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RSA Talent Equity®

Foreword

Chris Molloy, CEO

RSA's Talent Equity® reports explore the importance of executive and leadership skills in the life sciences industry. In the latest of our reports, we begin to examine the exploding digital healthcare sector.

In collaboration with Heritage Partners International and other experts we provide an overview of this diverse group of businesses. We look closely at the essential executive skills which, while sharing much with the early days of biotech, differentiate digital healthcare from other parts of the industry.

We have profiled innovative and emerging companies across digital healthcare and used them to exemplify the profiles unique to this space.

RSA is the world's largest talent consultancy firm for the Life sciences industry. In association with Heritage Partners in the USA, we use our research to further our understanding of what makes a talented executive so that we can use that knowledge to better advise and inform our clients.

To learn more about our knowledge-based approach and our advisory capability see our website or email HQ@theRSAgroup.com

The Authors

Chris Molloy
CEO, RSA Group

Chris has over 25 years' executive experience of international life sciences across pharmaceuticals, biotechnology, informatics and start up sectors.

He started his scientific career at Glaxo in 1990, leading multiple in-house and collaborative research projects. He was also a pioneer in the introduction of industrial IT, process and automation solutions to meet the needs of drug discovery, dramatically improving the productivity and quality of research efforts worldwide. Leaving GSK in 2004 he moved into biotech and to Asia as Chief Operating Officer of MerLion Pharmaceuticals, a biotechnology company headquartered in Singapore. Here he was responsible for business planning, operations, business development, licensing, fundraising and M&A.

Returning to the UK in 2008 he became VP Corporate Development at IDBS a high-growth international software company focussed on improving R&D and healthcare organisations through better access to complex data. He was also a non-exec director on the board of the RSA Group. Chris has held a number of additional board, technology and advisory roles and remains active in drug discovery as CSO of a 'virtual' biotech company.

Charlie Grebenstein
Partner, Heritage Partners

A cofounder of Heritage Partners International, Charlie has 30 years' experience in the retained executive search industry focusing on high-science clients and assignments. He was instrumental in building the Biotechnology Industry and life sciences Practice while at biotech industry pioneer Skott/Edwards Consultants, the biotechnology industry practice co-ordinator for almost a decade.

Additionally, Charlie spent several years as a Principal in the firm of Brissenden, McFarland & Wagoner – another AESC executive search firm where his practice included a broader general management component and exposure to complementary business sectors. His executive search experience spans the recruiting of senior executives to technology-driven business environments including biotechnology, pharmaceuticals and medical devices, agriculture, environmental services, process industries, electronics, communications and manufacturing. The majority of his assignments have been for Chief Executive Officers and the individuals who report to them.

Charlie began his career as a staff economist in a commercial lending group at Bankers Trust Company – now Deutsche Bank – and later became a Venture Capital Associate at Exxon Enterprises.

Charlie graduated from The Pennsylvania State University where he majored in Economics. He holds an MA, an MS and a PhD in Economics awarded by the University of Massachusetts at Amherst. His prior experience also includes service as an Infantry Officer in The United States Marine Corps.

David Seemungal
Director, Cubase Consulting Ltd

David has over 25 years' experience in the healthcare sector - currently as Director at CCL (Cubase Consulting Limited), and as Global Business Development Director at SastoMed GmbH, a German wound care company. At CCL he has worked primarily with European mid-cap pharma, biotech and medtech companies on a wide variety of projects. The assignments range - for example – from assessing the competitive landscape for a range of healthcare product opportunities and launches, through to identifying commercial partners and negotiating divestment of clients' non-core products.

Prior to CCL and SastoMed David was a Managing Director and Head of the Pharmaceutical & Biotechnology Equity Research team at ING's investment banking division in London. Before ING he was Deputy Head of European Equity Research and Pharmaceutical Analyst at Standard & Poor's in London.

David spent eight years at The Wellcome Trust's Policy Unit as a Senior Policy Advisor. At Wellcome he led the Trust's horizon scanning team - identifying and analyzing 'hot' areas of biomedical research ahead of any significant scientific investment by the organisation in those areas. David has a 1st class degree in Microbiology & Genetics from University College Cardiff, and three years postgraduate research experience (microbial physiology) at Imperial College, London.

David is a member of the Advisory Board for the Digital Health Forum – an independent organisation which brings together individuals and institutions that are playing a significant role in transforming healthcare.

Darya Krasilnikov
Head of Talent Equity, RSA Group

Darya has healthcare equity research experience and an operational background in the biotechnology and high-tech sectors. As an equity research analyst at Bloomberg LP, she covered large and mid-cap European and North American equities. Prior to that, Darya was involved in commercialization of a biotechnology platform and in business development for a software start up. Darya has an MBA from Tuck School of Business at Dartmouth College and BA in Political Science from Tel Aviv University.

Industry Overview

Venture capital is an innovation barometer and in recent years there has been an exponential increase in the amount invested by VCs in digital healthcare. The first quarter of 2016 kicked off with a record $1.8 billion in funding. During 2015, $5.8 billion - about 7% of all venture deals - was invested in the best and the brightest entrepreneurs who tackle different challenges in this diverse sector. In the eyes of investors, this is just the tip of the iceberg of opportunity to capitalize on this combination of technology and process innovation.

Our definition for digital healthcare

Combinations of medical science, delivery systems and informatics technologies for the generation, structure, storage and analysis of actionable health data and its presentation as useful information.

Market drivers

The massive disruption called digital healthcare (DH) has been catalyzed by regulation, social change and significant advances in technology. Legislation in the USA such as the Affordable Care Act (ACA), Healthcare Insurance Portability and Accountability Act (HIPAA) and the Health Information Technology for Economic and Clinical Health Act (HITECH) has incentivised healthcare organisations to capture, secure and use data effectively. At the same time the increase in patient engagement and communities built through information sharing (epitomized by platforms such as PatientsLikeMe and movements like 'The Quantified-Self') has changed patients' expectations on how to use data as part of their own healthcare.

In parallel, the dramatic explosion in genomics testing, wireless technology and (Big) data analytics has made possible unforeseen combinations of actionable healthcare and research-ready data. These forces compel the $3 trillion healthcare industry to leave the green screens of the 80s behind and embrace the wonders of modern technology.

Our taxonomy

digital healthcare is perhaps the most diversified healthcare sector, ranging from enterprise information platforms to personal fitness tracking devices, telemedicine and genomic analysis. To make sense of this broad spectrum, we have classified the sector under five major themes:

- Administrative and cost transparency systems
- Cohort based (big data) analytics
- Personalized medicine & quantified-self
- Real-time healthcare
- Business process systems for R&D

Our Taxonomy of Digital Healthcare

Taxonomy is vital to understanding how the broad sector of digital healthcare separates into areas of focus and ultimately applications, companies and people. The following table expands the definition of the major sectors that comprise digital healthcare.

Themes	Applications	Description
Administrative systems and cost transparency	Payor solutions Provider solutions CRM, billing & scheduling EMR & EHR Accountable care	Administrative systems and cost transparency group is the backbone of healthcare delivery. It contains digital information and communication systems technology applied to administrative processes. It is crucial to all levels – the patient, the physician, the healthcare organisation and society.
Cohort-based analytics	Cloud/analytics infrastructure Population health Integrated healthcare Data intra-operability	Big data analytics is a nascent field in healthcare, which enables insight from very large medical data sets. These analytical platforms/tools transform the way healthcare providers make informed decisions by extracting specific cohorts and by generating insights. The next logical step for big data is artificial intelligence - anything from cognitive computing to robots helping physicians complete their operations.
Personalized medicine and quantified-self	Genome-guided medicine Clinical decision Support Disease management Patient engagement	Personalized medicine uses an individual's genetic profile and similar personal data to prevent, diagnose and treat disease. Personal genetic profiling enables physicians to select case-based treatment, dosage, and regimen. It also enables patient engagement through personal data collection and even disease prevention.
Real-time healthcare	Wearables, sensors and smart devices Mobihealth apps Patient compliance apps	Real-time health technological solutions enable monitoring from the patient's home. This technology addresses healthcare systems' pressure to reduce risks, hospitalizations, and readmissions. Its fast adoption is driven by mobile technology, simplicity of use and the ability to share information between multiple stakeholders.
Business process systems for R&D	Translational medicine Clinical data management Document management Logistics, QA and authenticity	Digital healthcare R&D solutions address multiple issues across the spectrum of drug discovery and deployment processes. These technologies also enable the phenotyping of patient populations and, in some cases, play a crucial role in evidence-based clinical research competing with the standard molecular biomarkers.

