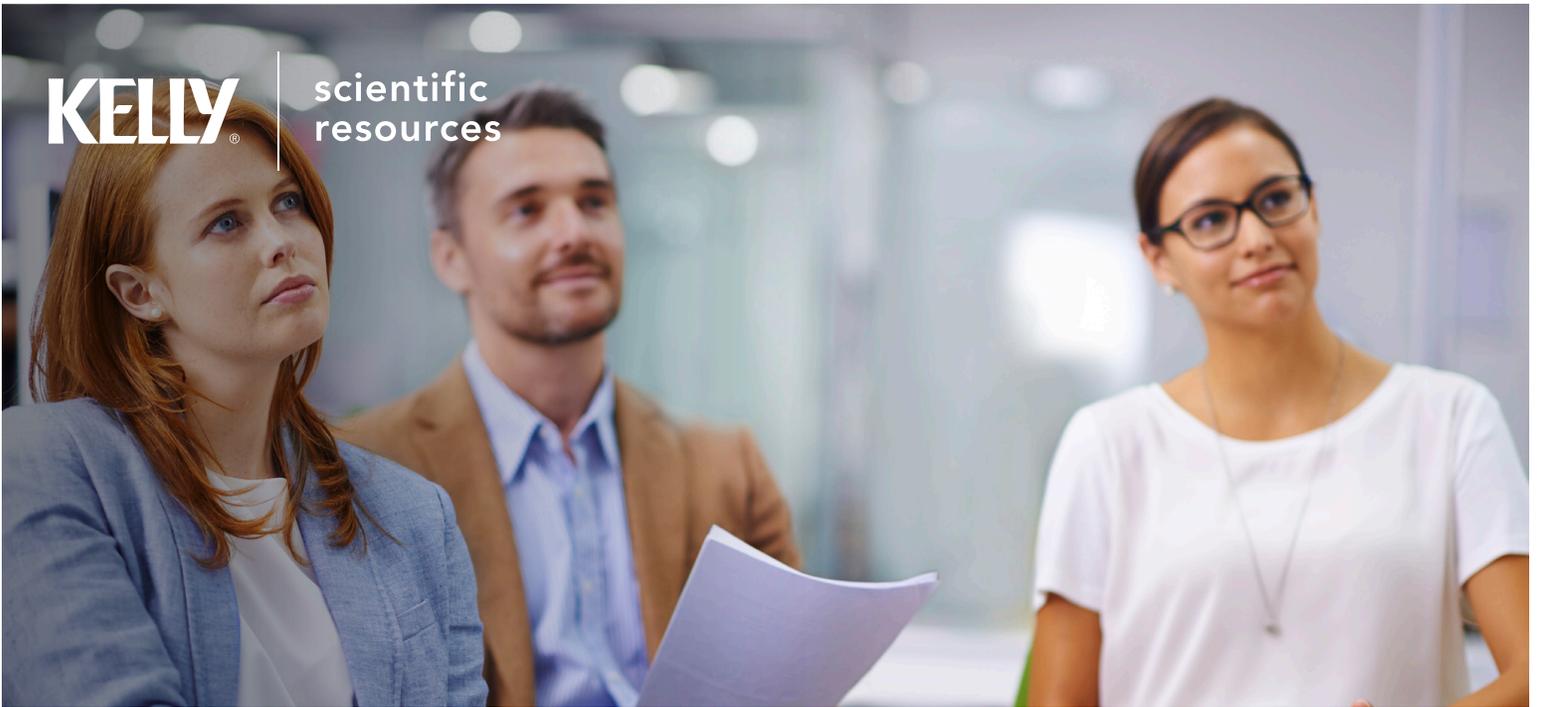




scientific
resources



staffing and outsourcing for clinical research

A market-leading life sciences company in molecular imaging teams up with Kelly® for scientific and clinical staffing to support a global Phase IV Clinical Trial for oncology therapies

A leading life sciences company located in the Midwest is focused on molecular imaging for oncology, using sophisticated diagnostic imaging equipment and systems to visualize specific signal molecules based on their molecular diagnostic properties. Kelly was selected by the client to partner on projects within its Phase IV Clinical Trial—to be managed on a global basis. The partnership includes responsibility for recruiting as well as for outsourcing many components of the trial.

