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Bringing great employers and
talented technology professionals
together since 1983.



Technology Recruiting & Staffing Specialists



Scientific Search is a leader in the placement of Technology, Management and Executive Professionals. Our areas of specialization include Life Sciences, Market Research & Healthcare Informatics, Engineering, and Information Technology.

Scientific Search was founded in 1983 and has been providing recruiting and staffing excellence ever since. The word "Scientific" was selected to represent our method-driven approach to the search process. Contrary to an often noted perception, it does not represent the type of professionals we place. Rather, it represents how we systematically and thoroughly identify and then screen the best candidates for our clients. Our continued success is the result of hard work, knowledge and integrity. We are the firm that leading employers depend on to solve their hiring needs, and technology and management professionals trust to find challenging, rewarding positions.

Our strategic location in the Northeast Corridor provides access to technology and business centers throughout North America. In an increasingly flat world, our clients have even asked us to work internationally.

We are a full service employment agency offering multiple hiring options. These include Consultants/Temporary positions, Temporary to Direct positions, Contingency Recruiting and Retained Search. Whichever approach you choose, you can count on aggressive, creative and methodical service resulting in the discovery of the most qualified professionals in your industry. All candidates must meet our rigid criteria before we ever present them to you. You see them only after we are convinced that they are perfect for the job.

Since 1983, we have been gathering and refining information on companies and candidates throughout the geography and industries we serve. This information is housed in our unequalled database and provides a unique advantage to Scientific Search's consulting staff in serving our clients.



Our Scientific Searches Get the Best
How quickly can you identify the right person for the job? We understand the frustration and pitfalls of searching for the perfect candidate. Your human resource employees are bogged down with day-to-day concerns such as training seminars, health benefits, etc. Our specialists are in place to spend the time searching out the best "fit" for your positions.

Industries We Serve

Scientific Search believes that it takes talented recruiters to find talented professionals. Our specialty is providing quality technology professionals – from high-level executives to support personnel. When our talent and focus are combined and put to work, the result is a growing roster of satisfied loyal clients who, since 1983, have relied on us to fill thousands of positions in a variety of disciplines.

Life Sciences

This includes the Pharmaceutical and Biotechnology industries and Medical Device Manufacturers. It also includes companies that provide services and products to the industries. We participate in a variety of industry associations: the International Society of Pharmaceutical Engineers (ISPE), Regulatory Affairs Professionals Society (RAPS), Association of Clinical Research Professionals (ACRP), Drug Information Association (DIA), Interphex, Eastpak and others. Our lengthy recruiting experience in the industry combined with our active association involvement help us to identify exceptional and passive candidates for our clients' positions.

Market Research, Healthcare Informatics and Medical Education

Scientific Search has developed an outstanding reputation in this competitive vertical market. This market segment includes many firms that support the life sciences with Market Research, Business Analytics, Sales Force Effectiveness, Continuing Medical Education (CME), and data analysis. Our continued success has resulted in priority search relationships with many successful firms. We are members in good standing of many industry organizations, including Pharmaceutical Market Research Group (PMRG).

Engineering/CAD Design

This includes manufacturing companies, A&E firms, construction companies, and service companies that need engineering talent. Two of the principals of Scientific Search have engineering degrees and have worked in engineering in their careers. This experience uniquely qualifies Scientific Search to recruit candidates from the various engineering disciplines.

Information Technology

Gone are the days that IT professionals resided exclusively in MIS departments. Businesses' ever-increasing dependence on emerging technologies creates new and challenging roles on a daily basis. From web technology, telecom and wireless to data transfer and management, our clients continue to trust our ability to reach technology professionals for a variety of demanding positions within their firms.



Because our recruiting staff is experienced and adaptable, we are sometimes called upon to find professionals outside of these industries above. We evaluate those requests on a case-by-case basis and accept some assignments based on our ability to add value.

Consultants/Temporary Employees and Temporary to Direct Staffing

These professionals are on our payroll and are assigned to your firm on a temporary basis. Often referred to as "Consultants," they help you get through the peaks and valleys that all businesses experience. This option allows you to bring in top-notch professionals for a specific length of time or project. When the project is over, you can assign our Consultant to a new project or send him/her back to us for reassignment. And the best part? You not only save money by lowering your staff overhead, but you also save time by employing consultants who already know how to do the job. There's no time wasted training new employees or easing them into new positions. Our candidates are experienced professionals who are ready to work!

In Temporary to Direct positions the employee starts out as a Consultant but, after a defined time period, may become your direct staff member on your payroll. Historically, more than 70% of our temporary employees transition to our client's direct payroll. This is the perfect low-risk option for many staffing needs. Because there are no up front fees, you can "preview" a candidate on a trial basis while he/she remains on our payroll. If the candidate's on-the-job-performance meets your expectations, you can then decide to offer him or her a direct employment position with your company. Since our conversion fees for temporary-to-direct hire are less than our direct hire fees, and decrease with the length of the contract employment period, you are saving money while evaluating whether the candidate is right for the job.