Our people-based research

We profiled our top 20 innovative companies and 40 transformational executives across these five different areas of digital healthcare. We have also studied the profiles of 20 CEOs, eight CTOs, eight CMOs or Heads of Clinical Development & Discovery, along with four Chief Data Scientists. Despite the fact that digital healthcare is an extremely diverse sector, we have identified a number of common trends across different verticals, on both company and executive levels.

Key Talent Equity® Themes

Digital healthcare companies are chimeras

Successful digital healthcare companies approach their solutions either from a healthcare vertical specialism or a technology specialism. The domains of healthcare and software are not traditional bedfellows. The motivations of care providers and researchers are often unaligned to those with passion for software or consumer electronics.

Our critical insight is that the most successful leaders across this space share the ability to express a vision that combines and harnesses these very different skills and motivations.

They need multiculturalism

Healthcare practitioners are driven by outcomes, researchers by IP and tech people by products. Their similarities are non-obvious. Creating a digital healthcare product is not like developing either a videogame or a therapeutic. Therefore, a leader must be culturally sensitive and 'multilingual' across the tech and healthcare verticals so that they can marry the two together.

Generation X is in charge but needs to show the proper respect for evidence

Recent high profile diagnostics and generics company failures in the USA have demonstrated that youth and judgement are often at odds. There is a subset of generation X that is management eligible. Whilst digital innovation is generally the purview of the young it is necessary that there is respect for scientific rigour and evidence. Facts are stubborn things and an ability to work with them is a critical assessment in choosing a sound leader. The importance of strong boards is all the greater when younger execs are at the helm.

They do not overspecialize

Digital healthcare companies require specialist, domain skills in either informatics tech or a specific healthcare vertical. They do NOT require specialist skills in both. They can manage with generalist skills on one side of the 'divide' but cannot exist without an effective combined vision.

The dominance of pragmatism

You don't have to be a theorist to be a visionary. digital healthcare leaders have been to elite universities but hold fewer PhDs and patents than their life sciences counterparts. This may reflect the dominance of pragmatism over idealism and that digital healthcare businesses value application more highly than publication.

They are founded by natural-born problem solvers

Leaders in digital healthcare are all enthusiastic problem-solvers. They have either identified a healthcare problem that technology can solve or a technology that lends itself to a problem they have then identified through contacts in healthcare.

Objective methodology

Our 'digital healthcare RSA Talent Equity® analysis identifies the industry's transformational operational and scientific talent worldwide. Through our study of the digital healthcare market we identified 40 transformational executives who drive their companies' success in this emerging field.

To identify the key success traits of the CEOs and CTOs we studied 221 public and private companies across the globe. In order to identify leaders, we grouped the companies into five major peer groups: administrative and operational efficiency, cohort-based analytics, personalised medicine, real-time health and business process systems for R&D.

We identified companies that redefine the status quo in their field and bring the highest impact within their peer group. To identify our top talent picks, we applied objective metrics, our talent expertise and industry knowledge in the selection process.
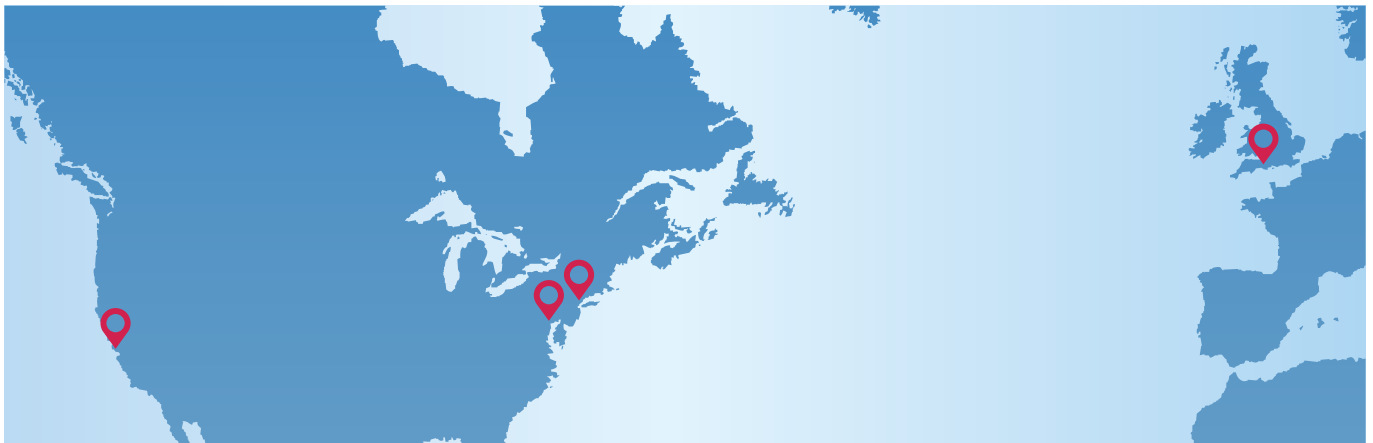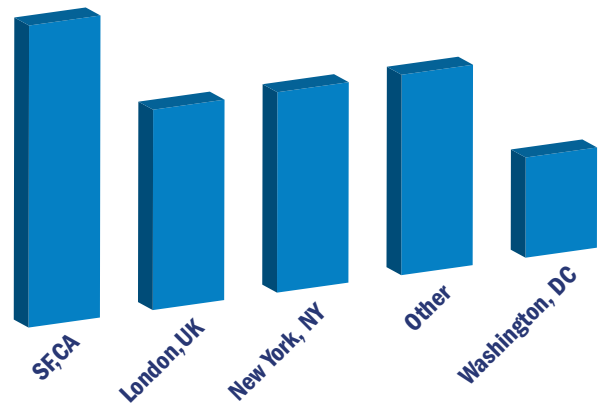
We gathered information for this report using both primary and secondary research, including comprehensive sources such as company literature, databases, investment reports and business journals. For the purposes of this report we conducted interviews with key industry officials.

Our transforming companies are:

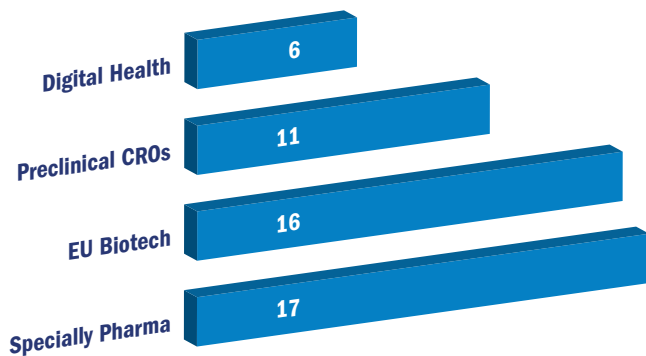| Themes	Applications	Representative Companies
Administrative systems and cost transparency	• Payor solutions • Provider solutions • CRM, billing & scheduling • EMR & EHR • Accountable care	• Evolent Health • Kyruus • Oscar • Quartet Health
Big healthcare data analytics	• Cloud/analytics Infrastructure • Population health • Integrated healthcare • Data intra-operability	• Celmatix • Congenica • Ginger.io • Lumiata
Personalized medicine and quantified-Self	• Genome-guided medicine • Clinical decision support • Disease management • Patient engagement	• Babyscripts • Flatiron Health • Proteus digital healthcare • Touch Surgery
Real-time healthcare	• Wearables, sensors and smart devices • Mobihealth apps • Patient compliance apps	• Myrecovery • Skindroid • Vital Connect • Wanda
Business process systems for R&D	• Translational medicine • Clinical trials management • Clinical data management • Document management • Logistics, QA and authenticity	• BioClinica - eClinical Solutions • Science 37 • TrialReach • Veeva Systems

Geo location

Our top 20 digital healthcare companies are clustered around San Francisco, the Boston-Washington corridor, and London. These locations reflect more than just scientific expertise and money. These centres have an atmosphere of innovation engendering a tolerance for risk-taking. We await further development of the broader EU and Asian regions for digital healthcare innovation.

