



Michael Pietrack named to 2026 Talent 100

Kaye/Bassman managing director recognized for leadership in pharmaceutical recruiting and Medical Affairs

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PLANO, Texas, Aug. 26, 2026 — Kaye/Bassman International announced today that Michael Pietrack, managing director of its Pharmaceutical and Biotechnology Practice, has been named a 2026 Talent 100 honoree.

Organized by Noon AI, the Talent 100 recognizes leaders and practitioners helping advance talent acquisition and human resources. Honorees are selected by independent committees from peer nominations based on the impact of their work, depth of expertise and influence on the future of recruiting.

Pietrack has nearly 20 years of pharmaceutical recruiting experience. He and his teams have placed more than 1,000 professionals across the specialized medical affairs, pharmaceutical and biotechnology sectors.

"The riches are in the niches, and the more niched you are, the more you can become a celebrity in that space," Pietrack told the Talent 100.

Pietrack began his recruiting career with The Alpine Group, where he led the Medical Affairs Search Practice. In 2013, he became the No. 1 recruiter worldwide in MRINetwork, then a network of more than 5,000 recruiters. He later co-founded TMAC Direct, an executive search firm devoted to medical affairs.

His accomplishments have also earned him recognition as one of the pharmaceutical industry's 100 Most Inspiring People by PharmaVoice and membership in The Pinnacle Society, an organization of leading recruiters in North America.

Pietrack joined Kaye/Bassman in 2023 to lead and expand its Pharmaceutical and Biotechnology

Practice. Today, he directs a team of specialized recruiters serving distinct areas of the pharmaceutical industry.

His influence extends beyond executive search. Pietrack launched the Pharmaverse Podcast in 2024 to share candid conversations with pharmaceutical, biotechnology and Medical Affairs leaders. The podcast has published more than 60 episodes covering leadership, drug development, organizational strategy, career growth and the changing role of Medical Affairs.

The program has also expanded to include content created specifically for current and aspiring medical science liaisons, or MSLs. Recent discussions have addressed preparing for an MSL's first 90 days, developing effective relationships with key opinion leaders and building the skills needed to progress into Medical Affairs leadership.

Through the Pharmaverse Podcast and Inside MSL, Pietrack is also helping build a connected professional community for MSLs and Medical Affairs professionals. Inside MSL brings together twice-monthly live community meetings, role-specific training, individual coaching, career-development resources and employment opportunities. The community serves aspiring MSLs, experienced field professionals, emerging leaders and companies building Medical Affairs teams.

This combination of industry conversation, practical education and professional connection reflects Pietrack's broader commitment to helping people enter the MSL profession, strengthen their capabilities and build lasting careers in Medical Affairs.

Pietrack also contributes leadership articles to BioSpace and is the author of two novels, *Legacy* and *Boon*.

Read Pietrack's full Talent 100 profile, listen to the Pharmaverse Podcast or learn more about the professional community at Inside MSL.

About Kaye/Bassman International

Founded in 1981, Kaye/Bassman International is a Plano-based executive search and professional recruiting firm providing global talent acquisition solutions. The firm specializes by functional area, industry sector, position and geographic market, with more than 30 recruiting practice areas. Learn more at kbic.com.

About the Talent 100

Organized by Noon AI, the Talent 100 is an annual recognition of leaders advancing talent acquisition and human resources. Honorees are selected through peer nominations and independent selection committees. Selection is merit-based, with no nomination fees or pay-to-play requirements.

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