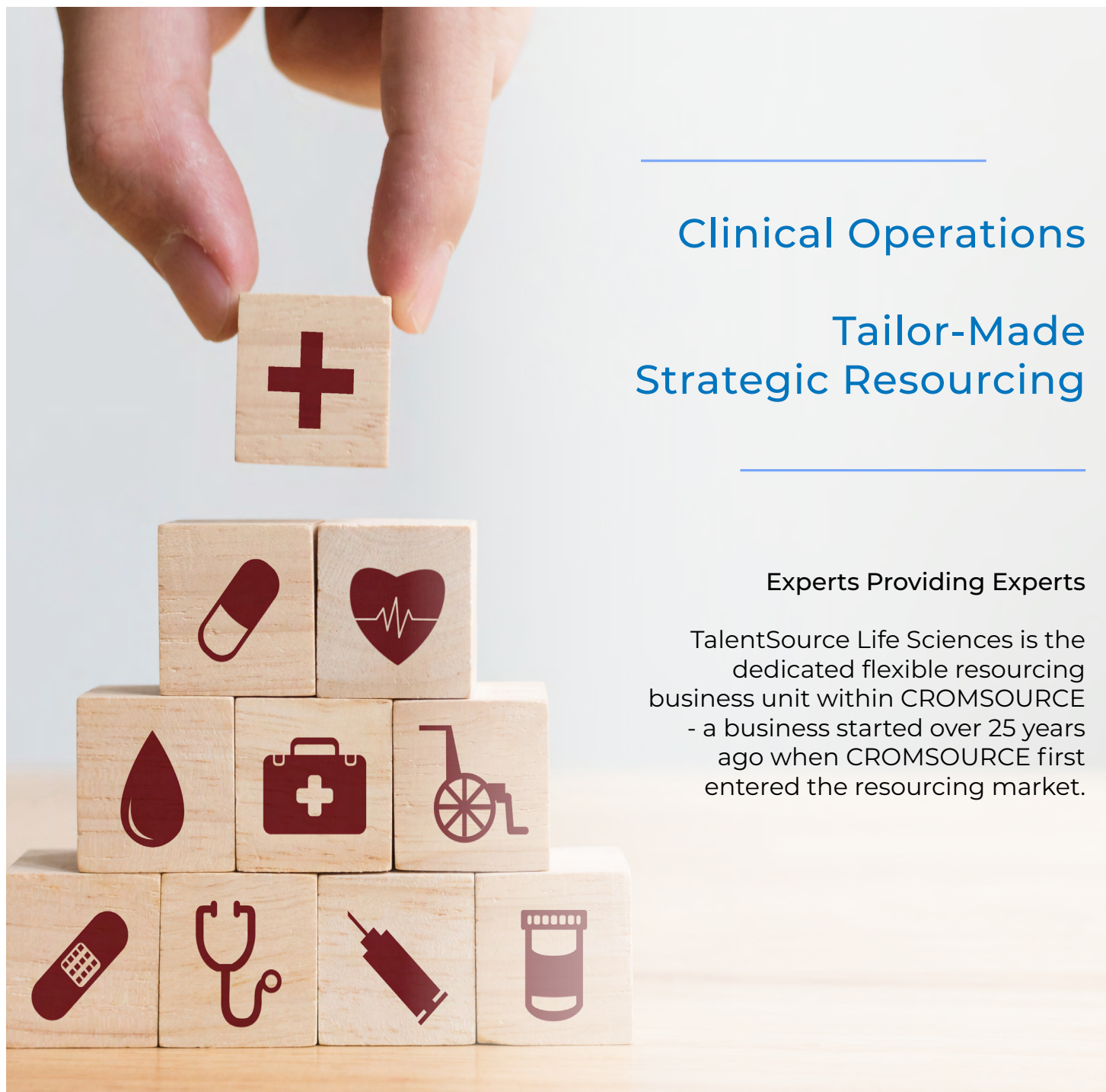


FACT SHEET



Clinical Operations

Tailor-Made Strategic Resourcing

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.

Clinical Operations Strategic Resourcing

TalentSource Life Sciences (TalentSource) is proud of our heritage as pioneers of clinical staffing solutions, which started over 25 years ago 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 clinical 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.

We can supply single individuals or fully flexible, tailor-made resource teams, with management oversight - allowing you to concentrate on your core competencies, while maintaining control over your studies and enhancing productivity & cost efficiency.

TalentSource has supported recruitment for hundreds of projects and this experience has allowed us to deliver tangible value to our partners.



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.

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. We have been in the recruitment industry for over 25 years and 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.

Well-Trained, Well-Supported Staff

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.

Governance

Fully structured management oversight, adaptable to the relationship needs and focused on flexible solutions for the needs of our clients. By working with TalentSource you benefit from our experience, hiring our experts on a flexible basis, to move your projects forward successfully.

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

Chief Medical Officer
Mid-size pharma Company



Contract Placement – Flexible Resourcing

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, and coverage for workload peaks, headcount freezes, maternity leave and more. We provide talent in the following areas:

- Clinical Trial Assistants
- In-house Clinical Research Associates
- Site Managers/Clinical Research Associates
- Study Start-up Specialists
- Site Contract Managers
- Site/Study Coordinators
- Project Assistants
- Study Managers/Clinical Leads
- Project Managers

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.

Our Fully Flexible Resourcing Solutions

Functional Solutions (FSP)

We offer FSPs for our 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 clinical 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. We provide a full-range of Clinical Operations functional solutions to our clients including, but not limited to:

- Vaccine/Drug Supply Coordinators
- Feasibility
- Study Start-up - including Competent Authority Submissions
- Site Contracts
- Study Management
- Clinical Monitoring
- Vendor Management

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

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!



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