

FACT SHEET

Strategic Resourcing

Fully Flexible Solutions

Experts Providing Experts

TalentSource Life Sciences is the dedicated flexible resourcing business unit within CROMSOURCE - a business started over 25 years ago when CROMSOURCE first entered the resourcing market.

Strategic Resourcing - Fully Flexible Solutions

TalentSource Life Sciences (TalentSource) is proud of our heritage as pioneers of Life Sciences staffing solutions. This well-established business started over 25 years ago when CROMSOURCE first entered the staffing solutions market as MSOURCE. We specialise in supporting clients of all sizes, from global giants to virtual biotechs. Whatever the size of your company or scope of your project, TalentSource will work with you closely, drawing on the experience of CROMSOURCE, to provide experts who are ready to make a difference to your work.

We have seen many trends in our industry come and go, and the introduction of many 'new' models of staffing support. Our success is attributed to our focus on basic but fundamental factors. These factors include:

- The ability to provide a fast ramp-up of staff for projects
- Well-trained, experienced and dedicated employees and line managers
- Fast problem resolution

We listen to you and propose a solution that fits your needs. You will receive your own custom designed FSP model or retained FTE model. We take the time to get to know you and how your company works. The experts we select will be suited to meet both your needs and working culture.

At CROMSOURCE we have vast experience with both large and small companies and have led many different approaches to how to set up various resourcing models. Together with TalentSource, we leverage this experience to establish the optimal solution for our clients.

Our experience has allowed us to deliver tangible value to our partners. We can supply single individuals or fully flexible, tailor-made resource teams, with management oversight. This will allow you to concentrate on your core competencies, while maintaining control over your studies and enhancing productivity and cost efficiency.



We support our experts by regularly reviewing their working conditions with them, their career aspirations and training needs. Caring about our people ensures we keep our expert talent, and you benefit from a stable team for your study continuity.

The most valuable assets in clinical research are well-qualified, experienced and expert resources, which is why we invest heavily in training and development, to ensure our resources are learning all the time and always up to date with regulations. Because our people can call on their CROMSOURCE colleagues for help and advice at any time, our clients benefit from access to the expertise of the leading independent provider of clinical research services.

The major advantages of partnering with TalentSource are:

Global Presence, Local Expertise

A significant and well-established presence in Europe and the USA allowing us to effectively undertake a high volume of work with experienced and local personnel.

Scalable and flexible solutions

A full range of services from full Functional Solutions (FSP) to insourcing/staff augmentation and permanent recruitment for our partner companies.

Well-Trained, Well-Supported Staff

Resource availability

TalentSource has the ability to quickly ramp-up resources either via our existing employees or finding the best matched people externally. We have a database of pre-identified resources who can quickly start on your projects. Our state of the art technology allows us to quickly identify experienced candidates.

Commitment

Critical to program success, we have dedicated Account Managers who work with you and put in place a formal feedback structure for peace of mind on guaranteed delivery.

As a division of CROMSOURCE

Being part of the CRO, TalentSource benefits from many CROMSOURCE initiatives - mainly in the areas of resource training, career development, recruitment, sales & marketing and strategic initiatives. TalentSource has dedicated professionals looking after client-managed resources. All of our client-managed resources are trained on ICH/GCP guidelines and all of our resources are dedicated to the client and governed by a standard mutually agreed outsourcing agreement.

“ Talentsource provides experienced professionals who instantly make a great contribution to our work. ”

Chief Medical Officer
Mid-size pharma Company



Our Life Sciences Services include, but not limited to:

- **Clinical Operations** - Feasibility, Study Start-Up, Site Contracts, Site Management, Clinical Monitoring, Project Management
- **Biometrics** - Programming, Statistical Analysis, Data Management
- **Pharmacovigilance** - Medical Oversight, Safety Monitoring
- **Regulatory Affairs** - Clinical Study Submissions, Preparation of Regulatory Documents
- **Medical Writing**

Staff Augmentation/Insourcing Placements

Our resources will work directly under your direction and control through a contract. This will enable temporary increase in your capacity while you maintain complete oversight.

We offer contractors for long and short-term placements, interim vacancy coverage, coverage for workload peaks, headcount freezes and maternity leave.

Functional Solutions (FSP)

We offer FSPs for clients who want to outsource complete functions across multiple projects. Full leverage of CROMSOURCE's global capabilities, infrastructure, and functional expertise. This approach gives speed, flexibility, efficiency, innovation and a potential for reduced cycle times. With an FSP structure, our clients have a higher level of service than with traditional staffing models, providing teams of experienced staff across a specific functional area.

This approach can reduce the operational cover by our clients with our teams taking the responsibility of the function. The benefits of an FSP model include: cost efficiencies, streamlining processes (the flexibility of using CROMSOURCE's or your SOPs), working with fewer vendors and reducing contracts and invoices.

Hybrid Delivery Model

Creating a more flexible model is key to success for many clients, with our Hybrid Model, we are able to provide clients with full, multi-disciplined teams, utilising the project management and core strengths of CROMSOURCE. This is ideal for clients who need to start projects quickly where they do not have their own structure in place.

This model combines the seamless cooperation between TalentSource and CROMSOURCE Clinical Operations. This includes the dedicated CROMSOURCE Team who acts as an extension of your team. The model offers full scalability to the clinical project team in regards to duration of resources, commitment and location.

Services can be bundled together for increased flexibility in allocation of internal and/or external resources to quickly ramp-up or down.

This service can be used as a transition from traditional insourcing/staff augmentation to a full FSP model as your business grows.

Combined Services

For a combination of development services, we will work with you to design a model that suits your specific needs for quality, geographic coverage and speed of delivery. By offering an option to our Sponsors to have control but also be able to ramp-up a large team of staff to support a single study or studies, the combined service model is ideal.

Providing flexible resources through the TalentSource, coupled with additional add-on services from the CRO business, this model is suited for Sponsors to extend their global reach but who wish to retain project management oversight.

Permanent Placements

For finding qualified and competent candidates for permanent employment. Using our extensive database for filling client internal roles.

Countries Served



AFRICA

EGYPT
SOUTH AFRICA

ASIA

AUSTRALIA
CHINA
NEW ZEALAND
SINGAPORE

EUROPE

AUSTRIA
BELGIUM
BULGARIA
CROATIA
CZECH
REPUBLIC
DENMARK
ESTONIA
FINLAND

FRANCE
GERMANY
GREECE
HUNGARY
IRELAND
ISRAEL
ITALY
KAZAKHSTAN
LATVIA
LITHUANIA

NETHERLANDS
NORWAY
POLAND
PORTUGAL
ROMANIA
SERBIA AND
MONTENEGRO
SLOVAKIA

SLOVENIA
SPAIN
SWEDEN
SWITZERLAND
TURKEY
UK

LATIN AMERICA

ARGENTINA
BRAZIL
CHILE
MEXICO
PERU

NORTH AMERICA

CANADA
USA

Contact TalentSource now to discuss your needs!



European Headquarters

Mechelsesteenweg 455 Bus 5
1950 Kraainem - Belgium
Phone: +32 27680166

North American Headquarters

8000 Regency Parkway, Suite 575
Cary, NC 27518 - USA
Phone: +1 919 626 9882



www.cromsource.com

www.talentsourcelifesciences.com