Digital healthcare companies are young and run fast

In stark contrast to established biotech, specialist pharma and CROs whom we have profiled in earlier research, successful digital healthcare companies are young.

Average age of our 'top pick' companies

We believe this has two major causes:
- The rapid emergence of new tools and capabilities (including wireless tech, AI, deep learning and petascale analytics) has ignited a bonfire of innovation.

- The culture of digital healthcare values, skills and results as opposed to formal credentials

The sector shows some similarity to the biotechs of the 1980s, when young, agile companies like Genentech and Amgen were born.

Following the money

It's not just at executive level that digital healthcare companies bring together new bedfellows, it's also evident from their market cap tables that there are new combinations of stakeholders. Funding is coming to digital healthcare from an interesting combination of VCs, payors, providers, pharmaceutical companies and technology investors. Their stories are fundamentally more accessible, the customers drive the strategy with increasing frequency and the resources are easily justified when the results are better, cheaper and faster outcomes. European PE and VC investors are raising digital healthcare funds but have lagged behind the USA and there are few – if any – specialists emerging.

Digital healthcare stories are straightforward for the public markets

The public markets (in particular) have also given the sector great encouragement and appear – at least to date - to have protected them from the recent cooling of the traditional biotech and pharma sectors. Recent US IPOs include Teladoc ($460M Market Cap - telemedicine) and Evolent Health ($550M Market Cap - healthcare delivery & payment) and prove that digital healthcare start ups can raise public money at high valuations. Additionally, corporate players are actively looking to integrate the innovation springing from this sector into their growth strategies. Last year, M&A activity almost doubled in volume with 187 deals and $6 billion in disclosed activity. This abundance of exit opportunities is an additional factor that feeds the current trend.
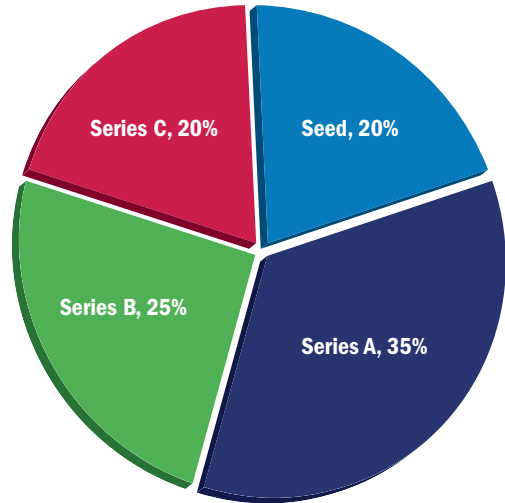
Most active markets Q1 2016 (in millions USD)

Real-time Health $198
Personalized Medicine and Quantified Self $186
Administrative Systems & Cost Transparency $538
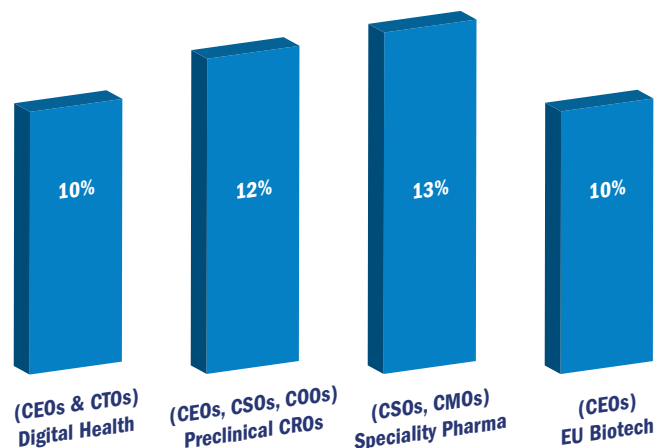Big Data Analytics, $312

How our top picks are funded

The largest group in our emerging company analysis has raised series A, a critical and typically the first significant round of capital financing. The pattern is similar in many ways to the early days in the biotech sector, and portends significant additional change in the sector as strategic emphasis shifts from development mode to commercial deployment. Parallel changes in management skill needs can be expected to follow.

The funding stages of our selected digital healthcare companies diversity within the sector

Series C, 20%
Seed, 20%
Series B, 25%
Series A, 35%

Four out of forty profiled executives in our digital healthcare cohort are female. This 10% / 90% female-to-male split mimics closely other life science sub-sectors we have previously reviewed. Last year's gender split data from Rock Health reports that women headed 13% of all companies founded, which is a 7% improvement from 2014. This, at least, is a positive trend, especially in comparison to CEOs of Fortune 500 companies, of which women represent only 4% as of 2015.
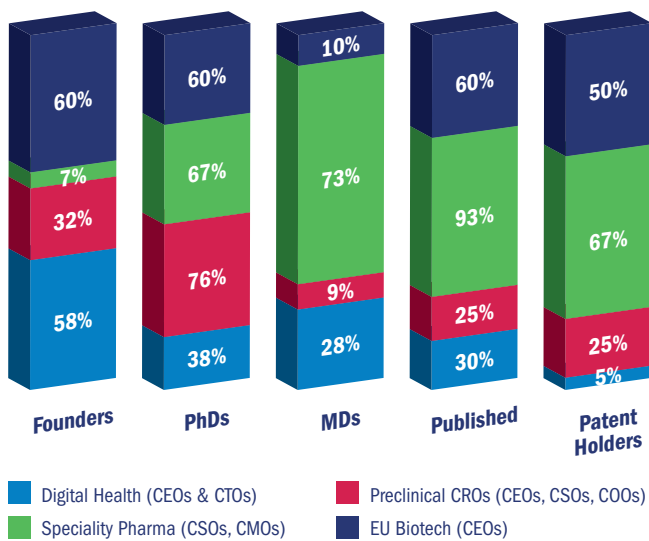
Percentage of female executives

10% (CEOs & CTOs) Digital Health
12% (CEOs, CSOs, COOs) Preclinical CROs
13% (CSOs, CMOs) Speciality Pharma
10% (CEOs) EU Biotech

How digital healthcare leadership profiles compare with other life sciences leaders

We compared the profiles of digital healthcare leaders with their counterparts in biotech, specialist pharma and commercial science services companies. Some very clear differences exist that reflect why leadership profiles in digital healthcare require very different assessment and selection from other areas of healthcare.

Common traits of sub-sector peers

Founders — 60%, 7%, 32%, 58%
PhDs — 60%, 67%, 76%, 38%
MDs — 10%, 73%, 9%, 28%
Published — 60%, 93%, 25%, 30%
Patent Holders — 50%, 67%, 25%, 5%

- ■ Digital Health (CEOs & CTOs)
- ■ Speciality Pharma (CSOs, CMOs)
- ■ Preclinical CROs (CEOs, CSOs, COOs)
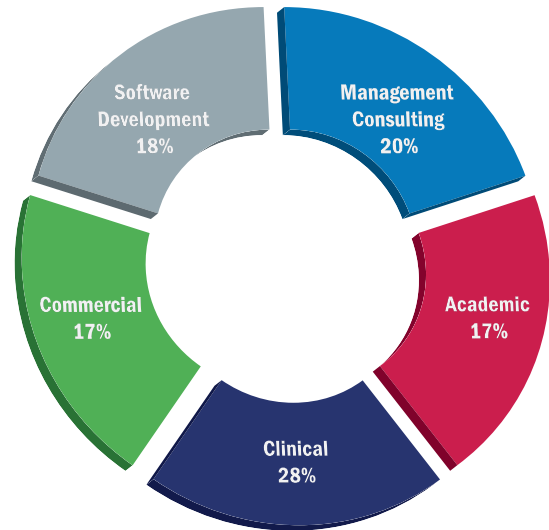- ■ EU Biotech (CEOs)

Take-home comparative traits

- Founders are in charge: This could be a feature of the relative youth of these organisations. Founders are either being successful or have not (yet) been replaced by 'commercial' management. The fact that many young digital healthcare companies are product-based and already generating revenue indicates that leaders are less likely to be replaced.
- The sector appears less dependent upon academic credentials for leadership than practical application and 'the right stuff': Taking a practical idea to market is not an academic endeavour in digital healthcare. An understanding of the specific healthcare process, software development and fast 'go-to-market' is not an activity reliant on a large post-doctoral cohort.
- Exec-MDs are leaders in digital healthcare.
- The software company approach to know-how and product vs published IP appears to dominate in digital healthcare people leadership teams.

