



STRATEGIC SCALING

WHEN SPEED AND PRECISION MATTER

ABOUT US

One-source recruiting solution

Kaye/Bassman International (KBIC), founded by industry icon Jeff Kaye, brings over 40 years of excellence and innovation to executive search. Ranked 17th among all executive search firms globally by Forbes in 2023, KBIC is also recognized as the ninth largest search firm in the world.

We specialize in recruiting across the Life Sciences sector, including Pharmaceuticals, Biotechnology, Medical Devices, MedTech, and Diagnostics. Our services include retained and contingent executive search, contract staffing, and recruitment process outsourcing (RPO). We also offer critical HR support such as applicant screening, outplacement services, and salary benchmarking.

Our team is made up of experienced recruiters with focused domain expertise. This structure allows our clients to work with a trusted, single-source staffing partner committed to delivering top talent with precision and speed.





MEET OUR LEADERSHIP

Michael Pietrack began recruiting in Medical Affairs in 2007 with an MRI firm called The Alpine Group. By 2013, Michael was the #1 Recruiter in the network. In 2014, Michael was selected into The Pinnacle Society, and in 2015, he joined forces with The Medical Affairs Company, creating TMAC Direct. In 2016, Michael was named in the Top 100 Most Inspiring People by PharmaVoice magazine. After TMAC Direct sold to Parexel, Pietrack brought his business to Kaye/Bassman in December of 2023, where he co-leads the Pharma & Biotech team and heads up the Medical Affairs Recruiting Practice.



MICHAEL PIETRACK
Practice Co-Lead

18 Years

JIM BRENNAN
Practice Co-Lead

20 Years

Jim Brennan started his career Klein Hersh International and started their Physician Search Practice from scratch in 2005. He built his practice into the top producing practice in all of KHI during that time, and created a recognizable name for himself in Clinical Development, Drug Safety, and Medical Affairs. In 2017, Jim started his own successful boutique firm, KMB Search Group. When the opportunity came for him to join forces with Kaye/Bassman, he jumped at the chance and brought KMB here in February of 2024. Jim co-leads the Pharma & Biotech team and heads up the Physician Recruitment Practice.



DISCOVERY/ RESEARCH

Our Discovery/Research Recruiting Team places discovery scientists in all areas, including data science and bioinformatics. We help companies attract permanent and contract talent to their companies.



BETTY WONG
Analytical and
Formulation Chemistry

31 Years



SARA DREW
Discovery Research
Data Science

15 Years



BREEANA CEBULA
Discovery Research
Tech Opps

15 Years



CHRIS CLANCY
Discovery Research
Tech Opps

14 Years



OUR APPROACH

The person that you talk to about the search is the one who is addressing the market on your behalf. We don't hand our searches off to a junior-level fulfillment team behind the scenes.

BIOLOGY & CHEMISTRY

Computational Biology
Discovery Biology
Analytical Chemistry
Genomics
Next Gen Sequencing
Pre-Clinical Scientists
Translational Medicine

DATA SCIENCE

Bioinformatics
Machine Learning
Deep Learning
Artificial Intelligence
Data/Software Engineers
Informatics
LIMS

TECHNICAL OPERATIONS

Analytical Development
Process Development
Formulation
Cold Chain Supply
Engineering
Automation
Validation
Manufacturing
Quality Control



CLINICAL PHARMACOLOGY /DMPK

Our Clinical Pharmacology/DMPK Team averages 27 years of experience, respectively, and have placed nearly 2,000 candidates during their careers.



TIFFANY CALDWEL-
BAMBERGER
Drug Metabolism
Pharmacokinetics

32 Years



JANA ATTAWAY
Clinical Pharmacology

31 Years



AMREEN DHARANI
Pharmacometrics

17 Years



DMPK
Clinical Pharmacology
Pharmacometrics
Pharmacokinetics/PKPD
Population PK Modeling
Quantitative Systems Pharmacology
Translational Modeling
ADME



DEVELOPMENT

Our Drug Development Recruiting Team spans the Phases I-III, placing C-level leadership to individual contributors in Clinical Development, Regulatory Affairs, Drug Safety, and Clinical Operations.