The challenge

Kelly was chosen to partner with a major life sciences company for a Phase IV Clinical Trial to be conducted on a global scale. The trial was meant to monitor pharmacovigilance on various products in molecular or nuclear imaging agents and diagnostic oncology. As the world's second largest provider of scientific talent, Kelly features the worldwide reach and proven outsourcing capabilities to manage such a large project from start to finish. The life sciences company was especially impressed with the Kelly team's global scale and its deep experience in both talent supply and outsourcing for seamless processes.

The client needed to identify one supplier for both clinical staffing and outsourcing solutions to manage various stages of clinical trials, either functionally or in their entirety. The sourcing of talent required Kelly to have deep roots in the networks where these candidates exist, both locally in the Midwest and globally across the Asia-Pacific region.

Results at a Glance

CHALLENGE

- Identify one supplier for both clinical staffing and outsourcing
- Deliver scientific staffing support for a global Phase IV Clinical Trial

SOLUTION

- Process to ensure a supply of sufficient and acceptable talent
- Clinical resources recruited for trials in China, India, and Korea

RESULT

- Successfully filled a wide range of scientific and clinical positions
- Achieved an overall staffing fill rate of 96%, with low turnover

In terms of clinical staffing, the positions most needed were:

- Clinical trial project manager: to lead a training RFP
- Clinical trial project manager: to manage clinical trials
- Medical writer: to develop clinical trial protocols for medical device studies
- Regulatory affairs specialist: to coordinate various regulatory agency compliance requirements

The solution

Kelly first met with several key stakeholders in the end-user community to determine the technology and skill set focus required to hire the new resources, as well as the expected geographic need. Once determined, the team began a “pipeline-specific” process to ensure there was sufficient and acceptable talent available for deployment.

Kelly features a scientific Center of Excellence (CoE) that shares centralized scientific expertise across local, national, and global operations or programs—a best-in-class resource among U.S. and global workforce solutions firms. Kelly scientific recruiting specialists also view candidates through a lens of deep industry awareness, with full knowledge of the related technical disciplines, site requirements, and regulatory factors that can affect the life sciences sector. So the team readily understands the vocabulary, context, and application of the client’s job descriptions to provide the most qualified and capable talent available to the operation.

For the clinical trial, resources were needed in China, India, and Korea. Kelly worked with its global organization to source and deploy the talent required in these geographies. These roles included regional sponsors and clinical research associates with

local experience to study contraindications and adverse effects. In each case, Kelly utilized its local capabilities and infrastructure to procure local talent with quick turnaround that supported a critical need. Talent was sourced locally, interviewed by supervisory staff in the U.S., and then deployed on assignment.

The result

The sourcing of talent for clinical trials, both locally and globally, required Kelly to have deep roots in the networks where these candidates exist. Over time, Kelly has developed a strong pipeline of life sciences talent and is considered a career destination for candidates because of the types of clients and projects Kelly works with, fringe benefits available, and strong recruitment services. As one of the world’s largest providers of scientific talent, Kelly touches all geographies and disciplines in all of the world’s most competitive life sciences markets—winning the right talent and drawing the highest-caliber talent.

Kelly successfully filled a wide variety of positions in the U.S. for staffing, meeting the unique needs of the client. The team used best practices to source, recruit, and retain the best scientific talent available—delivered through solutions that integrate this hard-to-find talent into the client’s business. The program fill rate was maintained at 96 percent with very low turnover, especially for some of the most competitive regions in India and China.

The Phase IV Clinical Trial was effectively managed with all regulatory, management oversight, and quality of work meeting the client’s satisfaction.

For more information on how Kelly can help you meet your need for effective scientific workforce solutions, visit kellyservices.us/science today.