Multicultural management consulting behaviours wanted

Our evidence shows that successful digital healthcare companies contain a balanced set of team skills.

Digital health background

- Software Development 18%
- Management Consulting 20%
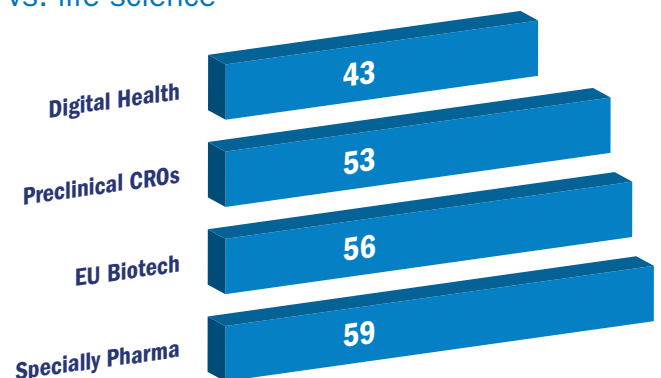- Academic 17%
- Clinical 28%
- Commercial 17%

Unlike other life sciences sectors, one out of five executives has a management consulting background. Perhaps management consultants, exposed to broad industry disciplines, had an early chance to realize an opportunity within this emerging space and are practised in being multicultural.

Generation X is in charge

The digital healthcare C-suite is, on average, significantly younger than its peers from other life science subsectors.

Average age of executives digital healthcare vs. life science

- Digital Health — 43
- Preclinical CROs — 53
- EU Biotech — 56
- Specially Pharma — 59

The difference in average age may indicate the novelty of this field; for example, roles such as data scientist, let alone health data scientist, didn't exist five years ago. It is also one of the few life science fields that has a millennial group representation in its executive management.

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Our top picks in digital healthcare

Administrative and operational efficiency	Cohort-based analytics	Personalized medicine	Real-time health	Business process systems for R&D
Evolent Health	Celmatix	Babyscripts	Myrecovery	BioClinica
Kyruus	Congenica	Flatiron	Skindroid	Science 37
Oscar	Ginger.io	Proteus	Vital Connect	TrialReach
Quartet Health	Lumiata	Touch Surgery	Wanda	Veeva Systems

Administrative and operational efficiency

Evolent Health is a population health management services organisation (MSO) that provides software tools and advisory services to support health systems in executing on their population health and care transformation objectives. The company helps providers move from fee-for-service-based care to outcomes-based care.

Year Founded: 2011; Market Cap: $639 M;
No. of Employees: 735

Kyruus is an enterprise software company that helps hospitals optimise patient access and referral management. The company's big data solutions enable providers to take a data-driven approach to building, operating and optimising their physician networks. Kyruus' data mining and analytics platform creates a unified view of across demographic, clinical, research, financial and performance-related dimensions to help reduce administrative costs, optimise decision-making and increase the efficiency of the clinical practice and research activities.

Year Founded: 2010; Total Funding: $58.25 M;
No. of Employees: 100-250

Oscar Insurance Corporation is a health insurance company that is focused on utilizing technology, design and data to humanize healthcare. The company also provides doctor-on-call service, enables users to view and manage health history and encourages its clients to earn rewards for staying active via fitness trackers. The company currently provides its plans in NY, NJ, CA and TX, USA. It offers its services through brokers and providers.

Year Founded: 2013; Total Funding: $727.5 M;
No. of Employees: 251-500

Quartet Health provides a technological platform for behavioural health. The company integrates care for patients with chronic medical and behavioural health conditions by connecting various stakeholders, such as patients, behavioural health clinicians, medical providers and payers. The company's goal is to improve outcomes and to lower the total cost of care.

Year Founded: 2014; Total Funding: $7 M;
No. of Employees: 11-50

Cohort-based analytics

CELMATIX

Celmatix is a personalised medicine company that focuses on women's health. The company uses big data and predictive analytics to help individuals go through the fertility process in an informed way and to provide physicians with data-driven tools for patient care. The company designed the first analytics platform for optimising fertility; it also has an active research and development program dedicated to decoding the genetic basis of fertility.

Year Founded: 2009; Total Funding: $24.6 M;
No. of Employees: 11-50

CONGENICA
GENOME BASED MEDICINE

Congenica is a UK-based start up company spun out of research from the Wellcome Trust Sanger Institute. The company develops a genomic analytics platform for processing genome-wide data sets of human DNA sequence with deep clinical phenotype information. Congenica's solution aims to enable molecular diagnosis and clinically actionable interpretation for treatment, patient stratification and improved therapeutic discoveries.

Year Founded: 2013; Total Funding: $4.8 M;
No. of Employees: 1-10

Ginger.io

Ginger.io is a spin-off of the MIT Media Lab. The company provides technological solutions to change population health by using sensor data and machine learning. Ginger.io's platform is designed to help chronic patients, their caregivers and clinicians, currently focusing on the mental health and cardiology areas. The company uses smartphones to track daily activities and in case something seems off, an alert is issued to a customer and a caregiver.

Year Founded: 2011; Total Funding: $28.2 M;
No. of Employees: 11-50

lumiata

Lumiata delivers real-time predictive medical analytics to hospital networks and insurance carriers. The company's solutions use big data science to produce accurate insights and predictions related to symptoms, diagnoses, procedures and medications. Lumiata developed the world's first medical graph to organize and analyse hundreds of millions of data points such as location, time, behaviour, and pathophysiology.

Year Founded: 2013; Total Funding: $10 M;
No. of Employees: 11-50

Personalized medicine

Babyscripts provides mobile prescription for pregnancy, including a pregnancy app and partner connected health devices. The company uses mobile and digital technologies to help physicians deliver efficient and personalised care. The kit consists of a mobile application paired with a wireless scale and blood pressure cuff which enables providers to have a real-time remote access to their patients' weight and blood pressure.

Year Founded: 2013; Total Funding: $2.1 M;
No. of Employees: 1-10

Flatiron Health provides healthcare IT services with focus on oncology. The company's cloud connects cancer centers around the world on a common technology platform. This technology solution streamlines data to researchers, physicians and patients, enabling them to learn from millions of real-world cases. Flatiron aims to use the collected data to accelerate research and to optimise treatment, by enabling personalised medicine, and by helping physicians and patients make better data-driven decisions.

Year Founded: 2012; Total Funding: $313 M;
No. of Employees: 201-500

Proteus utilises sensor-enabled pills and a small wearable patch to unlock comprehensive data about medication adherence and clinical effectiveness, enabling synergy between patients and caregivers, and delivering actionable insights about entire health care populations. The digital medicines platform provides patients with a digital hook that drives patient activation.

Year Founded: 2001; Total Funding: $283.75 M;
No. of Employees: 201-500

Touch Surgery is an interactive mobile surgical simulator. Its interactive mobile application guides medical staff to perfect their surgery skills. This technology enables surgeons to practice complex procedures, ranging from heart surgery to carpal tunnel operations, while providing feedback by grading accuracy and knowledge level.

Year Founded: 2010; Total Funding: $10 M;
No. of Employees: 11-50

Real-time health

Myrecovery is a mobile application that guides surgical patients 'step-by-step' through every aspect of their surgical treatment journey, from decision to treat and prehabilitation, to inpatient care and post-operative rehab. Myrecovery is customised to both the centre and procedure, combining video walk-throughs, bespoke messaging and interactive exercises regimes, which allow patients to track and monitor their progress. MyRecovery is currently live in a number of leading centres across the UK and has received investment from Downing Ventures, The London Co-Investment Fund and Seedcamp.

Year Founded: 2015; Total Funding: $600k;
No. of Employees: 1-10

Skindroid (by MsGenomics) is a medical technology company leveraging analytical systems to offer clinical lab testing services. The company is targeting personal wellness-oriented consumers, health consumers (patients), healthcare providers and pharmaceutical companies. Skindroid's technology solution includes software, hardware and personal data analytics that help users prevent sport injuries and optimise workout routines.

