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The Bandish Group, LLC

High-Level Recruiting for the Pharmaceutical and Biotech Industries

Quick—what's the difference between a pharmacologist, a pharmacist and a pharmacovigilance specialist?

If you're like most people, you probably would have to look up your "pharms" before answering with any certainty. When it comes to recruiting high-level professionals for the biopharmaceutical industry, understanding the language can mean the difference between finding qualified talent promptly and wasting valuable time. Not just any recruiting firm will do.

The Bandish Group specializes in professional recruiting in life sciences, clinical R&D and medical affairs. The company's reputation for professionally handled, efficient searches has won the regard and confidence of clients of all sizes, from start-ups to Fortune 500 firms, whether placing a single candidate or staffing entire divisions.

Based in Bucks County, Pennsylvania, this independent, woman-owned company serves clients nationwide, with an equal commitment to serving the needs of both employer and candidates with a professional, yet personal, touch.

"You want to find the best fit, not just any fit," says Jackie Bandish, MSHR, CPC, president and founder. "If you need a senior director of process development or a vice president of medical affairs, we will find the right person. We understand not just what our clients do, but their culture and their hiring needs. We research their competitors, and we are very thorough in prescreening candidates before presenting them to the client."

More Choices, Better Results

Through the years, Bandish and her staff have compiled a database of over 30,000 highly prescreened, qualified professionals. Working together as a team, they scour the world for experts who meet the most stringent requirements for their clients. Recently The Bandish Group has been engaged to conduct international searches. One member of the firm specializes in immigration visas, often a necessity when recruiting top talent from foreign countries to work in the U.S. or for companies with overseas operations.



On quadrupling revenues over the past decade, Bandish Group President and Founder Jackie Bandish says, "I built this company one client at a time, by working with people who share my values of high morals and ethics."

Donna Lere, www.Lerephoto.com

After earning a Bachelor of Business Administration and a Master of Science in Human Resources from Temple University, Bandish gained valuable experience working for several years as an HR generalist before joining an executive search firm. While taking time off after the birth of

her identical twins, she was approached to do consulting work for a former client. That assignment led to another and another, until Bandish finally decided to incorporate.

What began in 1996 as a home-based business with little more than a telephone and fax machine has grown by leaps and bounds, quadrupling revenues over the past decade, thanks to The Bandish Group's reputation for exceeding clients' expectations. Even after 15 years, Bandish's first two clients continue to depend on the firm to meet their most challenging recruitment needs.

Not content to rest on her laurels, Bandish is working on her second master's degree, this one in psychology, at LaSalle University. The way she figures it, the better she understands people, the better she can continue to serve her growing list of clients.

"I built this company one client at a time, by working with people who share my values of high morals and ethics," Bandish says. "We treat others how we want to be treated, and we empower others to reach their maximum potential, professionally and personally."

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