Contingency Hire

On a contingency search you pay a fee only when you hire one of our candidates. We know you will be impressed with the qualified professionals we deliver. When you work with us to fill a direct hiring need, our services are fully guaranteed. You don't pay unless we deliver. We are so confident in our ability to deliver the special candidate who meets your needs that, during the guarantee period, if the employee doesn't work out, we'll find you a replacement at no additional cost.

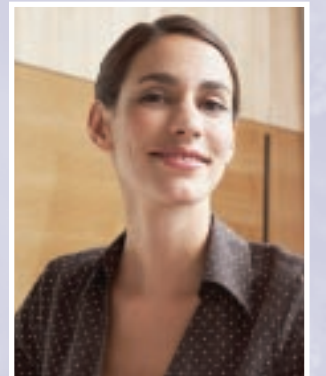
In 1983, Scientific Search was originally established as a contingency search firm and contingency search has accounted for the largest portion of our business line ever since. We have honed our contingency search process to the point where clients are very impressed with not only the quality of the candidates we produce, but also how quickly these candidates are delivered.

The Scientific Search Process for Contingency Hire

Once a suitable candidate has been sourced, we telephone screen them to find out more about their reasons for wanting a new position, their salary requirements and career aspirations and invite them to submit further details via a questionnaire. If we are then satisfied that they meet all your requirements on paper we probe their experience further, understanding their competencies and technical skills that you require, and looking for the all-important soft skills and qualities that are impossible to glean from a resume alone. If we are then satisfied that the candidate fits your requirements, we submit their resume to you, together with detailed profile/interview notes. We strive to deliver three to five highly targeted resumes per vacancy, from which the client is welcome to select. You let us know whom you want to see, when you want to see them and we do all the rest. This includes briefing the candidate fully on both the position and the interview format and ensuring they have all supporting materials and assignment details before the interview. We then consult with you through each stage of the interview process, inviting your feedback on the candidates submitted and further honing the search criteria as your thinking about the role develops.

When a candidate is successfully placed, we will undertake all communications regarding the offer, mediate any salary negotiations and obtain or verify references, if this is required.

Developed over 25 years through extensive identification and mapping of key people within the professions we target, our database is a unique resource that helps set us apart. At any time, approximately one quarter of our network may be actively job-hunting, with an additional quarter potentially 'open' to considering a career move. We go beyond this and contact "passive" candidates at companies we target or that you have asked us to target. Through this Contingency Search service you are able to contact this wide audience of prospective candidates to identify suitable professionals without the need for upfront advertising or search fees.



Our Fundamental Mission is to be a premier boutique Executive Search firm, utilizing custom tailored search solutions to provide only the very best companies with the very best talent.

Retained Search

Scientific Search is one of the few contingency firms that have broken “the glass ceiling” of high level retained search. Like many business innovations, this one came about by accident. Simply put, our Retained or Priority Search Practice is the outgrowth of extraordinary success with existing clients in niche markets. The short version of the story goes something like this: A key employee of a valued client in a specialized vertical suddenly leaves for a competitor of our client. This client has hired dozens of key staff from Scientific Search over a two-year period. The client asks, “What can we do to replace this very important individual quickly?” Over the next sixty days, Scientific Search met with the hiring authority, identified key target companies and sourced a successful candidate that was hired by our client. As a result of this success, Scientific Search added Retained Search as an option for our clients.

The key elements of this successful outcome above are “important” and “quickly.” This really goes to the heart of our priority search philosophy and shows the differentiation between Scientific Search and “retained only” search firms.

- *From an Importance perspective, garnering the attention of elite talent in highly competitive niches requires expertise and knowledge of the specific vertical market segments that they occupy. As a result, reputation, ethics and confidentiality are must have essentials to these “A Player” candidates.*
- *From a speed (or quick) perspective, Scientific Search really differentiates from traditional “retained only” firms. These firms historically rely on established networks and sometimes cumbersome processes that result in six, nine or even one-year time lines for hire. Our approach could not be more different. Scientific Search brings contingency speed to priority search - we attack our searches with a sense of urgency that borders on obsession. The sooner a “Change Agent” caliber candidate is in place, the sooner success follows and profits increase for our clients and for us.*

Retained Search provides an option for our clients in very competitive spaces the ability to identify, source and on-board the very best talent for critically important positions within their firms. These are typically senior level and leadership roles that carry the designation C, V or even Director monikers.

Why Retained?

- **Access and Authority**
Retained search gives the recruiter access to the best candidates. The first question typically asked by elite candidates is, “Are you retained?” There is great power when the firm can confidently say, “Yes.” This results in the ability to get the attention of the best available talent. Additionally, this assures these elite candidates of a professional, ethical and thorough process.
- **Resources**
Additional personnel provide more than just a “database search.”
- **Research**
Researching and sourcing allow the firm to recruit the very best.
- **Commitment**
Both parties have a vested, financial interest. Upfront, agreed upon timelines make for timely search completion and success.
- **Confidentiality**
Sometimes critical depending on the rationale for the search. Companies can remain anonymous if need be.
- **Market Intelligence**
Scientific Search will gather and disseminate information during the search process and provide timely and insightful information.
- **The Trickle Down Effect**
Sometimes difficult to measure, but rest assured, the positive branding message relayed during a retained search typically results in additional placements unencumbered of additional search fees.