Year Founded: 2014;
No. of Employees: 1-10

Vital Connect develops a health-tracking technology. This technology enables monitoring via a wearable device in the shape and size of a Band-Aid. This disposable, FDA-approved device is connected to a smartphone and allows the collection of vital information such as number of steps taken in a day, heart rate, breathing and skin temperature. The mobile app aggregates the information into a dashboard.

Year Founded: 2011; Total Funding: $13.96 M;
No. of Employees: 60

Wanda provides a remote monitoring healthcare analytics for primary care patients with chronic diseases. The system collects, analyses and channels data from patients' home to clinicians. The goal is to allow clinicians to take action before an adverse event. Most recently, the company has launched a virtual care collaboration platform, connecting specialists across multiple disciplines of cancer treatment. The platform streamlines and supports decision-making processes throughout the treatment of the patient.

Year Founded: 2011;
No. of Employees: 11-50

Business process systems for R&D

BioClinica is a speciality clinical trial services provider. The company is divided into three businesses: medical imaging; biomarkers segment, including Imaging Core Lab - a cardiovascular safety division and a biomarker laboratory. BioClinica's eHealth segment consists of the eClinical Solutions and Safety and Regulatory Solutions divisions. The eHealth division provides a drug-development ecosystem for sponsors and contract research organisations.

Year Founded: 2009;
No. of Employees: 1250

Science 37 technological solution applies a patient-centric, networked approach to clinical research. The company's mission is to accelerate biomedical discovery and bring down the costs of clinical trials. Science 37 has a team of researchers, but also works with physician-scientists and leading telemedicine companies. The company's solution offers support and end-to-end services for networked clinical trials, targeting investigators, inventors, small biotechs and large pharmaceutical companies.

Year Founded: 2014; Total Funding: $6.5M;
No. of Employees: 11-50

TrialReach is a London-based technology company that currently serves mostly the healthcare marketin the USA. The company's platform matches the right patients with the right clinical trials. TrialReach aims to help accelerate the development of new treatments and save lives of patients in need. The platform and network approach solves the awareness problem, speeds up the trial enrolment process and provides the potential for interoperability with EMRs including trials as treatment options at point-of-care. The solution includes a meta search engine for clinical trials.

Year Founded: 2009; Total Funding: $17.9M;
No. of Employees: 11-50

Veeva Systems is a cloud software solutions provider for the life sciences industry. The company's solutions include a sector-specific CRM and a content management & collaboration platform - Veeva Vault. The technology helps manage and deliver regulated content across various departments within a life sciences' value chain, including clinical trials, regulatory, quality management, manufacturing, medical, sales and marketing.

Year Founded: 2007; Market Cap: $3.5B;
No. of Employees: 1000-5000

Digital Healthcare Pioneers

CEOs & Technology Heads

Frank Williams
CEO & Co-Founder - Evolent Health

Chad Pomeroy
CTO - Evolent Health

Graham Gardner
CEO & Co-Founder - Kyruus

Vinay Seth Mohta
CTO, CIO & Co-Founder - Kyruus

Mario Schlosser
CEO & Co-Founder - Oscar

Fredrik Nylander
CTO - Oscar

Arun Gupta
CEO & Founder - Quartet Health

David Wennberg
Data Science - Quartet Health

Piraye Yurttas Beim
CEO & Founder - Celmatix

Daniel Farkas
Chief Clinical Laboratory Officer - Celmatix

Thomas Weaver
CEO - Congenica

Asad Rahman
Head of Innovation and Discovery Informatics - Congenica

Anmol Madan
CEO & Co-Founder - Ginger.io

Karan Singh
Head of Clinical & Co-Founder - Ginger.io

Ash Damle
CEO & Founder - Lumiata

Kim Branson
Chief Data Scientist - Lumiata

Anish Sebastian
CEO & Co-Founder - Babyscripts

Mark Reiter
CMO - Babyscripts

Nat Turner
CEO & Founder - Flatiron Health

Amy Abernethy
CMO & SVP Oncology - Flatiron Health

Andrew Thompson
CEO & Co-Founder - Proteus digital healthcare

Mark Zdeblick
CTO - Proteus digital healthcare

Jean Nehme
CEO & Founder - Touch Surgery

Andre Chow
COO (ex-CTO) - Touch Surgery

Thomas Harte
CEO & Co-Founder - Myrecovery

John Banks
CTO & Co-Founder - Myrecovery

Winston Capel
CEO & Co-Founder - Skindroid (msGenomics)

Somair Riaz
CTO & Co-Founder - Skindroid (msGenomics)

Nersi Nazari
CEO & Chairman - Vital Connect

Joseph Roberson
CMO - Vital Connect

Nersi Nazari
CEO & Chairman - Wanda

Foad Dabiri
CTO - Wanda

John Hubbard
CEO & President - BioClinica - eClinical Solutions

Mukhtar Ahmed
President eHealth Solutions - BioClinica - eClinical Solutions

Noah Craft,
CEO & Co-Founder - Science 37

Belinda Tan
CMO & Co-Founder - Science 37

Pablo Graiver
CEO & Co-Founder - TrialReach

Jessica Mann
CMO & Co-Founder - TrialReach

Peter Gassner
CEO & Co-Founder - Veeva Systems

Matt Wallach
President & Co-Founder - Veeva Systems

CEOs & Technology Heads

Frank Williams
CEO & Co-Founder - Evolent Health

Background: Commercial

Key traits: Founder, commercial experience, operational experience

Education: MBA, Harvard Business School; BA, Political Economy, University of California Berkeley

Frank co-founded Evolent Health in 2011 and currently serves as its CEO and member of the board. Last year, the company raised $209 million in an IPO on NASDAQ.

Commercial experience: Prior to Evolent, Frank served as CEO & Chairman of The Advisory Board Company, a consulting firm that serves health care and higher education sectors. He also served as a President at Vivra Orthopaedics, a private health care services firm and at MedAmerica OnCall Communications, a provider of outsourced services to hospitals and managed care entities. He started his career in the healthcare consulting field at Bain & Company.

Chad Pomeroy
CTO - Evolent Health

Background: Product Development/commercial

Key traits: Commercial experience, product development, strategy

Education: BA, Information Systems, James Madison University

Chad joined Evolent Health in 2011. As a CTO, he is responsible for leading the product development and the information technology teams.

Commercial experience: Prior to joining Evolent Health, he served as Chief Strategy and Marketing Officer at Mediquip, a surgical benefit management company. Before that, he was a VP of Strategy and Innovation at WellPoint, where he designed and built out the team and led new product development. Earlier, Chad was CTO for Lumenos, a consumer-driven health plan, where he led product development and execution of technology and operations.

Graham Gardner
CEO & Co-Founder - Kyruus

Background: Clinical

Key traits: Founder, clinical expertise, research experience

Education: MD Brown University; MBA, Harvard Business School; BA History & Biology, Brown University

Graham co-founded Kyruus in 2010 and currently serves as the company's CEO. He also serves as a director of the company.

Commercial experience:
Prior to co-founding Kyruus, Graham was a Venture Executive at Highland Capital Partners. During his tenure he co-founded Generation Health and served the CMO and SVP until its acquisition by CVS Caremark. He was responsible for the overall clinical strategy and the oversight of the clinical and laboratory operations. He also co-founded SynapDx, a molecular diagnostic company, for the earlier detection of Autism.

Clinical & research experience:
Graham completed his clinical training and medical residency in internal medicine and cardiology at Beth Israel Deaconess Medical Center and Harvard Medical School.

Vinay Seth Mohta
CTO, CIO & Co-Founder - Kyruus

Background: Software development

Key traits: Founder, technical expertise

Education: MEng Electrical Engineering; BS, Computer Science, MIT

Vinay is a co-founder, the CTO and CIO at Kyruus. He is responsible for all technical and engineering operations.

Technical experience:
Prior to co-founding Kyruus, as a product manager at Kayak, he led the development of a big data predictive analytics platform. Earlier, Vinay held a CTO role at Global Health Delivery, a non-profit collaboration between Brigham & Women's Hospital, Harvard School of Public Health, Harvard Medical School, and Partners In Health. He began his career as a software developer and product manager at Endeca Technologies (Oracle), where he worked on development of the company's core technology platform and analytics products.

