



Company: Biotecher
Address: San Francisco Bay Area
Phone: 510.482.4094 (direct)
Mobile: 510.220.1405
Website: www.biotecher.com
Email: mary@biotecher.com

BIOTECHER

Recruiting for Drug and Medical Device Companies

OVERVIEW

Mission

Timely delivery of hard-to-find, high-performance biotech talent to help clients reach their scientific and business goals.

Focus

Biotecher specializes in swift completion of high-priority recruitment projects for drug and medical device companies. Its primary focus is resolving uniquely-challenging searches within short timeframes by delivering rare, high-performance candidates from a wide range of seniorities and disciplines, filling key scientific, business, and senior management roles.

Services

Priority Recruiting: Biotecher has consistently found rare talent fast on behalf of its biotech clients by drawing from a wealth of resources and capabilities; these include in-depth knowledge of the biotech industry and its highly technical jargon, the ability to quickly grasp complex needs of hiring managers, the flexibility to work effectively with diverse corporate cultures, relationships with a large network of industry contacts, and use of cutting-edge methods to identify below-the-radar talent.

Career Guidance: Biotecher has coached many candidates by helping them define and implement their career goals and strategies and hone their self-presentation and interview skills. In certain cases, this might include special introductions to corporate leaders whose emerging plans and programs would benefit from the contributions of a uniquely qualified talent.

LEADERSHIP

Mary Arcana, Principal founded Biotecher in 2004. She has over 15 years of biotech recruiting experience during which she has built a reputation for consistently delivering difficult-to-find scientific and managerial talent. Her diverse biotech clientele has ranged from early start-ups to global industry leaders. From 1998 to 2004, Mary served at MRBiotech, a Bay Area-based office of Management Recruiters International where she advanced to Director of Research and Development responsible for all business development and recruitment within the broad R&D sector. This initial concentration in R&D gave her an in-depth understanding of product development lifecycles for both drugs and medical devices, thus providing a solid technical foundation that has served her clients well over the years. Mary founded Biotecher in 2004 to expand her recruiting services beyond just R&D to include delivering talent all along the product development pathway from early discovery, through the various preclinical and clinical development stages, and including commercialization. Prior to her tenure in the biotech industry, Mary held leadership positions in a spectrum of industries—IT, marketing, media relations, restaurant ownership, and film—during which she successfully built and managed teams of up to 40 people. Her first-hand experience as a leader and hiring manager and her exposure to diverse business practices have enabled her to quickly grasp complex employer needs and consistently deliver rare talent within aggressive deadlines. Mary has placed job candidates for a broad range of drug companies and medical device companies including Bayer Pharmaceuticals, Cerus, Applied Biosystems, MacuSight, Chiron Corporation, Bayer Diagnostics, Pacific Biosciences, Gilead Sciences, Scios, CV Therapeutics, diaDexus, Berlex Biosciences, Depomed, FibroGen, Medicis, Elan Pharmaceuticals, Discovery Laboratories, Kosan Biosciences, Xoma, Millennium Pharmaceuticals, Celera Diagnostics, Aethlon Medical, Transcept Pharmaceuticals, Amylin Pharmaceuticals, Synta Pharmaceuticals, Threshold Pharmaceuticals, and others.

CLIENTS

Biotecher's Clients have ranged from nascent start-ups to global leaders engaged in discovery, development, clinical trials, manufacturing, and/or commercialization of small molecule drugs, large molecule drugs, medical devices, or innovative life science platform technologies. Biotecher collaborates closely with hiring managers and HR. Each search begins with a kick-off meeting in which Biotecher and client-decision-makers reach a consensus on candidate criteria. Any candidate subsequently submitted will have been rigorously prescreened according to these criteria. Swift feedback from hiring managers after each candidate submission is essential to fine tuning the search and achieving quick results.

CANDIDATES

Biotecher's Candidates represent a wide range of profiles comprising seniorities from bench-level to senior executive-level, disciplines in science, business, and management; and areas of expertise from early discovery to post commercialization. Thoroughly prescreening a candidate is essential to determine qualifications for a given job; however, getting to know each candidate's career goals and aspirations is another imperative. If a candidate works collaboratively with a seasoned recruiter who respects his or her career objectives, that candidate stands a better chance of landing a position that would lead to greater job satisfaction, more productivity, and increased opportunities for advancement. By respecting the goals of *both* candidates *and* clients, Biotecher's successful hires have enhanced the careers of many employees and employers.