



Sanford Rose Associates
EXECUTIVE SEARCH

Sanford Rose Associates®

Life Sciences Executive Search



Our goal is to fully understand the functional, strategic and cultural hiring needs of our clients, to provide complete client and candidate satisfaction and to become a trusted and valued partner for the long term.

John H. Wang, President
Sanford Rose Associates – Minneapolis



Life Sciences ♦ Medical Technology ♦ Biotechnology

Functional Focus

General Management

Research & Development

Manufacturing & Operations

Quality Assurance

Medical Affairs

Clinical Programs

Regulatory Affairs

Business Development

Sales & Marketing

John H. Wang
President

Sanford Rose Associates -
Minneapolis

1161 Wayzata Blvd East #206

Wayzata, MN 55391

Direct 425.681.2124

jwang@sanfordrose.com

Sanford Rose Associates - Minneapolis

A premier performance-based global executive search firm specializing in recruiting and retaining the best mid-level to C-level management and technical professionals within the Medical Technology and Biotechnology segments of the life sciences industry. We excel in performance-based multi-functional global search assignments. Founded in 1959, the Sanford Rose Associates organization is a specialized network of over 65 worldwide offices that serves the needs of corporate and institutional clients with a high level of integrity, performance and expertise.

Value Proposition is Our Industry and Search Experience

- ◆ 30 years in life sciences combined with 50 years in executive search
- ◆ 20 years executive leadership and 100,000 successful placements
- ◆ 10 medical specialties and 6 functional areas of expertise
- ◆ Extensive industry network and search databases
- ◆ Passion for people, teamwork, results and performance-based solutions

Strength is Finding People Who Make a Difference®

- ◆ Listen carefully to our clients to truly understand their business needs
- ◆ Exploit the lack of off-limit restrictions to access “passive” candidates
- ◆ Search for talent with the right functional and leadership experience
- ◆ Select candidates who can make an immediate and sustainable impact
- ◆ Confirm candidates are successfully transitioned into client companies
- ◆ Ensure all candidates are treated with respect, dignity and honesty

Dimensional Search® Process Matches Candidate to Client

- ◆ Technical fit — education, expertise, qualifications and skills
- ◆ Chemistry — attitude, aptitude, personality and compatibility
- ◆ Culture — shared values, beliefs and practices
- ◆ Expectations — title, goals, responsibilities and career progression
- ◆ Experiential translation — experience, capabilities and leadership

Global Network is Specialized

- ◆ Provides the necessary reach to locate the best global candidates
- ◆ Ensures best network practices are applied throughout each search
- ◆ Fills the search void between contingency and high-end retained
- ◆ Provides a consultative partnership to our clients for the long term
- ◆ Partnership with International Executive Search Federation creates a combined global network of 130 offices in 40 countries



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Sanford Rose Associates – Experience and Expertise Over 80 Years of Combined Life Sciences and Executive Search

John H. Wang, President

- ◆ Brings 30 plus years of strategic and operational life science industry experience to the executive search process, 26 years in executive and senior management positions within start-up and publicly-traded medical device companies.
- ◆ Leverages a passion for people, teamwork and results in the recruiting of talented functional leaders who can bring real value to a broad spectrum of clients.
- ◆ Integrates the right business and technical resources into company organizations to ensure that clients are positioned to realize sustainable strategic growth.
- ◆ Began his medical device career in the late 70's at St. Jude Medical where he led research and development for over 10 years.
- ◆ Globally commercialized the St. Jude Medical heart valve, the world's first low profile, bi-leaflet, all pyrolytic carbon mechanical heart valve that has since been successfully implanted in over 2.0 million patients.
- ◆ Held multi-functional senior executive positions (VP, SVP, GM, CTO) at major medical device companies such as Baxter International and CR Bard, as well as, several start-up companies including Vasca, Spiration, Stereotaxis, CircuLite and CardioNephRx.
- ◆ Led the development and commercialization of innovative products within diverse medical specialties that included structural heart, cardiovascular, peripheral vascular, endovascular, interventional cardiology, interventional radiology, interventional pulmonology, cardiology, nephrology and urology.
- ◆ Earned a BS in Mechanical Engineering and a PhD Candidacy in Biomedical Engineering with a minor in Physiology.



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