



## Preferred Provider for US: Rapid Study Start-up – Recruitment

### Program Description



CROMSOURCE was awarded a program of three studies in the US in the respiratory area. Through our hybrid delivery platform, we utilised a combination of our people, procedures, systems and supporting infrastructure, that underpins all of our partnerships.

We made an immediate assessment of available resources in-house and supplemented this with external hires for functions where there were gaps.

### Staff Requirements



The fully dedicated team were 5 Project Managers, 30 CRA's, 2 Project Coordinators, and 10 Clinical Trial Administrators to join the Clinical Operations Department.

We had to be ready to hire any external team members as soon as the contract was signed which took approximately 8 weeks. The team had to be available for training immediately on award.

### Results



This was an organised and focussed operation with the assignment of the existing team and the onboarding of new staff.

We received 1068 candidates, screened 165 candidates and 91 were interviewed. Finally 56 candidates had an offer. The whole team was then fully operational within 2 weeks from the signature of the contract.

### Key Learnings



Shared vision was very important with all key internal stakeholders.

Up-front staff planning in all areas was required, with close communication throughout the recruitment and onboarding stages.

Furthermore, in this situation, knowledge of the US recruitment market was key and our expert recruiters worked with the operational teams in a seamless approach to the recruitment piece.

Proactive marketing of jobs on social media for maximum exposure in the candidate market place was very important in finding enough candidates of the right calibre.

### 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 market.

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Contact TalentSource now to discuss your needs!

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