



## Introduction:

Trident Search LCC offers executive search, recruiting, and staffing services for the pharmaceutical, biotech, and medical device industry, delivering candidates of choice to your clinical development and medical affairs departments. Our mission is to build lasting relationships with our Clients that contribute to the success of their company and help our candidates identify, manage, and achieve their own career goals.

Trident Search LLC is a contingency permanent placement search firm. We partner with Human Resources, Vendor Management Services, and hiring managers to assist with critical staffing needs. Working side by side with our Clients' human resources departments and vendor service partners as an on-demand vendor benefits our Clients by providing them access to and management of hard-to-find passive candidates. Our Clients comprise a diverse portfolio of companies from venture-backed start-ups to global sponsor companies across the United States.

We serve the needs of these Clients by proactively seeking out the best talent for key roles in clinical development, clinical operations, and medical affairs of small molecule drugs, biological therapeutics, and medical devices seeking FDA approval.

- As a small, agile, and specialized firm, we seek to take on searches based on our Client's most critical hiring needs within Clinical R&D and Medical Affairs.
- Candidates of Choice: We submit for review only top-tier candidates, based on specific requirements, our industry expertise, and our Client's unique needs.
- Based on a combination of our direct sourcing, recruiting, and specialized search techniques, and our Client's practices, and current efforts, we present a higher quality of candidate selection.

Every Client utilizes their own best practices when it comes to identifying, qualifying, interviewing, and hiring their staff. Together we will develop a standard operation procedure to ensure that the process is handled efficiently, professionally, and effectively. We look forward to discussing your hiring needs and how we can increase the quality of candidates in your pipeline.

### Client Services Offered:

Direct sourcing  
Full-cycle recruiting  
Focused search strategy  
Competitive Salary negotiation/analysis  
Relationship management  
Relocation guidance  
Phone-screen/interview coordination  
Reference checks/ Background checks  
Offer acceptance and delivery  
Oversight of new hire on-boarding process

### Search Specialization

- ψ Clinical Operations
- ψ Clinical Program Management
- ψ Medical Affairs
- ψ Clinical Pharmacology
- ψ Drug Safety
- ψ Pharmacovigilance
- ψ Regulatory Operations
- ψ Medical Director
- ψ Biostatistics
- ψ Clinical Data Management



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MEMBER



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