

SHOWCASE



Project Management

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.

Experts Providing Experts

TalentSource Life Sciences is the dedicated flexible resourcing department within CROMSOURCE. Our commitment to providing the right services to support our clients has seen us at the forefront of developments in the Industry; from pioneering the provision of contract staffing solutions in Northern Europe in the mid-90's, to being early adopters of the ISO

Quality Management certification in 2000. Our successful growth has been built on stability, integrity, high levels of customer satisfaction and we have grown steadily to open offices across Europe and North America and have activities running on a global scale.



Our Project Management Ethos

Critical to study success, anyone who has a leadership role within the study, needs to have the right focus on outcomes and ability to identify and mitigate risks. Our project leaders in all functions, work under ISO9001, monitoring and control of risk are written into our processes and of course, our mind-set.

Our leaders work closely with our sponsors and sometimes are fully dedicated to them. They are highly experienced and committed to study success from inception to final deliverable. They are engaged in all aspects of the study and experienced in writing Project and Communication plans. We ensure that we have strong communicators, who are transparent and open in their communication and 'think

outside the box' with their end-goal in mind – delivery within budget, on time and to a high quality.

In addition, providing assurance to our clients that escalation to Executive Management is swift and effective, is also critical. Our leaders usually serve as primary point of contact for our sponsors and clearly defined escalation pathways ensure timely and effective issue resolution. If issues arise that cannot be effectively resolved by the project leader, there is a fast pathway to CROMSOURCE's Executive Management.

Scalable and Flexible Solutions

A comprehensive range of fully flexible solutions from insourcing/staff augmentation to full Functional Solutions (FSP) and permanent recruitment for our sponsor companies.

Being an experienced CRO, we have a wealth of experienced project managers working with us and more importantly, our recruitment experts know what they are looking for in the project management arena!

Training

Being a CRO, we have a full set of project management SOPs and working instructions that all our staff can follow, including our externally based employees.

Our project management training curriculum also has general topics including:

- Anti-bribery and corruption
- Management of fraud
- Misconduct and serious non-compliance
- Data security and secrecy
- Values and ethics.

Other clinical and medical device SOPs are also readily available, covering:

- Feasibility, submissions, monitoring and management of sites
- Financial and quality oversight
- Non-interventional studies: data management and statistical processes and related systems
- Legal document management
- Pharmacovigilance and regulatory
- Vendor contracts and management (including dealing with change orders from both the supplier and receiver perspective)

In addition, our teams can benefit from access to our medical team and our various therapeutic leaders, to capitalise on their knowledge and experience.



Case Study

We have many case studies that we can give examples of to highlight our depth of experience, here is one for our insourcing services:

Case Study – Insourcing Project Management Services

Requirement Description	Selected Applicant	Collaboration to Date	Career Development
 <p>A leading pharmaceutical company approached us in October 2015 regarding a specialist Clinical Project Leader (CPL) opportunity in the UK.</p> <p>The Sponsor had very specific experience requirements and the candidate chosen was a proven Project Leader with global experience managing the exact type of study that the Sponsor had in mind.</p>	 <p>Due to our recruitment strengths, we were able to present 6 candidates within 1 week, all with strong Clinical Project/Study Management backgrounds.</p> <p>The whole selection process was completed within 4 weeks and the Candidate started within 8 weeks.</p>	 <p>Since joining the team in, this individual has thrived at the Sponsor and has become an integral member of the team with consistently positive feedback.</p> <p>The CPL thoroughly enjoys her Sponsor-based role and values the benefits of working for a CRO whilst being Sponsor-dedicated.</p> <p>CROMSOURCE continues to place additional staff with this Sponsor in a variety of areas.</p>	 <p>CROMSOURCE Line Managers work with clients to ensure equal treatment and career progression. Because of the CPL's dedication and commitment to the Sponsor, we were able to facilitate a promotion to Senior CPL, while they remain a CROMSOURCE employee.</p> <p>CPL is now engaged in higher level tasks, including taking on large, complex, international studies, accountable for managing the global budget and milestones.</p>

