



We empower early-stage ventures and SMEs to grow sustainably — from first hire to long-term success.

**A pioneering program
for sustainable HR support.
Empowering founders in
Biotech & Life Sciences.**

- ◎ Free founders from HR overload
- ◎ Access top talent within budget
- ◎ Build resilient teams for long-term success
- ◎ Scalable, cost-efficient solutions for start-ups

We transform early-stage HR challenges into sustainable growth.

Your Challenges

- Limited HR capacity
- Risk of costly mis-hires & weak cultural fit
- Scaling pressure & competition for talent
- Founders juggling HR vs. strategy
- Limited budgets & high recruiting fees



Our Approach



- ◎ **End-to-end support** - from role design to long-term retention
- ◎ **Hands-on HR expertise** - practical, experienced, and solution-oriented
- ◎ **Clear roles & cultural fit** - ensuring alignment & team cohesion
- ◎ **Scalable HR frameworks** - building the foundations for sustainable growth
- ◎ **Value-based packages** - tailored & transparent for every stage

Your Peace of Mind

- ✓ Faster, risk-free hiring of key roles
- ✓ Freedom from HR-overload
- ✓ Strong, stable teams with lasting retention
- ✓ Seamless scaling with reliable structures
- ✓ Top talent secured within budget



We design scalable HR systems that grow with your venture.



Smart pricing – empowering founders & investors for sustainable growth.

**Fair & Transparent
value for
Founders & Investors**

- ◎ Clear, predictable costs – no surprises or hidden fees
- ◎ Flexible packages – tailored to your funding stage & growth journey
- ◎ Higher ROI – faster access to the right talent, lower burn rate
- ◎ Proven expertise – in Executive Search & Life Sciences
- ◎ Trusted by investors – valued for transparent processes and consistent results
- ◎ True partnership – we grow with your company, not at your expense



Our mission - building teams that build companies.



Dr. Carmen Zirngibl
Founder & Managing Partner



Daniela Schilz
Managing Partner



Thomas Matthes
Strategic Client Leadership & Partner

- ◎ **Life Science Expertise** – 60+ years of combined experience in building and scaling biotech- and medtech-ventures & teams.
- ◎ **Growth Alignment** – tailored talent strategies that evolve with your growth – from first hire to global expansion.
- ◎ **Trusted Partnerships** – working with integrity & dedication, building long-term client partnerships that last.
- ◎ **Founder's Mindset** – acting with ownership and agility – always focused on sustainable value creation.



Contact DCZ



Düsseldorf | Berlin | Germany

*Smarter Hires. Stronger Teams. **Sustainable Growth.***