

The Kensho Search Advisor

Insightful Recruiting for Medical Device Executives

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Recent Success Story

The Kensho placed a Systems Engineer with a world leader in the Neuromodulation Device industry.

Our candidate, a PhD in Biomedical Engineering was in a senior level Systems Engineering role at a top implantable cardiac device company. He is now taking a compelling opportunity with a mid-stage start up in the NeuroStimulation space which will allow him to further expand his skills in this fast growing segment.

Star Candidates

The Kensho Group is currently working with the following Top Performers who are open to advancing their career with the right opportunity. They have proven track records in their fields and are ready to apply their expertise to grow your business.

- **Dir Clin/Reg**, Neuro and Cardio Expertise
- **Project Mgr**, Neuro, Imaging and Implantables Experience
- **Top Rated Sales Rep**, Deep

NEW! The Kensho Group Shares Useful Insight on its New Blog: **The Thoughtful Recruiter**

Medical Device Search Firm Principal Shares Insight in Blog for Industry, Hiring Managers. Jay Kshatri, the president of The Kensho Group, a medical device executive search firm, has launched a new industry blog, "The Thoughtful Recruiter," published at <http://jaykshatri.wordpress.com>

Giving The Kensho Group a personal voice, Kshatri's "The Thoughtful Recruiter" shares insight, ideas, expert articles and news about the recruiting and medical device industries with hiring managers, candidates, and other recruiters.

Recent posts on the blog include:

- [It Takes a Long Time to Sound Like Yourself](#)
- [Stay on Contact's Radar Screens: 4 Vital Post-Interview Moves](#)
- [The Cost Conundrum – a must read article on Health Care Costs](#)
- [Take Two Digital Pills and Call Me in the Morning – WSJ](#)
- [Improving Your Recruiting Results](#)

Kshatri's recruiting background and the basis for "The Thoughtful Recruiter" are supported by his 20-year corporate foundation in executive and senior management level positions within leading edge technology companies. His experience includes positions as Vice President and General Manager of the Physical Sciences Division at BTG, Inc. (Medical Lasers, DNA Separation, Cardiac Monitoring, and Artificial Joints).

[click to read more from "The Thoughtful Recruiter"...](#)

MRINetwork Insight into Global Hiring Trends - September 2009 Issue

[Each month, MRINetwork uses the combined expertise of over 1,100 offices in more than 35 countries to publish an update on hiring prior to the Bureau of Labor Statistics (BLS) numbers being released on the first Friday of the month.]

Tony McKinnon, president of MRINetwork notes "While the unemployment rate is still high, and likely to go higher, across the country we are seeing a tighter candidate market than we had with half the amount of unemployment."

Cardiovascular experience w/Physicians

Current Searches Include:

Cardiovascular Medical Dev – No. Cal

- Mfg and Process Dev Eng
- Senior R&D Engineer

NeuroModulation Med Dev Co - MN

- Sr. Mechanical Eng
- Sr. Embedded SW Eng

Cardiac Medical Dev Co - MN

- Sr. Clinical Trial Leader
- Field Clinical Engineer

Laser Medical Dev Co – So. Cal

- Engineering Program Manager

Link to Our Expertise

The Kensho Search Advantage
The Right Partner Makes All The Difference

Resources for Clients
Recruiting services to help you succeed

The Kensho Group Search Approach
Insight, Expertise, and a Comprehensive Process

Help for Candidates
Resources to upgrade their career

Helpful Links & Downloads
Articles, Hiring Tips, and Industry Links

About The Kensho Group

The Kensho Group is a high-integrity executive search company, specializing in providing management and executive recruiting services for Medical Devices companies throughout the US as well as globally.

We focus on Cardiovascular, Neurological, and Ophthalmic companies needing executives, managers, and specialized talent with technical knowledge in areas such as Clinical and Regulatory Affairs, Research & Development, and Sales. Our clients include small to mid-size

Despite an Improving Economy, the Search for Top Talent Will Become More Difficult

During the month of August, a variety of economic indicators showed better than expected improvement. First, the national unemployment rate for July fell a tenth of a percent to 9.4 percent. Also, the workforce lost 247,000 jobs in July, down from highs earlier this year of more than 700,000 a month.

A business outlook survey from the Philadelphia Federal Reserve moved from -7.5 to 4.2, the metric's highest reading since late 2007, indicating an expectation of business growth. Annualized new home sales surged past expectations to 433,000 and the housing market in general is showing signs of rebounding...

"One of the problems we're seeing right now [is]... they are still really gun shy," says Todd Dawson, managing partner of MRINetwork affiliate WorldBridge Partners Omaha. "We'll have candidates who fit 95 percent of the specifications an employer is looking for, and where two years ago they would have made an offer, today they are saying, 'let's see if there's someone better.'" By the time an employer decides to settle with the 95 percent match, says Dawson, the candidate likely will have already moved on to another offer..

