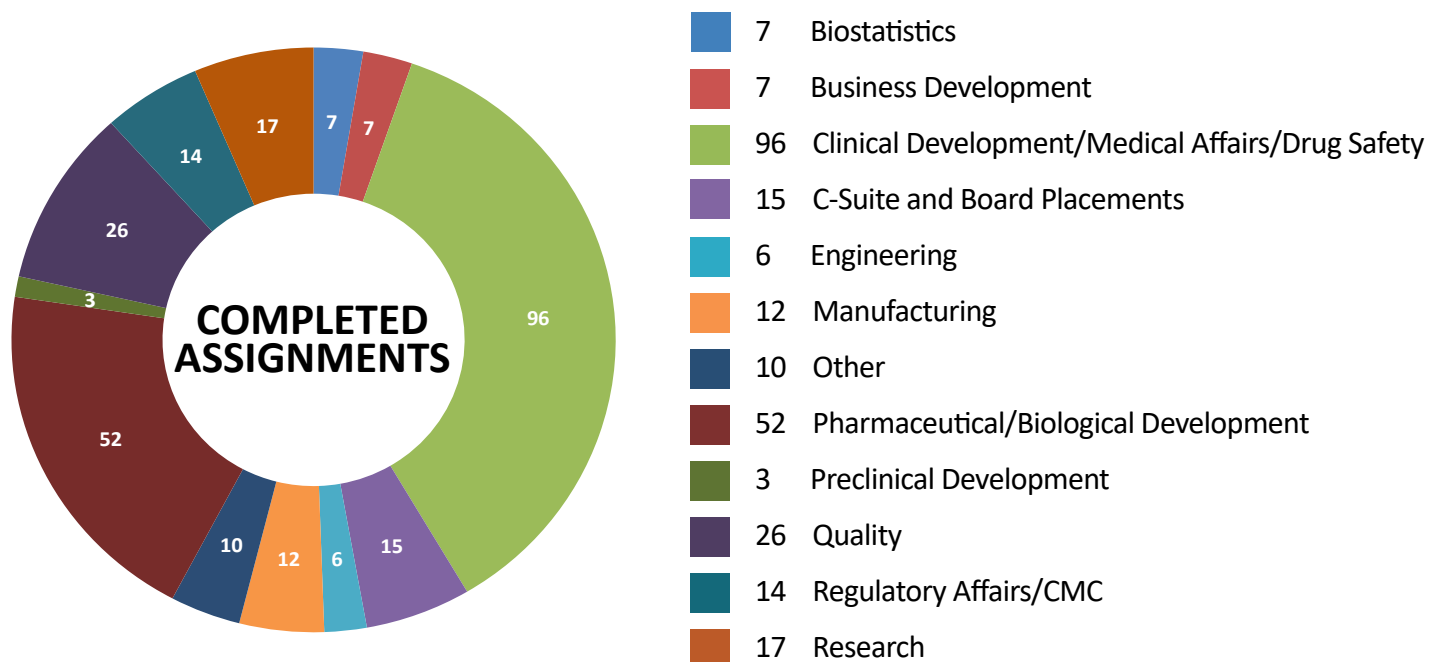
COMPLETED ASSIGNMENTS

By strategically allocating resources to a multitude of functional areas, National Search Associates is well positioned to provide extensive bandwidth for your talent needs. The graph below highlights the number of successful searches we've led across these functional areas over the past 3 years. In addition, over the past 3 years, we've successfully led:

215 Director level and above placements

35 VP placements

15 C-Suite and Board placements



within functional areas over a three year period

CLIENT SERVICES

National Search Associates is proud to offer a suite of recruiting services which can be tailored further to meet our client's unique recruitment challenges. Our single point of contact philosophy means that the same search leader manages a search from initiation to completion. This ensures that NSA understands and properly services each client's unique requirements. With over twenty-five years of experience, our clients consider us the boutique search firm of choice. Our reputation for excellence stems from our founders' aspirations to establish successful and lasting partnerships with our clients and our team's commitment to results.

RETAINED SEARCH

Our retained search practice represents a premier level of service in our suite of engagement options.

Retained searches secure the highest priority at our firm and are supported with a practice leader and dedicated project team. The executive search project team partners with our clients to develop in-depth candidate assessment profiles to ensure that candidate characteristics and professional experiences are in alignment with our client's vision for the role.

A Project Manager is assigned to the team to make sure that every aspect of the search is addressed with the utmost precision and experience. Furthermore, retained search practices ensures that all candidates follow the same process to provide consistency in the vetting process.

Retained search eliminates the possibility that multiple firms will be reaching out to candidates for the same position giving clients the best visibility and positioning in a market place competing for top talent. We believe retained search produces the highest quality candidates and ensures the best candidate and client experience.

