

**CRA Resourcing Solutions****DELIVERING CRA SUCCESS WHERE  
OUTSOURCED MODELS FAIL****Client Profile**

- > Oncolytic immune-gene therapies for the treatment of cancer
- > Founded 2015
- > Publicly traded on NASDAQ
- > ~60 employees

**Client Goals**

- > Take back control of CRAs from CRO
- > Hire five qualified CRA candidates
- > Develop and implement internal SOPs
- > Capture timely and accurate adverse events reporting

When pioneering new generation oncolytic immunotherapies, there is no time to waste finding and keeping clinical research associates (CRAs) that are as dedicated to your study as you are. Just as important is ensuring that study data is properly collected and accurately recorded. Failing to provide in either case can result in missed deadlines, unused budgets and, worst of all, trial inefficiencies that can lead to delays. Advanced Clinical was able to help our client avoid such pitfalls in the face of ongoing poor performance by their existing contract research organization (CRO).

**BUSINESS CHALLENGE**

Upon launching their study, our client quickly found that they could not rely on their CRO, which continued to drop the ball by not accurately collecting and reporting on adverse events. After many missteps, the VP of Clinical Operations decided it was time to bring the CRA team in-house to ensure the integrity and progression of their trial. They moved forward in taking control of the situation by looking to add CRAs to their staff and implementing their own standard operating procedures (SOPs).

**“Advanced Clinical understands what works for us better than any other company we’ve worked with. It’s why we’ve continued to partner with them and use them for other hiring needs within our organization as well.”**

**– VP Clinical Operations, Client**



**35** Candidates  
Submitted Within  
**Two Weeks**



**5** CRAs Hired Within  
**Two Months** of  
Candidate Submissions



**Zero** Attrition  
Since February 2018



**Accuracy and Control  
of CRAs Secured**



## SOLUTION

Advanced Clinical worked closely with the VP of Clinical Operations and her team to amass and manage an effective CRA team. Our team, whose members possess an average of 15+ years of experience in clinical recruitment, spent the time it takes to properly understand their needs, both operationally and culturally. Ultimately, we put into place a recruiting process that quickly identified CRA candidates, giving the client the control they sought without disrupting their day-to-day operations.

We filtered all CRA candidates by their experience and qualifications in studying solid tumors, as well as by their ability to assimilate into the client's distinctive culture. Only those candidates that fit both requirements were submitted to the client for consideration. As a result of the quality and attention they received, it wasn't long before we were working side-by-side, in a consultative capacity, to help make the final hiring decisions that fulfilled our client's CRA needs within their hiring budget.



## RESULTS

As a result of our recruiters' long-term relationships in the clinical industry and our close-working relationship with the client, we were able to submit 35 qualified candidates within two weeks. The client made five new hires, strategically located around the country, each being hired within just two months of their résumés being submitted. Since February 2018, there has been zero attrition.

In an industry and skillset that typically experiences a 75% to 80% retention rate over a one-year period, these results are nothing short of amazing. Our client is now confidently moving forward with their trial by capturing and reporting adverse events with accuracy, in a timely manner.

### ABOUT ADVANCED CLINICAL

Advanced Clinical is a clinical development and strategic resourcing organization committed to providing a better clinical experience across the drug development journey. Our goal is to improve the lives of all those touched by clinical research—approaching each opportunity with foresight, character, resilience and innovation. Based on decades of experience, we help our clients achieve better outcomes by conducting candid conversations and anticipating potential issues through our customized solutions.

Visit our website to learn more: [www.advancedclinical.com](http://www.advancedclinical.com)