

life sciences

Will your company have the brain power to succeed in the 21st Century?

The key to our success is serving our clients on a global basis by leveraging technology and people in ways never before envisioned.



THE BONNER GROUP



CELERA™  
S E A R C H



## > The Bonner Group + Celera Search

### A unique approach to Executive Search and Project Recruiting

By combining groundbreaking technology, world-class search experience and unsurpassed domain expertise, The Bonner Group + Celera Search utilizes a new paradigm designed and built to meet the recruitment and strategic human capital needs of 21st Century Life Sciences Corporations. We have 35 world class Executive Search Professionals and Software Technologists in the USA and India.

With our twenty years experience recruiting leaders in the Bio-Pharma industries in the USA and Europe, we have deep domain Life Sciences Expertise specializing in "C" level Executives and Scientists.

- Senior General Management Positions (across all functional areas)
- Discovery Research - Chemistry & Biology
- Pre-Clinical Development
- Clinical Research/regulatory Affairs.
- Manufacturing/QA/QC
- Technology Transfer/Business Development.

#### **Our clients rely on us to accomplish these key objectives:**

- Improve the quality of their human capital through superior Research and targeting
- Accelerate the speed of the recruitment process
- Streamline the recruitment process, causing fewer disruptions and Delays to affect the organization
- Reduce human capital acquisition costs by reducing:
  - Fixed HR costs (internal recruiting staff)
  - Variable costs (external vendors)
- Increase global competitive intelligence

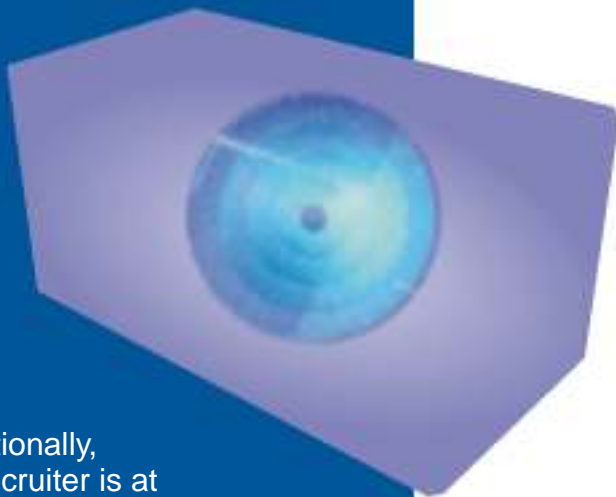


## In Traditional Search...



...the field of candidates identified and evaluated represents less than 10% of the universe of potential candidates.

- Candidates Examined
- Candidates Not Examined



Traditionally, the recruiter is at the center of the universe. Candidates to be evaluated are identified by the utilization of the recruiter's personal networks and limited research, resulting in a "degrees of separation" paradigm leaving the majority of candidates never identified or contacted.

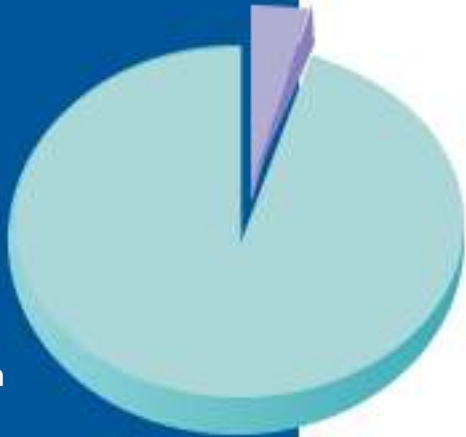
## Inconsistent Results and Low Performance

During the past 50 years little has changed in the fundamental aspects and infrastructure tools of recruiting. Until now, the typical process used to find potential candidates was restricted to the research activities of recruiting firms and included cold phone calls to unsuspecting prospects. This process has been used for decades, particularly for middle to senior level positions. While results have varied, such an approach is neither scalable nor predictable and there are real issues concerning reliability and speed.

