



## ADVANCED CLINICAL | CRA RESOURCING SOLUTIONS

*Delivering CRA success where outsourced models fail*

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).

### 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

### 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

## 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.

# 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



Advanced Clinical was founded in 1994 with a very simple goal: to provide staffing and consultation support for pharmaceutical companies. It is our mission to provide clients with a better clinical experience. Today we have global representation in over 50 countries. Our employees average 10 years of experience in the clinical industry and utilize state-of-the-art tools and intelligence in the effective support of clinical trials. By partnering with Advanced Clinical, our clients gain access to recruitment specialists who are passionate about making a difference in clinical research.

***For more information about how Advanced Clinical can support your clinical trial, visit [www.AdvancedClinical.com](http://www.AdvancedClinical.com).***