



CALIBER ASSOCIATES LIFE SCIENCE EXECUTIVE SEARCH

Finding the leaders who find the cures™

LIFE SCIENCE SEARCH LEADERSHIP

For over 35 years, Caliber Associates has focused exclusively in conducting strategic retained searches for the life science sector.

We have built preeminent leadership teams in biotechnology, pharmaceutical, diagnostic, and medical device companies that have driven innovation.



FORGING SUCCESSFUL PARTNERSHIPS WITH OUR CLIENTS



Deep Industry Knowledge/Contacts

- We have outstanding relationships with the industry's leading CEOs, BODs, and Venture Capitalists
- Consistently recognized among the top boutique firms in the life science sector

175+ Client Partnerships

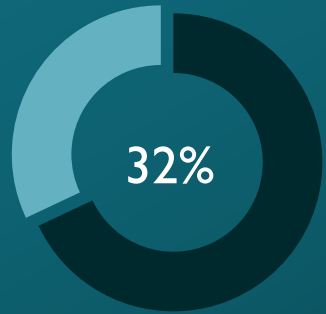
- We were among the first boutique firms to exclusively support biotech companies since the industry's formation
- We have partnered with some of the most innovative companies in the sector
- Our relationships with client partners span decades – 80% of our clients represent repeat business

800+ Completed Searches

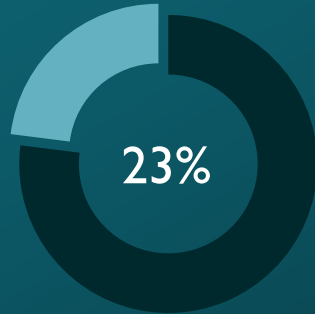
- We place strategic leaders with broad therapeutic and functional expertise
- Our sweet spot is C-level, Senior VP, VP and Board of Directors
- 95% of searches are completed within 16 weeks or less

OUR SEARCHES

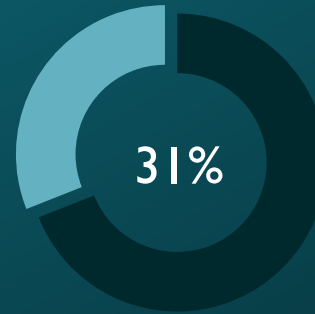
Functional Breakdown



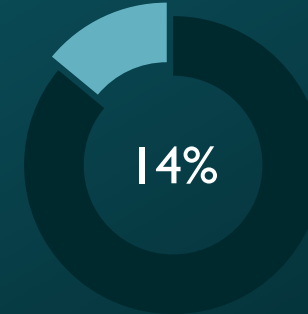
General Management/Commercial



R&D



Clinical

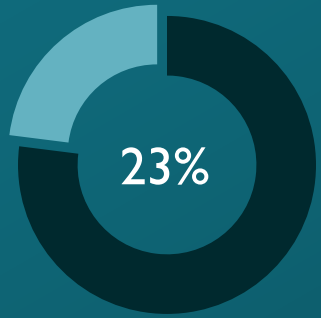


Manufacturing/Operations

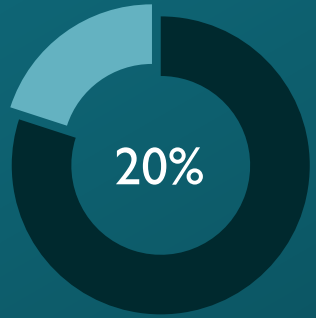
Searches by Functional Focus	Representative Titles	Percentage of Searches
General Management/Commercial	CEO, CFO, GC, CBO, CCO, Board/Governance Searches	32%
Research and Development	CSO, CDO, SVP Platform Engineering, VP Preclinical Development, SVP Translational Research, VP Immunobiology	23%
Clinical	CMO, SVP Medical Affairs, VP Medical Operations, VP Regulatory Affairs	31%
Manufacturing/Operations	EVP Technical Development, SVP Engineering, VP Manufacturing, VP Technology Transfer	14%