Using this nearly "randomized approach" can not assure that a significant percentage of the universe of potential candidates had been identified, much less contacted. It is not surprising that industry-wide nearly 40% of the positions are never successfully completed. All this is about to change with the introduction of Celeritas<sup>2</sup>



## Our Way...



Using Celeritas<sup>2</sup>, CeleraSearch will typically identify and evaluate 70-95% of the total potential candidate universe. This is a 7x to 10x order of magnitude improvement compared to traditional search.

- Candidates Examined
- Candidates Not Examined

## What this means for you

### Unprecedented Throughput

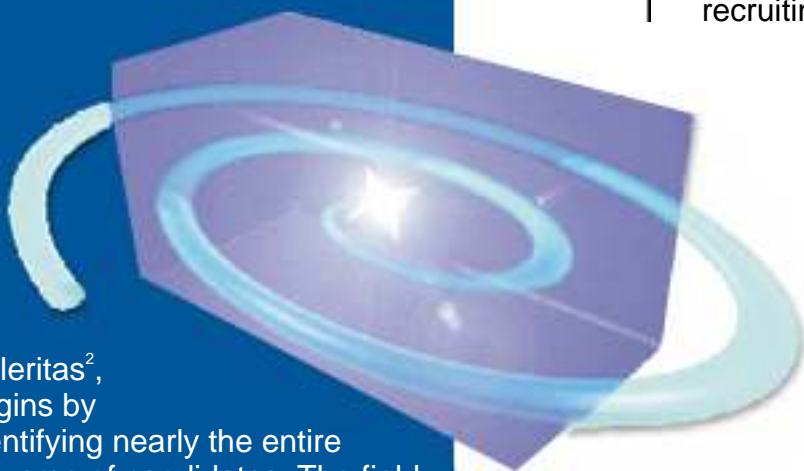
The Bonner Group + Celera Search delivers recruiting results to its clients with levels of accuracy, speed and volume previously unheard-of in the recruiting industry.

### This is accomplished through the use of:

- Celeritas<sup>2</sup> software
- Domain experts with extensive industry and recruiting experience

### Predictability and Scalability

Our solution was designed and built from the ground up to address and solve the most challenging human capital requirements of fast growth companies. Historically, recruiting companies have failed the tests of predictability and scalability due to the inherent limitations of the research model that they have employed. By blending Celeritas<sup>2</sup> with our business model, we have created the world's most predictable and scalable recruiting company.



Celeritas<sup>2</sup>, begins by identifying nearly the entire universe of candidates. The field is then evaluated and narrowed. Candidates are selected based upon specific selection criteria. At the center of this universe lies the



## How it works

Celeritas<sup>2</sup> enables search consultants, for the first time, to access and analyze real-time relevant information on each qualified individual in a candidate pool. Celeritas<sup>2</sup> is designed to analyze massive volumes of data, allowing us to rapidly identify the most highly qualified human capital. Our search query knowledge management technology is infinitely customizable. It provides a fully integrated solution for a comprehensive range of reporting, analysis, segmentation, business intelligence and web-enabled information delivery requirements. Celeritas<sup>2</sup> provides the ability to rapidly visualize disparate data, uncovering valuable relationships and business intelligence otherwise lost to recruiters overwhelmed by traditional research methods.

Because Celeritas<sup>2</sup> easily handles limitless multiple search query criteria, our consultants can define research requirements and segment the results into groupings that exactly match the client's needs. For the first time in the history of the recruiting industry, our consultants have the ability to examine virtually the entire universe of candidates. With powerful analytics and business metrics, we drill down, accessing comprehensive relevant objective information on potential candidates. This enables us to accurately target and improve the quality of our clients' human capital, and to fill placements faster than our competitors.



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## Competitive Intelligence

Bonner Group + Celera Search is building the world's largest and most comprehensive database of human capital. Through the use of Celeritas<sup>2</sup>, Celera Search will make competitive human capital intelligence available to its clients. Access to this information, unavailable from any other source, will provide an unprecedented competitive advantage to our clients.

Celeritas<sup>2</sup>



IMAGINE THE POWER...

To learn more about how The Bonner Group & Celera Search can dramatically improve your human capital, please visit our web site or contact our corporate offices.



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