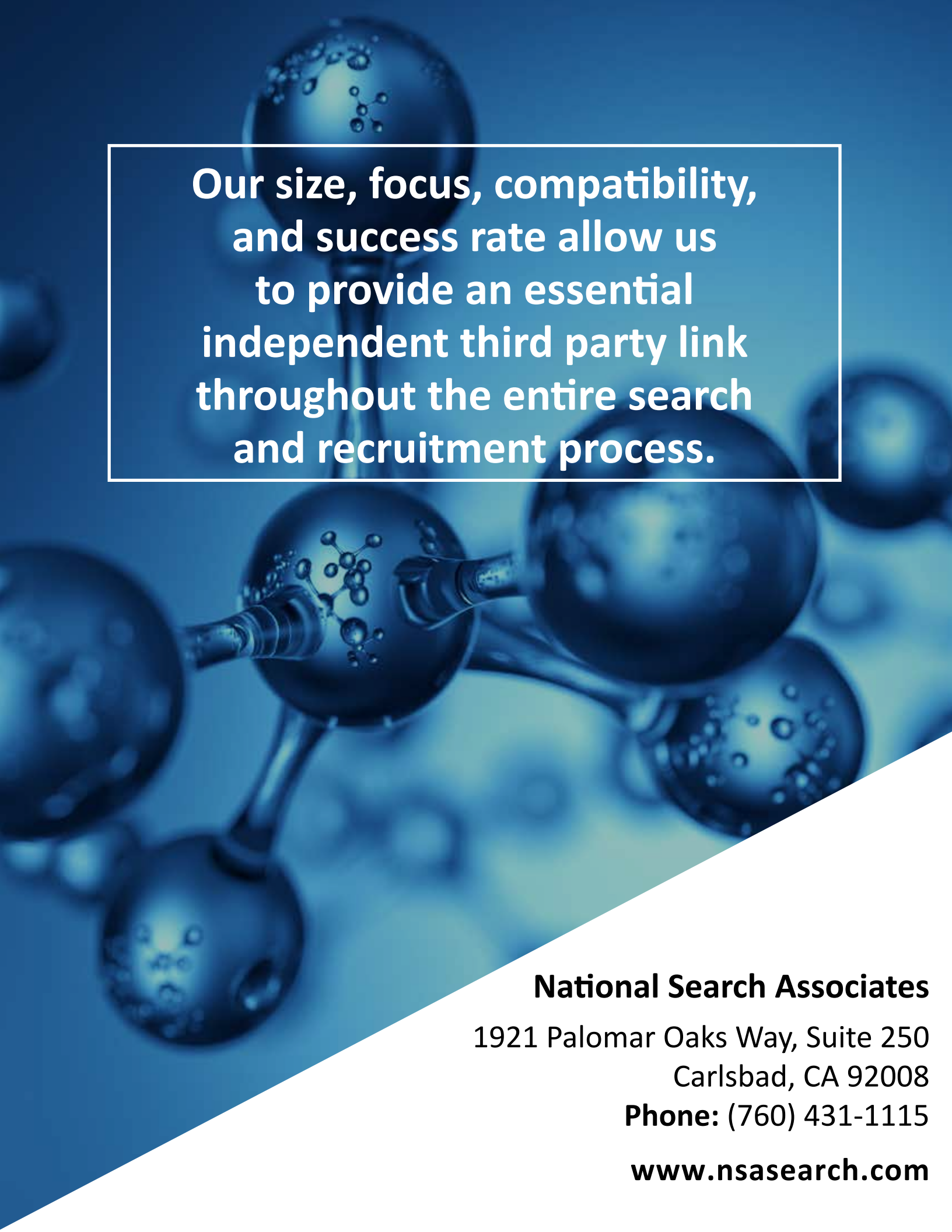


PERFORMANCE-BASED FEE STRUCTURE

A performance-based fee structure was developed for clients seeking talent for mission critical needs that can't be sacrificed through a long open-ended search process and a highly focused approach is desired. Our Project-Based Executive Search and Recruitment services are based on performance and our commitment to deliver results. Compensation for these services is minimal to initiate the search, with the balance tied to achievement of clearly defined and mutually agreed upon milestones as they are met throughout the search process. National Search Associates believes it's important to partner with our clients and engage in a shared-risk approach when it comes to fulfilling our clients' highest priority requisitions.

CONTINGENCY SEARCH

Contingency search is offered to complement our clients' internal and external sourcing strategies to ensure the best candidate is hired. With 100% contingency fee based search, our highly experienced recruiters will focus on your specific scientific search needs in order to provide you with outstanding service. Over the last two decades National Search Associates has successfully placed over 1,100 candidates from Scientist through Director level on a contingency basis.



**Our size, focus, compatibility,
and success rate allow us
to provide an essential
independent third party link
throughout the entire search
and recruitment process.**

National Search Associates

1921 Palomar Oaks Way, Suite 250
Carlsbad, CA 92008

Phone: (760) 431-1115

www.nsasearch.com