



THE CATALYTIC SITE

Team strategy & talent *for early-stage biotech*

From pre-incorporation to Series A - the right people, structure and process at every stage.



Dr Cecilia Piergentili

cecilia@thecatalyticsite.com

Research scientist turned biotech recruiter and career strategist - working at the intersection of talent, startups, and academic innovation.

Early build

Affordable support for teams running on grants, competitions, and angels

- **Lite team audit**
Short review of founders skills, gaps and risks for the next six months.
- **Hiring priorities**
Clear view of first one to two hires, with suggested sequence and fractional options.
- **Monthly founder alignment call**
Keep momentum and avoids early team mistakes. Included in retainer.
- **People plan for grants**
Two-page document aligned to Innovate UK requirements — roles, time allocations, salary assumptions and access to talent.
- **Role outlines**
Short profiles for first key hires with compensation guidance.

Co-founder and fractional consultant recruitment support offered at a below-market fixed fee under the Early build package

Team Foundation

For companies that have closed—or are preparing to close—their first round and need to build a credible team structure before starting to hire and further engage with VC investors.

Founding team audit

- Team composition review — who you have vs. what a VC investor expects
- Gap analysis — missing skills, roles and risks ranked for 3–6 months
- Investor readiness snapshot with BIA and UK spinout benchmarks

Full team strategy package

- Everything in the Founding team audit
- Organisational design for years 1–3, aligned to milestones
- Hiring roadmap — seed to Series A with trigger points
- Salary benchmarking — UK pre-seed/seed ranges per role
- Equity & comp structure review including EMI guidance

Search and Placement: Role scoping, outreach, screening, interviews and offer support. Priced per hire on success under the Full Team Strategy package.

Build & Scale

For teams with a clear roadmap and funding to build a proper organisation. You need structured hiring, leadership support, and practical people processes to support and sustain your growing venture.

- Full team strategy review
Deep dive into current team, leadership gaps, succession risks and scaling plans.
- Hiring process building
Interview scorecards and criteria, clear evaluation notes, and a consistent way of making hiring decisions as the team grows.
- Org design for 18-36 months
Clear structure that keeps speed without growing too top-heavy.
- Comp and equity framework
Market ranges, levelling and equity allocation guidance for technical and commercial roles.

Search and Placement: Role scoping, outreach, screening, interviews and offer support. Priced per hire on success under the Build & Scale package.