DRUGBANK

Case Study

Hiring the first US Board Member for DrugBank

Startups often hit a critical growth stage where they need to **expand beyond their core board members** who are frequently investors, and bring in specialized industry expertise. This marks a significant milestone as companies seek to broaden their networks and capabilities, often leading Canadian startups to recruit board members from the U.S. This move brings diversification to the board, adding valuable industry knowledge, regulatory expertise, and a stronger network. These new members play a key role in boosting investor confidence and influencing strategic decisions.

The Leadership Agency recruits for the most impressive companies of our generation. Our mission is to help high-growth companies make their best hires. We are a women-led company and believe in diversity, inclusion & belonging – diverse teams are strong teams.

We do it differently.

We're not just recruiters—we're your partners in building the teams of tomorrow.

Where to find us:

in /theleadershipagency

  @theleadershipagency

www leadershipagency.com

3000+
placements

300+
clients

50%
women and/or BIPOC placements

30%
clients Seed-C

THE
LEADERSHIP
AGENCY

Search Statistics

Numbers tell us a lot about a search. They not only provide us with real-time data but also insights into the talent market.

Timeline

59 DAYS

Candidates

8 PRESENTED

Interviews

6 CANDIDATES

Placements

1 BOARD MEMBER

DrugBank is an award-winning start-up leader in the AI drug discovery space! The organization is a global provider of drug information and patient insight tools that accelerate drug research and improve healthcare delivery. DrugBank uses a hybrid approach that involves AI, natural language processing, and scientific experts.

Their goal is to augment human intelligence so that all medical information is used to its fullest potential.

DrugBank started in 2006 in Dr. David Wishart's lab at the University of Alberta. It began as a project to help academic researchers get detailed structured information about drugs. In 2011, it became a part of The Metabolomics Innovation Center (TMIC). The project continued to grow in scope and popularity and was spun out into OMx Personal Health Analytics Inc in 2015.

How we helped DrugBank

DrugBank offers a suite of products that enable companies to improve healthcare delivery through precision medicine + clinical software application. The company is on the rise as the new era of medicine.

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"Thanks so much for finding us such an amazing addition to our Board. Once again, Leadership Agency hits it out of the park!"

Shay Barker
Head of People & Culture
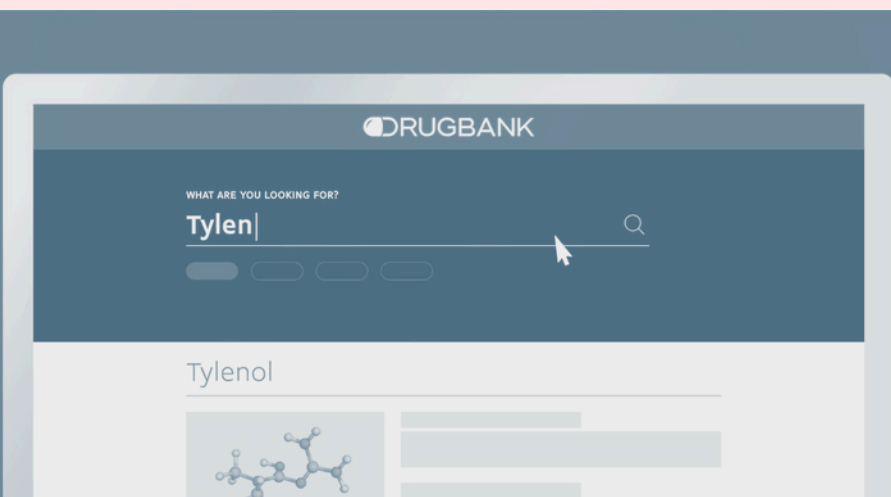
1 Discovery with the DrugBank team & VC Partner

2 Meeting to understand the criteria of the exclusive search

3 Search project launched within 1 hour of approval

4 Bi-weekly sync meetings with DrugBank. Data, full transparency and visibility into the search provided

5 Board Member hired within 59 days

DRUGBANK

WHAT ARE YOU LOOKING FOR?

Tylen|

Tylenol

The Challenge

Since its founding in 2006, the company has seen tremendous growth. Initially, the Board consisted only of founding members and investors. However, with significant opportunities emerging in the U.S. market, the need to diversify the Board became clear. The search focused on bringing in someone with deep industry expertise, a strong background in operational growth, and extensive experience navigating multiple funding rounds.

The Solution

The team at DrugBank engaged The Leadership Agency to find their first US Board Member. The Leadership Agency's first step in its unique sourcing process began with a debrief call with DrugBank and a member of their VC firm to fully understand their requirements and gain in-depth knowledge of the company, the culture, and the current board make up. In just five business days, The Leadership Agency presented the first round of candidates to the DrugBank executive team

Our Process

Everything starts with a discovery.

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Discovery with ELT

Our team sat down with DrugBank's executive team and a current Board Member from their VC. The Leadership Agency begins every search by learning the company culture, and understanding the core values of the team and leadership.

Revenue Model Analysis

To truly align with the goals of a business – and identify and attract the best candidates for the role – requires an understanding of the financials. The Leadership Agency acquires comprehensive knowledge of a company's revenue model by asking the right questions: Are they looking to grow current contract revenue, acquire net new business, lower their churn rate, increase monthly recurring revenue, expand into new markets, or go upmarket and get to the enterprise?

Setting Timelines

The Leadership Agency set up transparent and aggressive timelines in advance so that DrugBank would know what results to expect and when.

The Result

Within an hour of its initial consultation, The Leadership Agency launched the search. Key deliverables included...

- Search launched in an hour
- Within five business days, DrugBank was presented with vetted, qualified candidates, and a talent market analysis
- The Leadership Agency team held detailed conversations with 47+ potential Board Members to find the right expertise, network, and history
- Within 59 days, DrugBank had their first US Board Member

The End!

Ready to see where we can take you?