

# ClearView Healthcare Partners

2016 TOP 50 CONSULTING FIRM



## #11 VAULT CONSULTING 50

### QUALITY OF LIFE

- #1 **Business Outlook**
- #2 Firm Leadership (*tie*)
- #2 Promotion Policies
- #2 Travel Requirements
- #3 Formal Training
- #3 Compensation
- #3 Satisfaction
- #4 Client Interaction
- #5 Selectivity
- #6 Exit Opportunities
- #6 Informal Training
- #6 Supervisor Relationships
- #7 Firm Culture

- #8 Vacation Policy
- #9 Innovation in the Industry
- #10 Ability to Challenge
- #10 Benefits
- #12 Work/Life Balance
- #13 Philanthropy Programs (*tie*)
- #13 Work Hours
- #17 Green Initiatives
- #22 Internal Mobility

### OVERALL

- #4 Boutique to Work For

### PRACTICE AREA

- #11 Healthcare Consulting

### DIVERSITY

- #5 Diversity for LGBT Individuals
- #6 Diversity for Women
- #13 Diversity—Overall
- #14 Diversity for Individuals with Disabilities
- #24 Diversity for Minorities

## THE SCOOP

### A Strong Prognosis

ClearView is a boutique consulting firm in the life science strategy field. The company has enjoyed exponential growth since its founding in 2007, providing advice and insights across four main areas of focus: pharmaceuticals, biotechnology, medical devices and diagnostics. Having somehow thrived despite the recession during its early days, the firm is now approaching maturity—which in consulting terms means it has a steady list of clients, and constant demand for its services.

The company's core strength is the specificity of its field: because the needs of life science companies are unique, they can't be served by just any consultant, instead requiring people who understand the medical and scientific issues involved—not to mention the intersection with the business world. It was that gap in the market that led to the decision to found the firm—and it's no surprise that each of the founders has deep experience and expertise in the field.

### They've Got the Prescription

ClearView's clients include a broad range of operating companies in the life sciences, from medical device and pharmaceutical companies to investors in the life sciences fields. The company prefers to partner with clients for long-term relationships, which has contributed to significant year over year growth.

That strategy is at the heart of ClearView's overriding goal with any client: to devise an "actionable strategic insight"—usually for driving growth. The company draws from its teams' business, life sciences, and content expertise to advise client decision-makers, like Senior Executives (e.g., CEO, CBO, CMO), New Product Planning (NPP) teams, Pricing and Market Access (P&MA) teams, and Strategic Marketing departments.

### A Clear Vision

ClearView assembles its consulting teams with a mix of business, technical, and medical skills in mind. But background isn't everything—new employees are hired as much on their communication and problem solving skills as they are for their field experience.

In addition to the smarts of staff members, ClearView also draws from a network of physicians, insurance providers, regulatory experts, patient advocacy, and other experts for feedback on ideas—and when necessary, reality checks. The company prides itself on providing clients not just inventive solutions, but practical ones—strategies that won't fall apart in the face of clinical and commercial realities.

## FIRM INFO

### CONTACT INFO

One Newton Place  
275 Washington Street, Suite 405  
Newton, MA 02458  
(617) 340-2380

### LOCATIONS

Newton, MA (HQ)

### PRACTICE AREAS

Asset Due Diligence • Brand Marketing Strategy • Company Screening and Diligence • Corporate Growth Strategy • Indication/Disease Assessment • Launch Strategy • Licensing and Acquisition Support • Life Cycle Management Strategy • Market-specific Entry Strategy • Mechanism and Pipeline Prioritization • Portfolio Management • Pricing and Reimbursement Strategy • Product Development Strategy • Therapeutic Area Growth Strategy

