



**Scott White**  
EVP + Principal Recruiter

#### About Me:

- 20+ years of recruiting experience
- Founding Advisory Board Member, [Ticket to Biotech](#)
- Outside of work, I love to travel, work on home projects, and play catch with my Goldendoodle, George

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## HireMinds

- Areas of specialization: marketing, communications, finance/accounting and life sciences (R&D, manufacturing, clinical, commercial).
- Recognized by Forbes and Inc5000 for excellence and growth.

## The Recruiting Work I Do

- Industries: Pharma, biotech, and medical devices.
- Specialties: Communications, marketing, investor relations, and patient advocacy.
- Roles: From Managers to Directors to VPs.
- Network: Strong national presence with a deep base in Boston.

## My Approach

- Only take on searches when I can dedicate time and ensure success.
- Quick results: Resumes submitted within a week; average time-to-fill: 60 days.
- Act as a company ambassador, sharing your unique story to attract top talent.
- Resolve issues or misconceptions during the hiring process.
- Provide a diverse slate of candidates.

## Industry Engagement

- Advisory Board Member: Ticket to Biotech (T2B), a global network of biopharma communication professionals focused on building connections, knowledge sharing, and strategic learning.
- Frequent speaker and writer, sharing insights on job searches, hiring tips, and market trends.

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Contact:



# Metrics-driven results

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100% fill rate on engaged searches



325+ candidates placed at 125+ companies over the past decade



4+ years average retention of placed candidates (record: 16 years!)



92% offer acceptance rate

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## Clients I Have Worked With

Albireo Pharma (acquired by Ipsen), Alnylam, AstraZeneca, Biogen, Dianthus Therapeutics, Foundation Medicine, Seagen (acquired by Pfizer), PureTech Health, Spero Therapeutics, Tango Therapeutics, Takeda, Wave Life Sciences, Xenon Pharmaceuticals, and many others.

## Recent Positions Filled

- [Executive Director, Corporate Communications](#)
- [Head of Marketing](#)
- [Head of Investor Relations and Corporate Affairs](#)
- [Global Director, R&D Communications](#)
- [Director of Technical Product](#)
- [Director, Digital Communications](#)
- [Associate Director, Product Communications for Rare Disease Portfolio](#)
- [Director of Global Patient Advocacy](#)
- [Associate Director, Franchise Communications](#)

Contact:

