

Support For Every Stage

	Startup	Rapid Scaling	IPO-Readiness	Public
SNAPSHOT	3-person, seed stage startup	10-50 FTEs plus contractors, late-stage discovery, seeking Series A-B financing	50+ FTEs plus contractors, clinical stage assets	150+ FTEs, multiple sites, late-stage clinical
NEEDS	Payroll setup, benefits selection, offer letters, hiring and onboarding, employment policies, PEO Management	Accelerated hiring and onboarding, compensation market analysis and plan design, culture and values formation, benefits open enrollment, performance management	ATS implementation, policy review, employee relations, retention strategies, executive search management, year-end promotions and bonuses; annual budget planning	Leadership and management development, performance management system, HRIS reporting upgrade, payroll/benefits administration, compensation planning, retention and engagement, DE&I approach
TRADITIONAL HR ROLES	HR Department of One, HR Generalist	Director/Sr. Director of HR, HR Administration, Contracted Talent Acquisition	SVP/Vice President of HR, HR Operations, Internal Talent Acquisition	Chief People Officer, HR Business Partners, Total Rewards, Talent Acquisition
DANFORTH ROLES	Senior HR Consultant or HR Consultant	Senior HR Consultant HR Specialist	Senior HR Consultant HR Operations Consultant HR Specialist	Interim CPO HR Operations Consultant HR Specialist

Representative Clients



Certego
Therapeutics



Contact

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Danforth Advisors helps life science companies start, grow and operate at their best. The company's services span strategic and operational needs, whether short or long term, including C-level advisory, finance & accounting, clinical business operations, human resources, and risk and insurance management. Founded in 2011, Danforth has been a strategic and trusted thought partner to hundreds of life science companies, private and public, across all stages of the corporate life cycle. Additional information is available at www.danforthadvisors.com.