

the art, data & science

true

*of talent
management*

meet true search

we place outstanding board members, C-suite executives, VPs, directors and other strategic talent.

True's approach to search blends a deep specialization in all roles, sectors and asset classes with data-driven analytics to produce better hiring decisions.

Our Healthcare team of industry and functional experts is uniquely positioned to find talented candidates to transform organizations whose work drives the industry forward. Our work with entrepreneurs, executives teams and investors at all stages of growth hinges on our ability to find healthcare talent with new perspectives to help solve old problems and innovate.

true art

We have the deepest and broadest network of proven and emerging executives around the world.

true data

We have the most comprehensive market intel about the innovation economy talent pool.

true science

Our workflow management platform was first and remains best-in-class for an efficient, transparent process.

your outcomes

Needle-moving talent joins your team to evolve and drive your business. That's why many True clients continue to partner with us to place multiple executives.

healthcare practice snapshot: the numbers

true

1600+

healthcare &
life sciences
searches

9.2 *out
of ten*

client feedback score

less than
50 days

to identify final placement

in 2023:

200+

placements

with **130+**

clients

client sampling: CFO



the true team



jessica johnson

partner,
healthcare & life sciences

Jessica specializes in executive searches across the C-Suite for healthcare and life sciences clients, from early stage venture capital through public listed businesses.

Prior to True, Jessica was a principal within Korn Ferry's global healthcare and life sciences practice. She was one of the founding members of their specialized healthcare technology practice and launched this practice for Korn Ferry Professional Search (formerly Futurestep).

During her 15 years with Korn Ferry, Jessica and her team led more than 500 executive search assignments across the health and life sciences sectors including providers, payors, pharma, biotech, health and life sciences technology and technology enabled services companies.

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molly magnuson

partner,
healthcare & life sciences

As a partner in True's Healthcare and Life Sciences practices, Molly finds talent for venture and private equity-backed companies that are driving the much needed changes in healthcare today.

Molly brings experience from working at Memorial Sloan Kettering, helping leaders adapt to changes in the industry through performance improvement, financial, operational and clinical initiatives focused on innovative solutions improving quality and patient experience. She was also previously at The Kinetix Group, working with both life science companies to rethink their customer marketing and go-to-market strategies in a shifting value based world, and healthcare providers in clinical transformation projects.

Molly received her Bachelor of Science degree in journalism and political science from the University of Miami and her Master of Business Administration degree from Columbia University.

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true: the **art, data & science** of talent management

search

Global recruitment for board members, C-suite executives, VPs and other strategic talent. We focus on investment firms, their portfolio companies, and other private and public companies seeking transformative growth.

 TrueBridge

A short-term executive search solution connecting experienced executives to fractional, interim and advisory roles at high-growth companies.

 true advance

Executive coaching and assessment company. Leaders gain personal insights, while companies can gauge prospective hires' performance and alignment with the existing leadership team.

 SearchEssentials
A true platform brand

Tech-enabled, search services powered by data. SearchEssentials uses technology, data and community to unbundle executive search services, letting you choose how much help companies need.

 thrive

Real-time talent relationship management software and services for search firms, in-house recruiters, and VC/PE firms looking to make better hiring decisions.

 AboveBoard

An executive platform and community providing open access to senior roles—creating search experiences based in inclusion, transparency, and excellence.

 JOPWELL

A career resources platform representing and advancing careers for Black, LatinX and Native American students and professionals.

 TRUE EQUITY

Direct investments in high growth companies backed by elite VC firms.

 VERA

Pre-seed capital to highly backable founders in various sectors.