Vinay holds 10 patents in the United States and 1 patent in Europe.

Mario Schlosser
CEO & Co-Founder - Oscar

Background: Commercial

Key traits: Founder, technical expertise, commercial expertise

Education: MBA, Harvard Business School; BSc, Computer Science, University of Hanover/ Stanford University

Mario co-founded Oscar Insurance Corporation in 2013. He serves as the company's CEO and the CEO of the subsidiary - Mulberry Health Inc. He also currently serves as an Advisor at Halo Neuro Inc.

Commercial experience:
Prior to Oscar, Mario co-founded Vostu, a social gaming company in Latin America, where he led the company's analytics and game design practices. Earlier, he was a senior investment associate at Bridgewater Associates, and a consultant at McKinsey & Company in Europe, the U.S. and Brazil.

Mario has authored 10 computer science publications.

Fredrik Nylander
CTO - Oscar

Background: Software development

Key traits: Technical expertise, investor

Education: MSc Dropout, Economics

Frederik joined Oscar Insurance Corporation in 2013. He serves as the company's CTO. He also currently serves as an advisor and board member at Lakestar and Tictail.

Technical experience:
Prior to joining Oscar, Frederik served as EVP at Tumblr (Yahoo), where he was heading engineering and operations teams. He began his career in the start up world in the late 90's and has worked at, invested in, and advised Soundcloud, Sequoia Capital and Index Ventures. Prior to joining Tumblr he served as a CTO at two European software companies.

Arun Gupta
CEO & Founder - Quartet Health

Background: *Commercial*

Key traits: *Founder, commercial expertise*

Education: *MPA, Harvard University; BA, Economics, Duke University*

Arun founded Quartet Health in 2014 and currently serves as the company's CEO. He is a board member of IDinsight, a non-profit organisation.

Commercial experience:
Prior to founding Quartet Health, Arun was a General Partner at Accretive, a private investment company. Earlier, he was a consultant at The World Bank in India, and a Clinton Fellow at American India Foundation. He started his career at McKinsey as a strategy management consultant in the firm's healthcare business.

David Wennberg
Data Science - Quartet Health

Background: *Research/ clinical*

Key traits: *Research expertise, clinical experience, commercial experience*

Education: *MD, McGill University; MPH, Harvard University*

David joined Quartet Health in 2015 as a Data Science Head to advance the company's analytical capabilities.

Commercial/research experience:
Prior to joining Quartet Health, David was a CEO of high value healthcare collaborative, healthcare delivery systems consortium. Prior to that he was a CEO of Northern New England Accountable Care Collaborative, a healthcare services provider. Earlier, he was a CSO at Health Dialog, a total population health services provider and a senior scientist at Maine Medical Assessment Foundation.

Academic experience:
He is an Assistant Professor of Medicine at University of Vermont, and an Adjunct Associate Professor of Medicine at Dartmouth Medical School. David has authored 72 peer-reviewed publications and two books.

Piraye Yurttas Beim
CEO & Founder - Celmatix

Background: *Academic*

Key traits: *Founder, research experience, therapeutic expertise*

Education: *PhD, Molecular Biology, Cornell University; B.S., Biology, University of Texas at Austin*

Piraye founded Celmatix in 2010 and currently serves as the company's CEO and director. Earlier, she headed Celmatix' research and development efforts as a CSO.

Academic experience:
Prior to founding Celmatix, Piraye was a postdoctoral embryology researcher at the University of Cambridge at the Gurdon Institute's laboratory of Magdalena Zernicka-Goetz. As a doctoral researcher, she worked in the laboratories of Scott Coonrod and Roger Gosden in the Weill Cornell Medical College and was supported in part by an NIH Graduate Training Grant Award. She is an author of three peer-reviewed publications.

Daniel Farkas
Chief Clinical Laboratory Officer - Celmatix

Background: *Academic/ research*

Key traits: *Research experience, therapeutic expertise, founder*

Education: *PhD, Cellular & Molecular Biology, SUNY Buffalo, Roswell Park Cancer Institute; B.S., Microbiology, Michigan State University*

Daniel serves as Chief Clinical Laboratory Officer at Celmatix since 2015. He is heading the formation of NGS-based molecular diagnostics laboratory to bring reproductive medicine tests.

Research experience:
Prior to joining Celmatix, he co-founded AlliedPath (Arista Laboratories). Earlier, he served as Laboratory Director of Sequenom Center for Molecular Medicine and as VP of Clinical Diagnostics of GeneNews (ChondroGene). He also served as the Director of Molecular Pathology at The Methodist Hospital in Houston, where he built a hospital-based molecular diagnostics service laboratory.

Academic experience:
He served as the Associate Professor of Pathology and Laboratory Medicine at Weill Medical College of Cornell University and Baylor College of Medicine. He is a member of American Association for Clinical Chemistry, the College of American Pathologists, and the Association for Molecular Pathology.

Authored 13 peer-reviewed publications.

Thomas Weaver
CEO - Congenica

Background: *Commercial/research*

Key traits: *Big pharma experience, research experience, therapeutic expertise*

Education: *PhD in Experimental Oncology, University of Wisconsin-Madison; BSc, Mathematics & Biochemistry*

Tom joined Congenica in 2013 and currently serves as the company's CEO and a member of the board of directors.

Commercial experience:
Prior to Congenica, as a Director at the Medical Research Council (Oxford, UK), he led large infrastructure programs in genomics and animal model genetics. Earlier, he served as a CEO of Geneservice, genomic products and services provider and as a Director of Technology development at Incyte Genomics, a pharmaceutical company focused on oncology.

Academic experience:
He trained at the University of Cambridge as a postdoctoral fellow and at the MRC Lab for Molecular Biology (Cambridge, UK) and the department of Anatomy. He authored 17 peer-reviewed publications.

Asad Rahman
Head of Innovation and Discovery Informatics - Congenica

Background: *Academic*

Key traits: *Research experience, technical expertise*

Education: *PhD in Computer Science, University of Cologne; B.Eng., BVB College of Engineering and Technology*

Asad currently serves as a Head of Innovation and Discovery Informatics at Congenica.

Academic experience:
Prior to joining Congenica, he was a research scientist at the EMBL-EBI, UK. During his tenure at EMBL-EBI, he led identification of novel biomarkers for tuberculosis, development of algorithms such as the Pathway Hunter Tool, Small Molecule Subgraph Detector and EC-BLAST. He is a professional member of the British Computer Society (MBCS). Asad authored twelve peer-reviewed publications.

Anmol Madan
CEO & Co-Founder - Ginger.io

Background: Academic

Key traits: Founder; technical expertise; research experience

Education: PhD, Quantitative Models of Human Behavior; BE, University of Pune

Anmol co-founded Ginger.io in 2010. He currently serves as the company's CEO.

Academic experience:
Prior to co-founding Ginger.io, he was a doctoral student at MIT Media Lab, where he was designing, building and deploying next-generation socially-aware mobile phone systems and technologies.

Authored twenty-four peer-reviewed publications.

Karan Singh
Head of Clinical & Co-Founder - Ginger.io

Background: Academic

Key traits: Founder; technical expertise; research experience

Education: MBA, Sloan School of Business at MIT; BA, Economics at University of California, Berkeley

Karan co-founded Ginger.io in 2011 and currently serves as the company's Head of Clinical.

Commercial experience:
Prior to co-founding Ginger.io, he was a consultant at ZS Associates, where he worked on sales strategy and implementation, for large to small bio-tech, pharmaceutical and medical device companies.

Ash Damle
CEO & Founder - Lumiata

Background: *Commercial/ software development*

Key traits: *Founder, technical expertise, commercial Experience*

Education: *BSc., Mathematics and Computer Science, MIT*

Ash founded Lumiata in 2007 and currently serves as the company's CEO and the Chairman.

Commercial experience:
Prior to founding Lumiata, Ash served as Director at of Technology/Strategy at Skillnet, retail consulting services and systems integrator. Before that, he was a CEO at 2028, an internet consulting firm and a provider of ASK (Automated Semantic Knowledge) technology services.

