TSE EXECUTIVE SEARCH

The Talent Brief

NOVEMBER 2026 · LIFE SCIENCES & STRATEGY

FROM MICHAEL'S DESK

The best candidates this fall aren't applying to anything

They're succeeding where they are, and they move only when the right opportunity reaches them through someone they trust.

That's the pattern across every search TSE is running right now: a new Asset CEO search, roles built for strategy consultants, a board seat in oncology, and physician leadership in clinical development. Below is a snapshot of what we're working on, plus a few thoughts on what makes a great hire in each space.

If something here fits you, or someone you know, I'd welcome the conversation. Every one is confidential.

NEW SEARCHES

Asset CEO and strategy consultant searches

Our two newest searches are for people who want to run a program like a founder. Both are in San Francisco, and both need a leader who moves easily between the science, the business plan, and the deal.

ASSET CEO

Asset Lead & Program CEO

San Francisco · In person or hybrid · Preclinical, defined spinout path

You'll function as the CEO of the asset from day one, owning the scientific

strategy, business plan, financial model, BD process, and team. You'll also lead the spinout itself, including relationships with venture, crossover, and strategic pharma investors.

The right person is four people in one:

Founder
Thinks like a CEO from day one and owns outcomes, not workstreams.

Scientist
Deep enough to challenge the data and earn the lab's respect.

Dealmaker
Knows what partners and investors look for, and builds relationships before they're needed.

Builder
Energized by the blank page, creating a team and strategy around an asset that doesn't have one yet.

BUILT FOR STRATEGY CONSULTANTS

Senior Director / VP, BD & Operations, Asset Lead

San Francisco · In person or hybrid · All levels, Associate to Partner

There's a role strategy consultants in life sciences were made for, and most of them don't know it exists. As Asset Lead, you own the scientific plan, business plan, BD process, financial model, and competitive landscape, and you represent the asset to investors, partners, and scientific advisors. It's what great consultants already do, except you're the one who executes.

- Top-tier strategy or management consulting background: McKinsey, Bain, BCG, Oliver Wyman, L.E.K., Deloitte, EY-Parthenon, Accenture, or equivalent
- Life sciences experience
- Scientific literacy, BD fluency, and a founder's mindset; advanced degree preferred

Read the full job description · Apply with your CV and deal sheet at **jobs@tseworldwide.com**

BOARD SEARCH

Board Member, clinical-stage oncology biotech

Solid tumors · Pre-commercial · Virtual board · Cash + equity

TSE is conducting a board search for an early, clinical-stage oncology biotech at a pivotal moment, where the right director can shape both the science and the organization.

- Current or former CMO or CEO of a clinical-stage or commercial oncology company, with deep solid tumor experience
- Track record in clinical development: Phase 1/2 design, regulatory strategy, and moving programs through key inflection points
- Recognized KOL standing across investigators, SABs, and the oncology community
- Experience building or scaling a US oncology organization
- Comfortable in a fiduciary role: strategy, governance, pipeline prioritization, and management support

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PHYSICIAN LEADERSHIP

Clinical development roles for physicians

Most physicians I speak with say the same thing about their first biotech role: they wish they'd made the move sooner. TSE is placing physician leaders at several biotech and biopharma companies, many in roles that aren't posted publicly.

ROLE	THERAPEUTIC AREAS	LOCATION
SVP, Clinical Development	Oncology, Cardiovascular, Metabolic, Rare Neurodegenerative	Across the US
VP, Clinical Development	Oncology, Rare Disease, Cardiovascular, Metabolic	Across the US
Medical Director	Cardiovascular, Metabolic, Rare Neuro, Hematology/Oncology	Across the US

Board-certified Hematology/Oncology physicians with early clinical development experience are especially in demand, as several clients move from discovery into the clinic.

STRATEGY ROLES

For scientists and consulting alumni

The best strategy hires in biotech don't just build the model. They know what it's saying, and they can defend it in front of a Chief Medical Officer.

Director / Sr. Director, Corporate Strategy & New Product Planning

Confidential oncology biotech · In person

Portfolio prioritization, NPV and commercial modeling, competitive intelligence, BD diligence, and Investment Committee materials.

- 7–12 years in biopharma, consulting, banking, VC, or pharma strategy
- Oncology background, ideally ADCs, immuno-oncology, or targeted therapies
- MBA, PhD, PharmD, or MD

Also open for consulting alumni

New York · Boston · San Francisco

We're placing alumni of L.E.K., McKinsey, BCG, ClearView, and other strategy and management consultancies into Corporate Strategy, Transformation, GTM, BD&L, Chief of Staff, and Strategy & AI leadership roles. Clients range from seed-stage biotech NewCos to global pharma, financial services, tech, and private equity.

PERSPECTIVE

The most underrated move in business

> *Moving from consulting to industry is one of the most underrated career moves there is.*

Consultants arrive with the frameworks to break down hard problems, the presence to operate with the C-suite, and the speed to deliver under pressure. What industry gives back is harder to find in consulting:

- Ownership of the outcome, not just the recommendation

- The chance to build something that outlasts the engagement
- A team you develop over years, not months
- A seat at the table when strategy becomes execution

The same is true for physicians moving into biotech. The people who make these moves rarely regret them.

FOR HIRING LEADERS

When the right people aren't responding

You're not doing anything wrong. They're just not looking that way. For more than 20 years, TSE has helped clients run critical searches from drug discovery through launch.

C-SUITE
CEO, COO, CFO, CMO, CBO

CLINICAL & MEDICAL
VP Clinical Development, VP Medical Affairs, VP Regulatory

COMMERCIAL
VP Marketing, VP Market Access, VP Commercial Analytics, Forecasting

STRATEGY & BD
SVP and VP BD&L, Corporate Development, Corporate Strategy

We work on contingency. No retainer, and no risk to start the conversation. If a search is on your roadmap, or has been open too long, I'd welcome 15 minutes.

KNOW SOMEONE?

Let's talk

The best introductions come from people who know both sides. Forward this along, or send them my way. All conversations are confidential.

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ALL OPEN ROLES tseworldwide.com/career_status/open

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