Functions Covered

- Local/Global Clinical Project/Trial Managers from Junior to Director level
- Clinical Research Managers
- Clinical Operations Leaders/Line Managers
- Local and Global Study Leaders
- Lean/Agile Project Managers
- Country Managers
- Pre-Clinical and Early access Experts
- Medical Devices Study/Project Managers
- Late Phase/Phase IV Research Leaders
- Program Delivery Managers
- Quality Oversight Leaders
- Data Quality Delivery Leaders
- Investigator Sponsored Study Leaders
- Pharmaceutical Commercialisation Project Managers
- Biomarker Operations Project Manager
- Randomisation Experts
- Life Cycle Management Leaders

Choose the right Flexible Resourcing model that suits you or let us advise you on the best fit for your business:

Insourcing/Staff Augmentation

Providing our resources, contracted to work directly under your direction and control. Enabling temporary increase in capacity, while maintaining complete oversight.

Functional Resourcing (FSP)

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.

Hybrid Delivery Model

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

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

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.

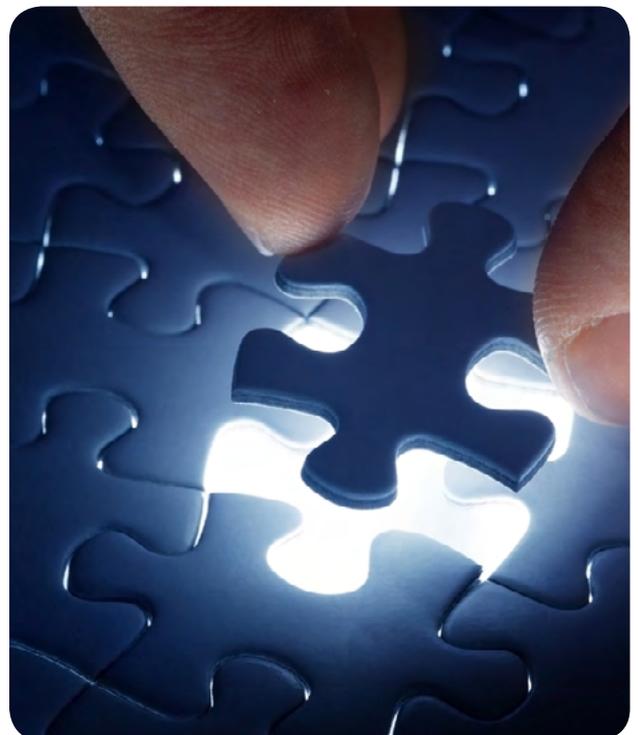
Permanent Placements

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

Staff Recruitment Expertise

TalentSource's dedicated staff recruitment team allows our clients to capitalise on the state-of-the-art technology and database within CROMSOURCE. Recruitment and acquisition of talent is a corporate core competency at CROMSOURCE and one of the reasons why we can support our clients with a fast ramp-up of resources for their studies. Our recruiting process is established to attract and hire qualified candidates and utilises a variety of methods to recruit new hires including: direct sourcing, outsourcing and retained searches.

We place major emphasis on direct and clear communication lines between CROMSOURCE and clients at the start-up phase of any relationship and clients can be closely involved with the selection of resources assigned, if required.



Why work with CROMSOURCE?

- **Commitment to Clients:** Critical to program success, we have a dedicated Account and Line Management Team. Formal communication/Governance for fast issue resolution. High level of client control and regular interaction at all levels.
- **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.
- **Training:** Our own internal training structure, with dedicated trainers and electronic training system, covering both Medical Device and Pharmaceutical regulations.
- **Client and Employee Support Infrastructure:** We have robust management oversight, IT, HR, Finance, Legal, Quality, etc.
- **Employee Retention:** Robust management structure for performance and problem resolution, career development to give us a stable workforce. Offering reward and recognition programs and long-term retention techniques. We are proud that our employee turnover rate is less than 15% per year.
- **Management Structure:** Formal communication/Governance with high level interaction and fast resolution

Demonstrated Staff Commitment?

See our spotlight on Emanuela – Project Manager with one of our sponsors. [Click here to read her story.](#)



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
RUSSIAN
FEDERATION
SERBIA AND
MONTENEGRO
SLOVAKIA

SLOVENIA
SPAIN
SWEDEN
SWITZERLAND
TURKEY
UKRAINE
UK

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ARGENTINA
BRAZIL
CHILE
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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