Kim Branson
Chief Data Scientist - Lumiata

Background: *Research/ academic*

Key traits: *Research experience, biotech experience, technical expertise*

Education: *PhD, Computational Drug Design & Molecular Modeling, Walter and Eliza Hall institute*

Kim joined Lumiata in 2014 and currently serves as the company's Chief Data Scientist. He is responsible for leading clinical and engineering teams, coordinating the design, integrating data from the clinical team, and evaluating the performance of the product.

Research experience:
Prior to joining Lumiata, he was a Chief Scientist at Hessian Informatics, a visual informatics company where he developed software for information theory based design of experiments and qsar methods (Bayesian statistics). Earlier, as a Research Scientist he worked in computational drug design at Vertex Pharmaceuticals.

Academic experience:
Kim completed his post-doctoral fellowship at Stanford University, Department of Chemistry. He authored 23 peer-reviewed publications in chemical biology, pharmacology, and theoretical chemistry.

Anish Sebastian
CEO & Co-Founder - Babyscripts

Background: *Research/academic*

Key traits: *Founder, commercial experience*

Education: *BSc, Information Systems, University of Maryland College Park*

Anish co-founded Babysripts in 2013 and currently serves as the company's CEO. He leads product development efforts and heads day-to-day operations.

Commercial experience:
Prior to co-founding Babyscripts, Anish was an entrepreneur in residence at the Start-Up Health Accelerator, focused on global health innovation and a Senior Technology Risk Consultant at Deloitte.

Mark Reiter
CMO - Babyscripts

Background: *Clinical*

Key traits: *Clinical background*

Education: *MD, Georgetown University*

Mark service as a Chief Medical Officer at Babyscripts and is a physician in residence at Start-Up Health accelerator.

Clinical experience:
Prior to joining Babyscripts, he was an OB/GYN, Sibley Hospital Partner of Reiter, Hill, Johnson, and Nevin. He is a Fellow of the American College of Obstetrics and Gynecology and the American College of Surgeons.

Nat Turner
CEO & Founder - Flatiron Health

Background: Commercial

Key traits: Founder, commercial experience, investor

Education: BA, Economics, Wharton School of Business, University of Pennsylvania

Nat co-founded Flatiron Health in 2012 and currently serves as CEO of Flatiron Health. He heads all commercialisation initiatives, business development and sales operations.

Commercial experience:
Prior to co-founding Flatiron Health, Nat co-founded and served as CEO of Invite Media, an advertising technology company (acquired by Google).
Earlier, Nat founded multiple Internet companies and also worked at First Round Capital. He has invested in over 30 technology startups throughout the country, including Bell Biosystems, Breakthrough, Care at Hand, DocPhin, Doctor Evidence, Genomera, Meddik, Oscar and Predilytics.

Amy Abernethy
CMO & SVP Oncology - Flatiron Health

Background: Research/ clinical

Key traits: Clinical experience, therapeutic expertise, research experience

Education: MD, Duke University School of Medicine; PhD Medicine, Flinders University; BA, Biochemistry, University of Pennsylvania

Amy joined Flatiron Health in 2014 and currently serves as CMO and SVP Oncology. She heads the clinical and data science teams. She is serving as a Board member at athenahealth.

Research experience:
Prior to Flatiron Health, Amy served as Professor of Medicine at Duke University School of Medicine, and ran the Center for Learning Health Care in the Duke Clinical Research Institute and Duke Cancer Care Research Program in the Duke Cancer Institute. She has authored two publications.

Andrew Thompson

CEO & Co-Founder - Proteus digital healthcare

Background: Commercial

Key traits: Founder, commercial experience

Education: MA, Engineering, Cambridge University; MBA Stanford University; MA Education Stanford University

Andrew co-founded Proteus Health in 2001 and currently serves as the company's President and CEO.

Commercial experience: Andrew serves on the World Economic Forum Technology Pioneers selection committee and he is also a co-founder and board member of Summit Schools. Andrew is active in digital humanities innovation with Stanford University and Cambridge University and a co-founder of Parker Library Online.

Mark Zdeblick

CTO - Proteus digital healthcare

Background: Software development

Key traits: Founder, commercial experience, technical expertise

Education: PhD, Electrical Engineering; MS, Aeronautics & Astronautics, Stanford University; BSc Civil Engineering and BA Architecture, University of Illinois

Mark has co-founded Proteus digital healthcare in 2001 and currently serves as the CTO. He is responsible for the company's technology innovation efforts.

Commercial experience: Previously, Mark served as the CTO of K2 Optronics (acquired by Emcore) and as CTO of Redwood Microsystems, a semiconductor material manufacturer, which he co-founded.

Jean Nehme
CEO & Founder - Touch Surgery

Background: *Clinical*

Key traits: *Founder, clinical experience*

Education: *MBBS, Medicine and Surgery, University of London; MSc, Surgical Technology, Imperial College London*

Jean co-founded Touch Surgery in 2010 whilst training in plastic surgery. He currently serves as the company's President and CEO. He also practices plastic surgery at NHS Trust.

Commercial experience: Jean was an entrepreneur-in-residence at Blueprint, Global Accelerator Network, and a healthcare-specific mentor community.

Andre Chow
COO (ex-CTO) - Touch Surgery

Background: *Clinical*

Key traits: *Founder, clinical experience*

Education: *MBBS, Medicine and Surgery, Imperial College London; PhD Bioengineering*

Andre joined Touch Surgery in 2011 as a co-founder and currently serving as the company's COO. Until recently he was a CTO, overseeing product development and implementation.

Commercial experience: Andre was an entrepreneur-in-residence at Blueprint, Global Accelerator Network, and a healthcare-specific mentor community.

Clinical experience: Before joining Blueprint and co-founding Touch surgery, he practiced general surgery at Imperial College Healthcare NHS Trust.

Thomas Harte
CEO & Co-Founder - Myrecovery

Background: Clinical

Key traits: Founder, clinical experience

Education: MRCS, Royal College of Surgeons; MB, ChB, University of Manchester

Tom Harte is a surgeon, patient and co-founder of Myrecovery.

Clinical experience:
Tom completed his surgical training in London, UK, where he obtained his membership of the Royal College of Surgeons of England.

As a junior doctor Tom was a keen advocate of quality improvement with in the clinical setting and was a faculty member of the Northwest Medical Leadership School.

Commercial experience:
Outside of medicine Tom had previously co-founded and ran a successful music and creative events company.

John Banks
CTO & Co-Founder - Myrecovery

Background: Software development

Key traits: Founder, technical expertise

Education: BSc, Physics, University of Manchester

John co-founded Myrecovery in 2015 and currently serves as the company's CTO.

Technical experience:
John has built a number of tech companies in the past, including an online estate agency makeurmove.com. Earlier, he founded his own digital agency specialising in the development of mobile applications.

Winston Capel

CEO & Co-Founder - Skindroid (msGenomics)

Background: Clinical

Key traits: Founder, clinical experience

Education: MD, Chicago Medical School; MBA George Washington University; BA, Psychology, University of Utah

Winston co-founded Skindroid (msGenomics) in 2014 and currently serves as the company's CEO.

Clinical experience:

Winston is a spinal neurosurgeon. He completed a fellowship in Orthopedic Spine Surgery at the University of Maryland in Baltimore, and a residency in Neurosurgery at the University of Mississippi Medical. He is a member of the North American Spine Society, Congress of Neurologic Surgeons, American Association of Neurologic Surgeons, and Mississippi State Medical Association.

Somair Riaz

CTO & Co-Founder - Skindroid (msGenomics)

Background: Academic

Key traits: Founder, research experience

Education: PhD, Neuroscience, University of Mississippi; MS., Biological & Biomedical Sciences; MD, University of Health Sciences

Somair co-founded Skindroid (msGenomics) in 2014 and currently serves as the company's CTO.

Research experience:

Prior to co-founding Skindroid, Somair completed his doctoral studies in Neuroscience and a Masters program in Biological at Biomedical Sciences.

Nersi Nazari
CEO & Chairman - Vital Connect

Background: Commercial

Key traits: Founder, technical expertise, investor

Education: PhD, Electrical Engineering, University of Colorado

Nersi co-founded Vital Connect in 2011 and currently serves as the company's CEO and Chairman. He serves on the boards of ClariPhy Communications and Vigilo Networks.