OUR SEARCHES

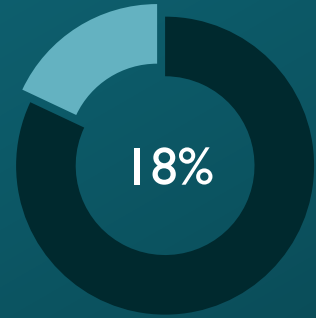
Therapeutic Breakdown



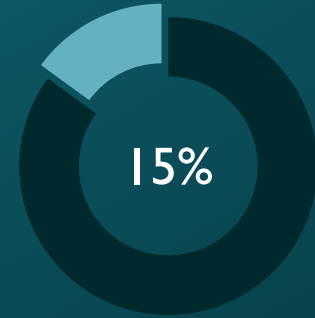
Oncology



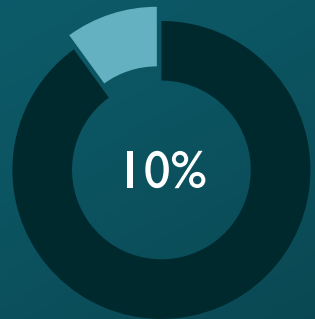
Immunology/Infectious
Disease



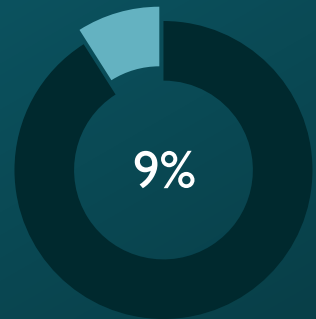
Central
Nervous System



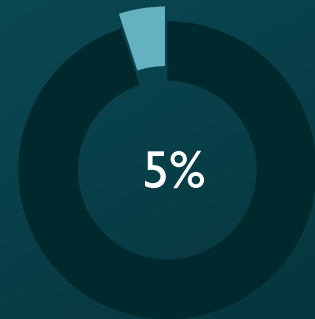
Rare Disease



Cardiovascular



Metabolic/Endocrinology/GI



Ophthalmology

SEARCH PROCESS

Caliber is focused on urgency and delivering results



PHASE 1

- In-depth client kickoff
- Rapid development of target search universe
- Initial outreach to candidates



PHASE 2

- In-depth interviewing and evaluation of candidates
- Comprehensive assessment of candidate's capabilities
- Presentation of candidates to clients



PHASE 3

- Initial client interviewing of candidates
- Managing feedback loop
- Ongoing candidate development



PHASE 4

- Final round of client interviews
- Referencing/due diligence
- Extension of offer

REPRESENTATIVE SEARCHES



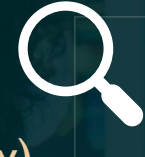
Avidity Biosciences San Diego (CNS)

- VP Business Development
- Chief Medical Officer
- VP Financial Planning & Analysis



Inovio Pharmaceuticals – Philadelphia/San Diego (Infectious Disease/Oncology)

- Chief Operating Officer (placement is now the CEO)
- General Counsel
- Chief Scientific Officer



Coherus Biosciences Bay Area (Oncology/Biosimilars)

- Chief Medical Officer
- VP Program & Project Management
- Chief Development Officer



Aurinia Pharmaceuticals Maryland/Canada (Autoimmunity)

- VP Manufacturing & Supply Chain
- EVP Research & Development
- SVP Corporate Affairs



GentiBio Boston (Autoimmunity)

- VP Platform Engineering
- Chief Medical Officer
- Chief Scientific Officer



Atreca Bay Area (Oncology/Biosimilars)

- VP Medical Affairs
- Chief Scientific Officer
- Chief Medical Officer
- VP Biometrics

OUR TEAM



Kate Rogers

Director, Executive Search



Steve Hochberg

Founder and Chief Executive Officer



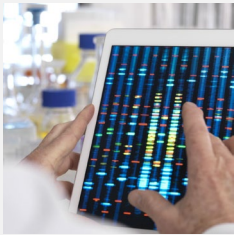
Samantha Kotrba

Director, Executive Search

Steve started Caliber Associates in 1988 and is recognized as one of the leading recruiters in the Life Science sector. Steve's focus has been on recruiting CEOs, Board members, C-level and strategic teams for emerging Life Science companies and global biopharmaceutical companies. Steve has assembled a small team of highly experienced, results driven search professionals. Collectively they have contributed to the growth of more than 175 leading companies representing a track record of more than 800 searches completed.

*Find full team bios [here](#)

KEY DIFFERENTIATORS



Industry Experience

Caliber Associates has had 35 years of success within the life science industry, placing executives within a variety of functions and therapeutic focuses.



Speed to Market

Our contact with a curated network of industry leaders enables us to get out of the starting gates fast and deliver results.



Personalized Attention

We provide a highly personalized and actively engaged search experience to our clients. Every search has 3 team members to ensure timely delivery of results.

OUR SIZE IS OUR ADVANTAGE



- We are results and best practices driven.
- We have few off-limits issues.
- Our voice, reputation, impact, and influence set us apart as leaders in our industry.



**WE LOOK FORWARD TO ESTABLISHING A
PARTNERSHIP WITH YOUR TEAM.**

For more info, please contact:

Steve Hochberg

Founder and Chief Executive Officer

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858-354-1718

***CALIBER ASSOCIATES...FINDING THE
LEADERS WHO FIND THE CURES™***
