



Bench International
www.benchinternational.com

Who We Are

Bench International, established in 1974 and a Certified (WBENC) Woman-Owned Business, is the oldest global retained search firm specializing in the Life Science and Healthcare sectors and the only firm providing a fee structure scaled both to our performance and the quality of the candidate hired.

One Global Team. Instead of having competing offices with competing budgets, we focus solely on the needs of the client, providing as many Bench resources and candidates as it takes to get the job done. We conduct our searches with speed, quality and with far less financial risk to the client compared with traditional retained search models.

What We Believe

We value human health and contribute by bringing the right people to the right role. We are in this business because we care about human health and believe that science, medicine and policy converge, through committed leaders, to improve the term and quality of life.

The traditional search model is broken. With traditional retained search, the client is expected to pay the majority of the fee on a timetable of 60 to 90 days – usually before any candidate has been hired.

It is our obligation to de-risk our clients' exposure by tying our productivity to our compensation and scaling our fees according to the performance of the candidates hired. In short, once our client agrees we have succeeded in meeting milestones, per our timetable and deliverables then and only then, are we paid.

“Stuff Happens!” We live in a world where our clients are besieged with responding to internal changes. In the rare, but real circumstance that a client needs to discontinue a search, we will only bill for the milestones already met. In contrast to traditional retained search contractual requirements, the client is not required to pay the total search fees if the search is cancelled.

One size does not fit all – one size fits only one. Every client's culture, pain and needs are different. We are flexible and innovative in building our relationships with and serving our clients as individuals based on their specific needs.

Our business is not transactional – We stay focused on the client's needs for the long term. We believe that it is our obligation to earn and keep re-earning our clients' trust with every search and with every interaction in order to gain and maintain the role of “partner” with our clients.

Our Report Card Speaks for Itself

Diversity. Bench International is committed to the inclusion and development of diversity candidates in each of its searches, whether specifically required by the client or not. Historically, approximately 33% of our assignments have been filled with women and/or ethnically diverse leaders.

Candidate Quality, Success and Longevity. 75% of the candidates placed by Bench remain with our Client for five years or longer and experience an average of two promotions within that five year period.

Our Breadth, Depth, Reach and Our Access

No firm in the Life Science sectors is more broadly or deeply networked than Bench. The Bench team of 25 combines over a century of sector and recruiting experience. Our leaders have walked in the same shoes as our clients. We understand their needs and their pain. We build long-term relationships with a limited number of clients in order to maintain the broadest reach into our clients' competitor companies.



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What Does it Mean to be Served by One Global Team?

Our Executive Team takes personal responsibility for the outcome of each project. Our clients receive the benefit of Search Project Leaders who have decades of experience and successful track records in the Life Science sectors and in identifying and recruiting executive talent. The same people who build the initial relationship with the client are the people who are fully accountable for the content, quality, metrics and fulfillment of each project.

We have no boundaries. We pick the best Bench team members who possess the deepest and broadest reach for the client. Each search is supported by a minimum of two senior recruiters having client-relevant recruiting experience and sector knowledge, a Project Operations Leader who ensures all candidates' status and logistics are fully transparent to the client, as well as a Research & Quality team member who comprehensively covers the competitive client landscape and loads each search with the top-tier go-to candidates and referring sources.

We do the “kill experiment” early in the process with each candidate to eliminate costly candidate losses late in the search process. We do this by including a meeting with the trailing spouse or “significant other” when we meet the candidate to assess them for our client assignments.

We determine all potential impediments and barriers to success, to ensure candidates are engaged and committed.

We develop solid partnerships with the hiring manager and the human resources team.

We develop solid working relationships with serious candidates and their families.

We communicate openly and frequently, in a manner consistent with our clients needs.

We never give up! We continue to develop candidates until the search is completed.

Candidate Assessment Methods

We assess candidates using our own, behavioral-based, candidate-vetting model. This assessment model is comprised of “can do” elements; we call the “**Candidate Hardscape.**” These elements are evaluated based on behavioral interview questions around experience; their own analytical assessment of their competencies and accomplishments, as well as assessment of where and how a candidate’s skill base is translatable to the role requirements and organizational needs of our client. Our behavioral assessment of the “will do” and “will fit” factors are what we call the “**Candidate Softscape.**” We assess the candidates’ communication skills and style, their interpersonal behaviors, as well as consistency between exhibited and cited behaviors regarding creativity and initiative, personal hierarchical values, integrity, adaptability, desire/historical experience around teaching and training, generosity of spirit (the “me” and “I” vs. “we”), career stability, career choices and the drivers they use for career decision making.

We also deploy formal assessment tools, such as *The Harrison InnerView*®, which provides a behavioral profile of the candidate as compared to the behaviors that are deemed essential for the **specific position** as defined by the client. The assessment provides objective guidance for references and later interviews. Bench’s candidate assessment process culminates with 360-degree references, utilizing former or current supervisors, peers and direct reports as referees. The Bench Candidate Vetting Model is attached.

For further information please contact:

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Bench Candidate Vetting Model