### THE STATS

**Employer Type:** Private Company  
**Cofounders:**

Richard M. Mynahan, Jr.,  
Kevin P. Richard, Steven Chao

**2015 Employees:** 75

**2014 Employees:** 65

**2013 Employees:** 60

### EMPLOYMENT CONTACT

<http://www.clearviewhpc.com>



## Committed to Professional Development

ClearView emphasizes professional development and leadership training as part of their offering to all employees. New hires experience a case-based program that provides every employee with the foundational skills to succeed in the business environment. Long-term training provides the staff with opportunities to increase professional presence and poise, preparing individuals for success within and beyond ClearView. Finally, mentorship is emphasized from top to bottom, and consequently an open environment to discuss feedback has been created. This focus on professional development has created an opportunity for entry-level staff to develop the necessary skills to advance within the organization, and has generated a strong sense of a ClearView community. Furthering that commitment, the Connect to ClearView program offers graduate degree candidates (PhD, Postdoc, MD, or MBA) a three-day immersion program during which ClearView managers lead students through an engagement.

## OUR SURVEY SAYS

**Vault's Verdict:** For a firm that's been in business less than a decade, ClearView has already built a strong reputation for solid work, and has emerged as one of the leading small firms in the life sciences field. Case in point: ClearView increased its headcount by 20% over the past year, and is also in the process of opening a new office in Manhattan. The firm is growing at a rapid pace but is still at the point where it has to turn away work. Taken together with the commitment to professional development, this makes ClearView a place where the sky is the limit for consultants.

For consultants, all of that translates into the opportunity to do work that is of genuine importance to the firm's high-level clients—along with plenty of exposure to senior members of client organizations. Not too much exposure, however, as the firm operates a low travel model which helps to mitigate the long hours common to all corners of the industry. All told, then, ClearView is a great choice for anyone looking to build a career in life sciences consulting.

### Firm Culture

- “If you want to combine a love for biomedical science and business, ClearView is the best possible place to work. I am not aware of any other firm that excels as consistently as we do in delivering for our clients in both areas.”
- “ClearView's work, training, promotion policies, culture, and flexibility make it an organization you could stay at long-term. And, if you choose to leave, we have a great alumni network and the leadership is committed to helping you find the best next option.”

### Quality of Life

- “ClearView has a great culture, and this is the core of employees' satisfaction around quality of life. Most ClearViewers are successful at work-life balance. A lot of ClearView employees successfully maintain a family life as well as a professional life.”
- “The culture at ClearView is truly top notch. We attract motivated, intelligent individuals who are also willing to drop whatever they are doing to help a colleague at a moment's notice. The work hours are probably the only downside, as this is consulting, but the firm has made a concerted effort to give individuals more time to develop.”

### Career Development

- “Professional development is a major focus at ClearView, with each team member allocated a coach as well as having several other mentors both within the project setting and often informally. Once it becomes clear what elements (if any) are rate limiting to an individual, their mentors will also proactively seek to staff them on projects that provide them with the opportunity to show their competence in that area.”
- “The best aspects of our career development culture revolve around the fact that the firm will truly promote you as you are

able to handle the responsibility. They do not pay lip service to the ideal of being a meritocracy.”

### Compensation

- “I have been contacted by a number of headhunters, and no boutique consulting firm is in the same ballpark as ClearView in terms of compensation. The ability to rapidly progress at ClearView gives you a unique opportunity to accelerate your compensation trajectory relative to other consultancies.”

### Outlook

- “ClearView is experiencing tremendous growth in all areas of the business, rapidly expanding the number of consultants on staff and expanding the management and leadership in response to the increase in projects that we're fielding.”
- “Based on conversations with our clients, prospective hires, and other folks in industry, I am getting the sense that ClearView has emerged as a true leader in the pharmaceutical commercial strategy space over the last couple of years. The future is bright for ClearView.”

### Hiring Process

- “The ideal candidate is scientifically literate, a strong problem solver, constructive teammate, and fun to work with. The interview process assesses candidates' fit with regards to horsepower via cases but also strongly accounts for people's personalities given the strong team environment at ClearView.”

### Diversity and Social Responsibility

- “Diversity with respect to women, minorities, and LGBT is being built into monthly meetings and events focused on relevant topics and issues. The Women LEAD (Leadership, Empowerment, and Development) just kicked off. It has received significant support from the leadership and employees of all career stages.”