Commercial experience:
Prior to co-founding Vital Connect, he founded Pacific General Ventures, an early stage fund with focus on semiconductor and software companies. He also served as the CEO and President at Teranetics, an advanced communication applications company. Earlier, he was a VP of Signal Processing Technology for Marvell. He started his career in engineering roles and product development roles. He serves as the Executive Chairman at Vigilo Networks, Inc., which he helped found in 2011.

Nersi holds eight patents.

Joseph Roberson
CMO - Vital Connect

Background: Clinical

Key traits: Clinical experience; therapeutic expertise

Education: MD, University of North Carolina

Joseph serves as CMO at Vital Connect. He also practices surgery, treating hearing impairments, and serves as the CEO and the managing partner at the California Ear Institute Medical Group.

Clinical experience:
He is a practicing surgeon with specialisation in Otology, Neurotology and Skull Base Surgery. He was a Chief of Otology-Neurotology-Skull Base Surgery at Stanford University and an advisor to Medtronic, Advanced Bionics and RxSound.

Steve Curd
CEO - Wanda

Background: *Commercial*

Key traits: *Operational experience, commercial experience*

Education: *MBA, Wharton School of Business, University of Pennsylvania; BSc, Physics & Mathematics, William Jewel College*

Steve joined Wanda, digital healthcare Franchise at NetScientific, in 2015 and serves as the company's CEO.

Commercial experience:
Prior to joining Wanda, he served as the COO of NantHealth, a clinical platform company. He also served as CEO and President of CareInSync Corporation, a real-time collaboration platform and as a General Manager at KARL STORZ, a healthcare technology provider. Earlier, he was a CEO of Nightingale Corporation, an EMR solution provider and a COO of WebMD, health information services.

He started his career in a managed healthcare space, where he served as CIO of United Healthcare and as a VP at Cigna.

Foad Dabiri
CTO - Wanda

Background: *Software development*

Key traits: *Operational experience*

Education: *PhD, Computer Science, UCLA; BSc, Electrical Engineering, Sharif University of Technology*

Foad joined Wanda in 2014 and serves as the company's CTO.

Technical experience:
Prior to joining Wanda, he was a software engineer at Google. Before that, Foad worked at NetSeer, advertising solutions platform, as a principal scientist.

Academic experience:
Foad completed postdoctoral studies in Computer Science at UCLA. He authored 46 peer-reviewed publications in computer science, electronic design automations and wireless sensor network fields of studies.

John Hubbard

CEO & President - BioClinica - eClinical Solutions

Background: Drug discovery

Key traits: Commercial experience, big pharma experience, academic background

Education: PhD, Physiological Psychology & Cardiovascular Physiology; BSc Psychobiology, Santa Clara University

John joined BioClinica in 2015 and is currently serving as the company's CEO, President and board member. He is serving on the board of directors of Agile Therapeutics, and of the Association of Clinical Research Organizations (ACRO).

Commercial experience:
Prior to BioClinica, he was SVP & Worldwide Head of Development Operations at Pfizer, where he headed clinical trial operations and management of clinical projects. Earlier, he served as Group President of Clinical Research Services at ICON Clinical Research. Prior to that, he was an SVP of Clinical Operations at Phymatrix and a Sr Director of Global Project Management at Parexel.

Academic experience:
John completed his NIH Postdoctoral Fellowship in Cardiovascular and Clinical Pharmacology at the University of Texas Health Sciences Center. He is an active member of the Society of Clinical Pharmacology and Therapeutics, and an Adjunct Professor, Pharmaceutical Product Development at West Chester University.

He has authored 76 peer-reviewed publications in the areas of biopsychology, cardiovascular and autonomic pharmacology, clinical pharmacology and global drug development.

Mukhtar Ahmed

President eHealth Solutions - BioClinica - eClinical Solutions

Background: Commercial

Key traits: Commercial background, technical experience

Education: MBA, Buckinghamshire University College; MS, Neurological Imaging; BSc Applied Systems, Brunel University

Mukhtar joined BioClinica in 2015 and is currently serving as President of the company's eClinical Solutions division.

Commercial experience:
Prior to BioClinica, he served as Global VP of Oracle's life sciences unit, where he headed their Global Strategy and Consulting business. Earlier, he was a Director of IT at INC Research where he also served as CIO and built the ECG core lab business and IT consulting arm. Before that he served as the Global Head of Business Solutions at Parexel where he was responsible for product strategy and development. Mukhtar was also a non-executive director and board director at the NHS.

Noah Craft,
CEO & Co-Founder - Science 37

Background: Clinical/ research

Key traits: Founder, therapeutic expertise, clinical experience

Education: MD, PhD, UCLA; BSc Biology, Brown University

Noah co-founded Science 37 (S37) in 2014. He serves as the company's CEO. He is a Senior Advisor to Direct Dermatology, a tele-dermatology company, and a Strategic Advisor to Visual DX, a clinical decision support platform.

Research/Clinical experience:
Prior to co-founding Science 37, he served as CSO at Direct Dermatology where he was responsible for scientific and corporate development. Prior to that, he was a CMO at Visual DX. Noah is a Staff Dermatologist and a Clinical Associate Professor at UCLA School of Medicine.

He has authored 23 peer-reviewed publications.

Belinda Tan
CMO & Co-Founder - Science 37

Background: Clinical/ eesearch

Key traits: Founder, therapeutic expertise, clinical experience

Education: MD, PhD in Immunology, UCLA; BSc Biology, MIT

Belinda co-founded Science 37 (S37) in 2014. She serves as the company's CMO. She is also a Senior Advisor to Direct Dermatology and a Dermapathology Section Advisor to Visual DX.

Research/clinical experience:
Prior to co-founding Science 37, Belinda served as an Associate Dermapathologist at the Dermapathology Institute. She is an Assistant Clinical Professor at UCLA Medical Center.

Belinda has authored two peer-reviewed publications.

Pablo Graiver
CEO & Co-Founder - TrialReach

Background: Commercial

Key traits: Founder, commercial experience

Education: BA, Biology, Universidad Antonio de Nebrija

Pablo co-founded TrialReach in 2009 and currently serves as the company's CEO.

Commercial experience:
Prior to co-founding TrialReach, Pablo served as European Sales Director at ValueClick Europe, a digital marketing company (acquired by Conversant). Prior to that, he served as VP of Business Development Europe at Kayak (acquired by Priceline). Earlier he was a VP of strategy at Kelkoo, price comparison search engine (acquired by Yahoo!).

Jessica Mann
CMO & Co-Founder - TrialReach

Background: Clinical/ research

Key traits: Founder, clinical research experience, therapeutic expertise

Education: PhD Medicine, St. Georges, University of London

Jessica co-founded TrialReach in 2009 and currently serves as the company's CMO.

Clinical research:
Prior to co-founding TrialReach, Jessica served as a Head of Translational Medicine at La Roche. Earlier she was a CMO at Evolva, a nutraceuticals company. She also headed CVDC biotech and served as Medical Director at Speedel pharma and a Clinical Leader of cardiovascular products at Novartis.

Jessica has authored 13 peer-reviewed publications.

Peter Gassner
CEO & Co-Founder - Veeva Systems

Background: Software development

Key traits: Founder, technical expertise

Education: BS, Computer Science, Oregon State University

Peter co-founded Veeva Systems in 2007 and currently serves as the company's CEO and as an executive member of the board.

Technical experience:
Prior to co-founding Veeva Systems, he was SVP of Technology at Salesforce, where he led the platform development, marketing and product support. Earlier, Peter served as VP and GM at Oracle, where he was responsible for product strategy engineering. He started his career at IBM as a software developer.

Matt Wallach
President & Co-Founder - Veeva Systems

Background: Commercial

Key traits: Founder, commercial experience

Education: MBA, Harvard Business School; BA, Economics, Yale University

Matt co-founded Veeva Systems in 2007 and currently serves as the company's President.

Commercial experience:
Prior to co-founding Veeva Systems he was Chief Marketing Officer at Health Market Science, an information technology company. Earlier to that, he was a VP of Marketing at IntelliChem, a software company. Matt was a GM, Pharmaceuticals & Biotechnology at Oracle, where he was responsible for the sector's product lines. He started his career at Booz & Company as a Strategy Consultant.

Matt holds a patent on method and system for providing real-time clinical trial enrolment data in the USA.

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