

Relentless pursuit of excellence

**We help
clients in the
life sciences
improve
performance
by finding
exceptional
people for
business-
critical roles**

The Higgins Group, Inc. is an executive search firm focused exclusively in the life sciences, with singular expertise in finding physicians and R&D executives with the credentials, qualities, and cultural fit to drive superior company performance.

Formed in 1998, we're one of the oldest and most successful search firms in this space. We've grown exclusively through word-of-mouth because clients and candidates who have worked with us consistently recommend us to those who haven't. Here's why:

Respected in the life sciences. After decades of single-minded specialization, we know the life sciences industry, companies, jobs, and people, and how to look beyond glossy CVs to assess leadership qualities and cultural fit. Our track record recruiting hundreds of physicians and R&D executives over the years has built a reputation for integrity, expertise, and achievement. The bottom line is that people know us and take our calls, giving our clients unique access to the world's best physicians and R&D talent.

Relentless pursuit of excellence. We do great work in a niche that is not for the timid: recruiting from a small talent pool of hard-to-reach, highly credentialed candidates is exceptionally challenging. Such a tough market demands ingenuity, perseverance, and end-to-end quality control, so we do our own in-house research and we don't cut corners for the sake of speed. Our track record of over 98% placement success and new hire longevity shows that we don't give up and we don't compromise on quality. We are committed to delivering excellence for our clients, and we are energetic, diligent, and relentless in that pursuit.

Relationships that last. Our philosophy has always been to do great work for a small, select roster of clients we know well. Deep understanding of our client's company, culture, and vision allows us to be a true strategic partner: we coach clients to think broadly about what they want to achieve, provide guidance on solutions and decision-making, and offer insights on marketplace activity, retention issues, and organizational design. It's win-win, because our clients get a superior level of service, while we get to keep doing great work we're passionate about.

For us, it's not about simply filling open positions. We care deeply about our work, because we never forget that what we do can transform lives and business performance. We coach clients and candidates to think deeply about their goals, so they can make the best decisions for their companies and themselves.

We are so committed to doing exceptional work that we make this guarantee to all our clients: if you are not satisfied with the quality of our search work for any reason, we'll refund our fee in whole or in part. Period.

Typical searches

Roles

Chief Medical Officer
Clinical Research: SVP through Director
Medical Affairs: SVP through Director
Global Safety: SVP through Director
Regulatory Affairs: SVP through Director
Clinical Operations: SVP through Director
Discovery Research: SVP through Director
Chief Scientific Officer
QA and Compliance: SVP through Director
Biostatistics: SVP through Director
Project Management: SVP through Director
President, Research & Development

Functional areas

Clinical Development
Medical Affairs
Pharmacovigilance
Regulatory
Clinical Operations
Discovery
Project Management
Quantitative Sciences
Quality

The Higgins Group locations

Philadelphia

701 Lee Road, Suite 100
Chesterbrook, PA 19087

Boston

40 Beach Street, Unit 305
Manchester-by-the-Sea, MA 01944

San Diego

7080 Caminito Estrada
La Jolla, CA 92037

Online

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