"Even if individual companies aren't moving fast, top candidates are not remaining on the market long," says Dawson....

"In general, this ties into what we've been long predicting. Now that the economy is starting to heal its wounds, companies are moving to both top-grade and build their staffs," says McKinnon. "But already, the competition for top talent is very strong..."

[click to read the rest of the update...](#)

Line Managers Hold Key to Candidates' Culture Fit – *from Recruiter Daily*

Selecting the best candidate for a job is "a challenge of intangibles, not of facts," according to Harry Wolfe, an expert on "attitude" and the director of Management Dynamics International .

The final say in any recruitment decision must go to the new hire's direct manager, says management consultant Harry Wolfe, because a match between their attitudes is more important than any other selection factor.

According to Wolfe, an expert on "attitude" and the director of Management Dynamics International, selecting the best candidate for a job is "a challenge of intangibles, not of facts".

The facts are simple, he says: either the candidate has the required education, qualifications, competencies, experiences and validated references, or they do not. "But discovering whether the candidate has the motivation to do the job in the way [their manager]... wants it done is a more difficult challenge."

Selecting the candidate with the best culture fit is a matter of finding the right match with the direct manager, he says, but current selection processes often ignore this, resulting in low productivity and high attrition.

Managers want somebody they can work with, he points out. "You want

firms as well as Fortune 500 companies.

We are dedicated to continuous improvement, a strong relationship-driven approach to recruiting, and best-in-class practices that will provide exceptional value-added services to each and every client and candidate.

**Kensho: 1. path to enlightenment
2. wisdom-insight for long term transformation**

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somebody who has the same attitudes towards the job as you do, because they're going to do it exactly as you want it done...

There are two exercises managers should undertake in the final stages of recruiting to ensure they select the right person for the job, he says:

“Walk the Talk”: After determining the KPIs for the job, and the behaviours needed to achieve those KPIs - for example, directive, persuasive, results-oriented, investigative, creative, imaginative etc - a manager will "talk" those behaviours during the interview and candidates quickly reflect them back in their answers, Wolfe says... Managers must validate the behaviours nominated... A manager's attitude to the job "therefore determines and predicts the actual behaviours [they] will 'walk' in managing the job holder, in that job"...

“Find an Attitude Match”: After validating the behaviour specification for a job, the manager's next step is to identify each candidate's "key intangible attribute" - their attitude, Wolfe says,...

[click to read the rest of the article ...](#)

Seed is the New Series A for VCs

— from *VentureBeat*

It may be too soon to pop the champagne, but the mood in the venture community appears to be slowly improving.


It shouldn't come as a surprise to anyone that VCs have, over the past few quarters, been reluctant to put term sheets down on new investments. Most venture folks have instead been preoccupied with tending to their portfolio companies, either ensuring that their most promising companies have enough capital and resources to weather the downturn, or trying to sell off the others.

The statistics bear this out. U.S. venture-backed companies raised \$9.28 billion in the first half of 2009, according to VentureSource. That's 44 percent less than the \$16.47 billion raised during the same period in 2008.

It may be too soon to pop the champagne, but the mood in the venture community appears to be slowly improving.

The market is up (the Dow has climbed back to above 9000); cracks are emerging in the tech IPO deep-freeze (with Open Table and Solar Winds having had successful IPOs, and a number of other venture-backed technology companies announcing plans to go public in the near term); and VCs are starting to do deals at an increasing rate (VentureSource cites that the amount of capital invested in the U.S in Q2 2009 rose by 32 percent as compared to Q1 2009).

What is most noteworthy about the recent increase in funding activity is the structural change occurring in the market for early stage investments. In the early part of this decade (after the dotcom boom and subsequent bust), when VCs recommitted to investing in early stage startups, most simply dusted off their Series A term sheets and recommenced investing in the "Series A mold." Series A deals can vary dramatically, but they often look something like this:

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- VCs invest \$3-5 million of capital for a 33-50 percent post-money ownership stake in the company.
 - Investors receive a senior liquidation preference on an M&A exit, and will often “participate” with the holders of common stock on the distribution of proceeds beyond their preference, either until all proceeds get distributed or up to some negotiated cap based on a return multiple (e.g., 2x-3x the VC’s initial investment).
 - Investors enjoy control features...

As investors dip their toes back into the early stage deal pool following the most recent downturn, however, many are opting for “seed” financings instead of the typical Series A described above...

So why the recent increase in seed funding? I believe there are three reasons...

[click to learn more...](#)

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