



SME-led judgment, powered by smarter sourcing.

A Different Model for Commercial Talent

Bridging the Crossroads of innovation and Humanity

[BIOLIANCE.COM](https://bioliance.com)

WHITE PAPER · JULY 2026

A Different Model for Commercial Talent

What Sets Bioliance Talent Solutions Apart

Bioliance Talent Solutions

A commercial solutions partner for life sciences · [Bioliance.com](https://bioliance.com)

The commercial talent challenge in life sciences

Hiring commercial talent in life sciences is unlike hiring anywhere else — yet most staffing models treat it the same.

- Generalist recruiters screen for keywords, not for the ability to sell a complex therapy.
- Speed and quality are treated as a trade-off, so fast placements stall once they reach the field.
- Candidate profiles drift from the hiring manager's real intent, producing costly mis-hires.
- When a territory is worth millions, turnover carries an outsized cost.



Who we place

We recruit the commercial roles that carry specialty therapies to market — and focus on the therapeutic areas where getting talent right matters most.

ROLES WE PLACE

Executives · Sales
Professionals · Managers · MSLs · Marketing
leaders · Training staff

THERAPEUTIC FOCUS

Specialty · Oncology · Rare disease



The Bioliance difference

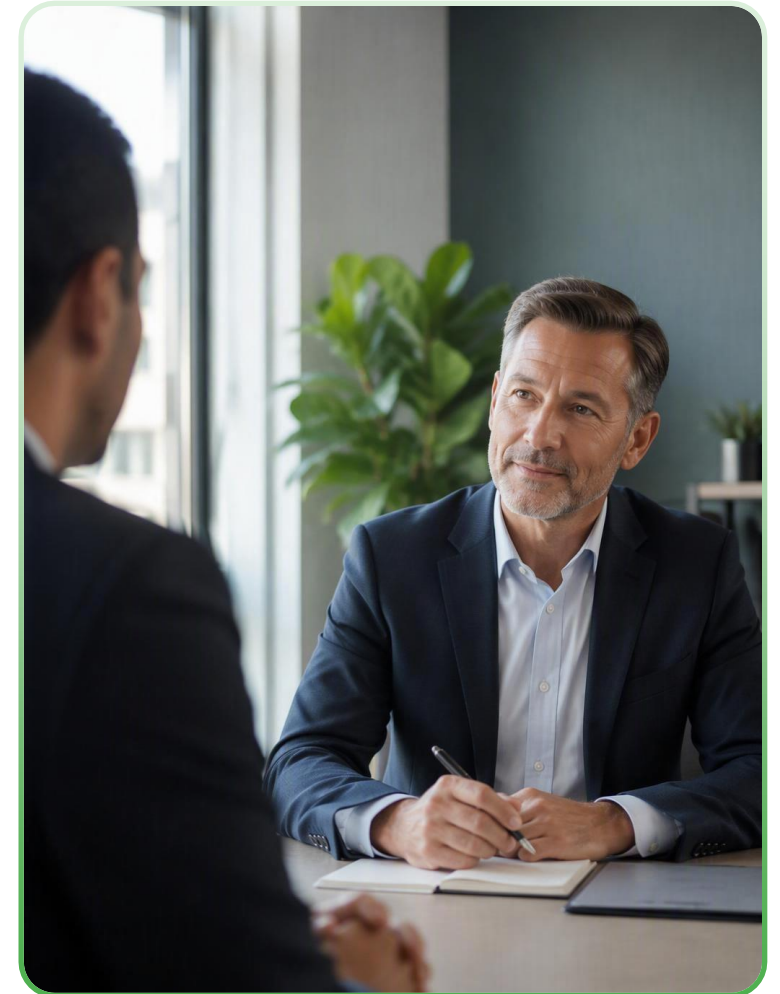
Bioliance is a full-service commercial solutions partner, not a resume broker. Four things set our talent model apart:

- **Operator-led vetting.** We only present candidates we would hire onto our own teams.
- **An SME-led team.** World-class subject-matter experts across sales, medical affairs, market access, and marketing.
- **AI-powered sourcing.** Proprietary AI plus investment in the top industry platforms for reach and efficiency.
- **Guarantees and transparent pricing.** Guaranteed placements and competitive, transparent fee structures.

Operator-led vetting

Our standard is simple: we only present candidates we would hire onto our own commercial teams.

- Every candidate is vetted by people who have carried a bag, built teams, and owned a number — not by keyword-matching.
- We align with hiring managers up front to lock the real profile, so what we present matches intent.
- Our leadership brings deep operating credibility — 30+ years in industry and 1,200+ representatives hired personally.



An SME-led talent model

Every search is led by operators and subject-matter experts who have built and run commercial teams — not by generalist recruiters.

TALENT LEAD



Brad Albus
VP of Strategic Initiatives
Bioliance Talent Lead

SME TALENT SUPPORT TEAM



Gavin McGowan
Board Member, Founder
Sales SME



Anne Kirby
Strategic Partner, SME
Market Access & Trade



Joy Morrell
Strategic Partner
SME Medical Affairs



Raimonds Dzelme
Strategic Partner
SME Marketing

SOURCING TEAM



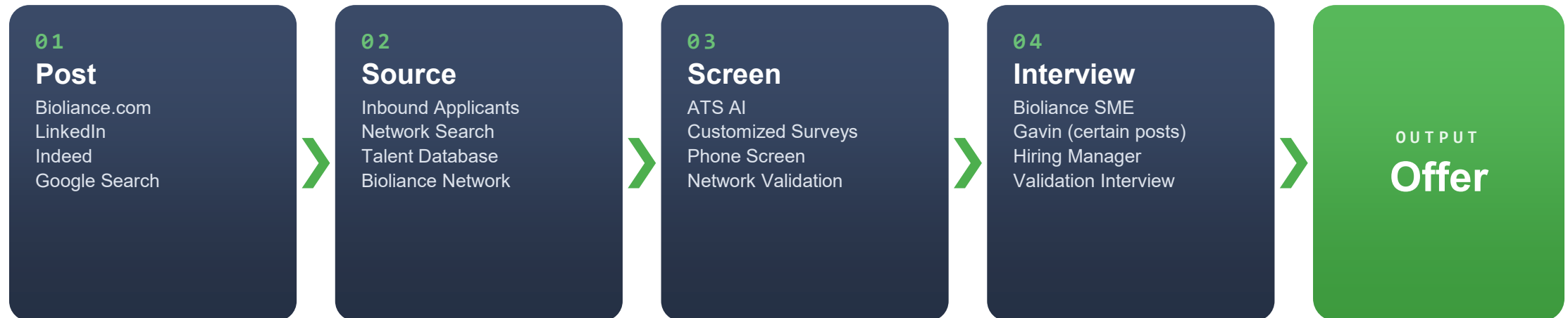
Isabelle Holt
Sourcing Specialist
Talent Solutions



Laura Vanderford
Sourcing Specialist
Talent Solutions

AI-powered, platform-backed sourcing

SOURCING CHANNELS



POWERED BY **ApplicantStack**

Guarantees and transparent pricing

We put our economics on the line, because we stand behind who we place.

- Placements are guaranteed — if a hire doesn't work out within the guarantee period, we make it right.
- Fee structures are competitive and transparent, with no surprise mark-ups or hidden terms.
- As a full-service commercial partner, we align incentives to your outcomes rather than to filled seats.
- The guarantee reflects our confidence in the vetting and SME model behind every candidate we present.