



The Bandish Group is a global boutique executive search and talent advisory firm specializing in leadership and technical recruitment across the life sciences and healthcare innovation ecosystem.

Since 1996, we have partnered with venture-backed startups, growth-stage companies, and global organizations to identify and recruit the executives and specialized professionals required to build companies, scale innovation platforms, and commercialize breakthrough technologies.

“We find your best fit, not just any fit.”

Our industry focus includes:

- ✓ Pharmaceutical
- ✓ Biotechnology
- ✓ Genomics & Precision Medicine
- ✓ MedTech & Medical Devices
- ✓ Digital Healthcare
- ✓ Diagnostics
- ✓ CDMOs & Biopharma Manufacturing
- ✓ Life Sciences Construction & Infrastructure

Core Capabilities

Full Life Cycle Recruitment

We provide end-to-end recruitment services, supporting organizations through company formation, growth-stage scaling, and leadership succession. Our expertise includes recruiting for executive leadership, scientific, technical, operational, and commercial roles critical to the life sciences industry.

Deep Industry Expertise

The Bandish Group brings more than six decades of combined recruiting experience focused exclusively on life sciences and healthcare innovation. Our domain knowledge enables us to identify specialized talent, assess technical competencies, and evaluate leadership capability within complex scientific and regulated environments.

Strategic Talent Advisory

Beyond recruitment, we act as a trusted strategic advisor, helping organizations design leadership roles, identify capability gaps, and align hiring strategies with investor, operational, and commercialization objectives.

NAICS Codes	Description
561312	Executive Search Services
541612	Human Resources Consulting Services
UNSPCS Codes	Description
93141800	Employment
931141802	Recruitment Services

Our Differentiators

Staying Power

Founded in 1996, The Bandish Group has built a reputation for long-term relationships and a highly personalized recruitment approach. Our longevity reflects our commitment to delivering consistent results and maintaining trusted partnerships with both clients and candidates.

Dual Screening Methodology

We employ a Dual Pre-Screening Process, incorporating STAR (Situation, Task, Action, Result) behavioral assessment techniques and technical evaluation to ensure each candidate is thoroughly vetted. This methodology allows us to present the top three qualified candidates within an average of 25 days.

Proven Success

Our performance is measured by results:

- ✓ 95% placement success rate
- ✓ Strong repeat client engagements
- ✓ Consistent referrals from both clients and candidates

These outcomes reflect the strength of our search methodology and our deep network within the life sciences community.

Our Value

The Bandish Group serves as a tenured strategic partner and advisor, helping organizations recruit the leadership and specialized professionals required to build teams, accelerate innovation, and drive enterprise value within the life sciences industry.

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