

A close-up photograph of a microscope lens, showing technical markings "10/0.25" and "16010". The image is overlaid with diagonal bands of orange and teal colors.

Meeting & Exceeding Clinical Trial Talent Demand

A Case Study in Advanced RPO Excellence



Our Client

A global clinical research organization dedicated to delivering services and technology across the life sciences sector.

How It All Started

As the talent market tightened across the bio and pharmaceutical industries in 2017, this highly successful clinical research firm realized it had a growing employment challenge in its clinical trials division. They were struggling to fill specialist research roles for clinical trial work in a timely manner, and the resulting talent gaps began to hinder the division's ability to meet demand.

They turned to Advanced RPO to reimagine the talent acquisition process for these specialized clinical trial roles.

CASE STUDY

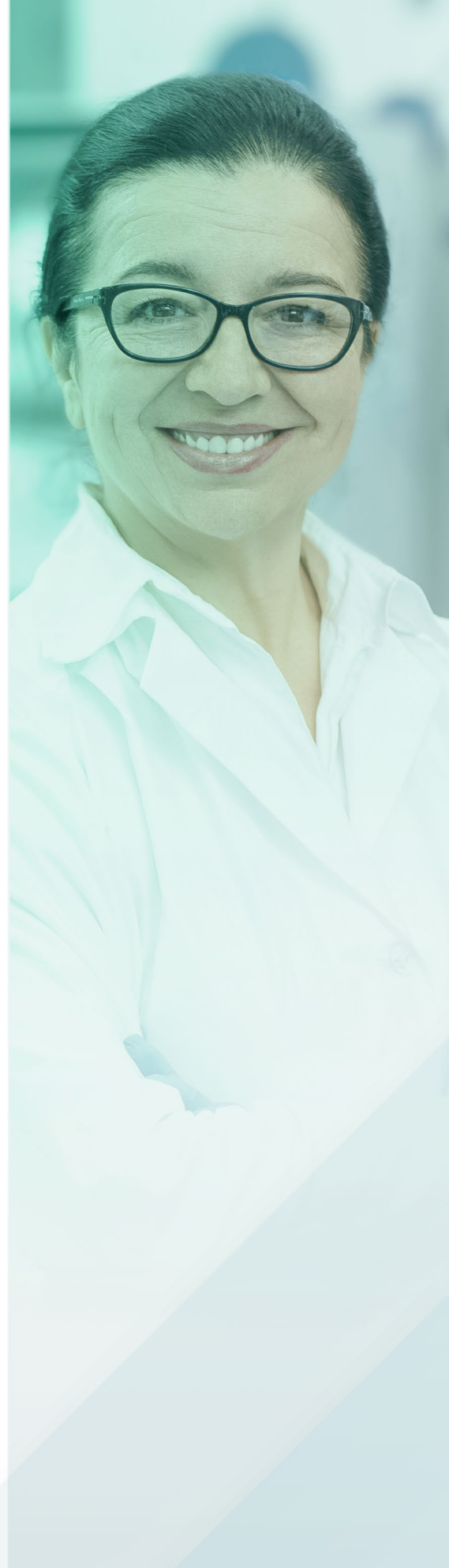
How We're Helping

Our RPO approach began by digging deeply into the company's clinical trial offering. While Advanced RPO has a deep portfolio of pharma and life sciences talent solutions, we never substitute our prior experience with the work of getting to know a client's business and workforce from the ground up.

Our discovery process revealed that longtime use of a variety of staffing and talent agencies to fill the clinical research roles meant the client company had never built any kind of employment brand awareness across the life sciences niche. Engaging and recruiting talent was taking longer because candidates simply did not know the company, their incredible work or the excellent employment opportunities they offered.

Advanced RPO began the work of establishing and communicating the company's brand across the life sciences sector. Our recruitment marketing specialists helped solidify brand messaging, reworked job descriptions to showcase the company's employment profile and identified specific talent resources (schools, networks) for brand promotion.

Alongside this essential brand work, Advanced RPO rebuilt the recruitment team and process. We established a dedicated division of recruiters all with a minimum of 10 years of global pharmaceutical and life sciences recruitment expertise. This highly experienced team, backed by the new employment branding and recruitment marketing effort, had an immediate impact. Clinical research positions were being filled four times faster and all clinical trial contracts began fully staffed.





The Difference We're Making

Since 2017, Advanced RPO has been the dedicated recruitment partner to this clinical research leader filling between 100-125 full-time research specialist roles for the clinical trial division over the last two years. With this success, the recruitment role Advanced RPO plays has expanded to include:

Global Reach: When the company began to expand globally in 2019, Advanced RPO expanded its solution team as well to fill workforce needs in Europe and APAC.

New Roles: Quickly recognizing Advanced RPO's expertise in the industry, the company began to utilize Advanced RPO to fill full-time jobs across the entire organization. Today, Advanced RPO fills a full range of business and life sciences roles for the client, including:

- Quality Auditors
- Compliance Leads
- Database Programmers
- Biostatisticians
- Project Managers
- Data Coordinators and Managers
- Finance Directors
- SAS Programmers
- Clinical Research Associates
- Clinical Data Managers

“Service and value grows quarter over quarter. In addition, the team is highly collaborative and openly shares how we can continue to drive results.”

— President

About Advanced RPO

Advanced RPO powers the recruiting function of high-growth organizations. To learn more or see more case studies visit www.advancedrpo.com.



95%+

Clients report
95%+ hiring
manager and
candidate
satisfaction



ClearlyRated
Best of RPO®
Award winner



15x
HIGHER

Net Promoter
Score that's
15x higher than
the industry
average

RPO Highlights

Kicked off in 2017

Average annual hires: 100-125

Reduced agency spend by 91%

Filling both U.S.-based
and global roles

Sample Positions Filled

Quality Auditors

Compliance Leads

Database Programmers

Biostatisticians

Project Managers

Data Coordinators and Managers

Finance Directors

Marketing Specialists

Financial Analysts

Resource Management
Associates



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