

# EXCEPTIONAL PERFORMANCE REQUIRES EXCEPTIONAL TALENT

Genmab A/S is a biotechnology company specializing in the creation and development of antibody therapeutics for the treatment of cancer. When highly specialized executives must be recruited, Genmab relies on The Chase Group for their professionalism, tenacity, skill, and more than 25 years of life sciences recruitment success.

*“The way The Chase Group conducts business is the most appealing part of working with them. They are genuinely hard-working people who communicate clearly and often and who project credibility at all times. Not only do we like working with them, but I think we get better candidates because the candidates sense it, too.”*



– Chris Cozic  
Global Vice President, Human Resources



For Chris Cozic, Global Vice President of Human Resources at Genmab, the pressure is on. It's always on, and it's been on ever since he started his human resources career in the biopharmaceutical industry nearly 20 years ago.

Every day counts in big pharma, especially when drug pipelines, clinical trials, and FDA applications take years to be nurtured and yield results. And the goals at Genmab are bold.

The company is one of the industry leaders in antibody research for cancer treatment.

Professionals in the space who have the rare backgrounds and skillsets needed for this sort of work can be hard to find – and even harder to attract because of their high demand.

But Cozic is up for the challenge. He has learned some important lessons during his years in the industry: now is better than later; where there's a will, there's a way; don't let perfect be the enemy of the good.

With great people, products, and science, Genmab is well-positioned for the future. But it all starts with great people, and Cozic works with The Chase Group to help find them.

“We work in very narrow fields with highly specialized diseases, where there may only be a few dozen candidates in the United States with the education and experience we need,” says Cozic. “The Chase Group goes above and beyond every time, and they don't give up until the job is done. They deliver no matter what, which is why I trust them with our toughest assignments.”

## A Unique Executive Search Firm for Unique Executive Searches

Cozic has worked with The Chase Group on over 30 recruiting projects. He admits that Chase is a bit of an anomaly when it comes to his executive search partnerships.

Typically, Cozic believes in working with specialist firms because they tend to be more productive and deliver better

quality. But Chase is different because he's seen the firm successfully deliver on a variety of roles, from regulatory affairs, to medical oncologists, to medical directors and marketing executives.

"In general, I believe it's better to use specialists in certain fields and let them play to their strengths," says Cozic. "But with The Chase Group, I'm comfortable giving them almost any assignment, in any field. They find a way to succeed, even when others have given up."

Cozic's high profile, high stakes projects are assigned to The Chase Group. He recently retained Chase in searches for drug safety and bioinformatics specialists.

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"These searches were special situations because we were looking for highly-specialized, highly-compensated executive team members," says Cozic.

"With positions this important, I wanted the project managed by Chase because I knew they would represent me and our company very well. They have performed as promised."

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## The Pains and Gains in Brief

- > Genmab is on the leading edge of antibody creation and development for cancer treatment and new leaders at all levels are needed on a regular basis.
- > The Chase Group attracts the highest quality candidates by representing and demonstrating superb quality in every aspect of executive search: preparation, outreach, screening, interviewing, and assessment.
- > Chris Cozic, Global Vice President of Human Resources at Genmab has partnered with The Chase Group for over 10 years on 30 plus executive search projects because he gets faster and better results, as well as higher-performing executives.

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When business unit leaders at Genmab ask for executive search firm recommendations, The Chase Group is at the top of Cozic's list. He says it is because they share common principles.

"Two key performance drivers at Genmab are focus and execution; we expect high performance, and we expect it quickly," says Cozic. "The Chase Group shares that belief, and they prove it to us with each project. We all have high standards which is why this partnership works so well."