JIM BRENNAN
Physician Search

20 Years



ED CANNING
Regulatory Affairs

13 Years



JOSEPH FLANIGAN
Clinical
Operations/Biometrics

5 Years



DELORIS JONES
Head of Contract Staffing

26 Years



SHANNON BRENNAN
Drug Safety

7 Years



ELKE JENISON
Physician Search

21 Years



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PHYSICIAN SEARCH



Chief Medical Officer
Therapeutic Head
VP of Clinical Development
Medical Director
Drug Safety
Medical Monitor
Contract Physician Consultant

REGULATORY AFFAIRS



Chief Regulatory Officer
Regulatory Leadership
Regulatory Affairs Strategy
CMC
Ad/Promo
Labeling
Regulatory Affairs Writer

CLINICAL OPERATIONS



Head of Clinical Operations
Biostatistics/Biometrics
Clinical Trial Manager
Clinical Research Associate
Clinical Project Manager
Clinical Data Manager
Clinical Trial Liaison
Site Manager



MEDICAL/ COMMERCIAL

Our Medical/Commercial Recruiting Team partners with companies to build world-class Medical Affairs, Marketing, Market Access, and Sales launch teams that are vital to a company's success.



MICHAEL PIETRACK
Medical Affairs

18 Years



JOANNA JACKSON
HEOR/CNE

11 Years



SCOTT WHITE
Communications/
Investor Relations

22 Years



ANGIE ALLEN
Marketing/Analytics

9 Years



EDUARDO MARINERO
Sales/Market Access

8 Years



MARKET MASTERY

Our recruiters are domain experts, working in a single vertical every day. A deep understanding of the candidate pool means that you get curated talent that has been vetted over many years. When we partner together, our relationship become your relationships.

MEDICAL AFFAIRS



Chief Medical Affairs Officer
Vice President of Medical Affairs
Global Medical Affairs
Field Medical Affairs
Medical Science Liaison
Managed Care Liaison
Medical Communications
Medical Information
HEOR

MARKETING & ANALYTICS



Vice President of Marketing
Marketing Leadership
Product Manager
Strategy and Analytics
Business Development/MA

SALES & MARKET ACCESS



Chief Commercial Officer
Vice President of Sales
Regional Sales Leadership
Territory Sales
Vice President of Market Access
Field Market Access
In-House Market Access

OUR DIFFERENCE

Market Mastery. Relationships First.

Unlike many firms that take a generalist approach, KBIC focuses exclusively within defined market segments. This specialization allows us to build deep, lasting relationships and deliver a highly personalized experience. We know the candidates we represent, often having met them in person, and we take pride in providing an exceptional candidate journey from start to finish.

Our clients also value the direct, hands-on nature of our model. The individuals you work with at KBIC are not just relationship managers, but they are the same professionals doing the recruiting. We do not separate sales from fulfillment. Every touchpoint is handled by someone who is fully engaged in your search.

If you are looking for dedicated market experts who prioritize relationships and deliver a white-glove experience to your candidates, KBIC is the right partner.



INTERNATIONAL REACH

INRALS' US Affiliate

Kaye/Bassman International was thoroughly vetted and hand-selected as the US Affiliate of INRALS.

INRALS is a global network of life sciences recruitment experts, with firms as leaders in their respective countries. With a presence in over 40 nations, INRALS combines deep local expertise with global reach to help you navigate regulatory landscapes, find top-tier talent, and build teams that align with clients' goals.

Because of our involvement with INRALS, we are able to provide boots-on-the -ground support for our clients as they expand international. This has proven to be a major differentiator in our marketing efforts.



OUR TALENT IS FINDING YOURS

