

CASE STUDY - AUSTIN RESEARCH INSTITUTE

Due to sudden departures, the Austin-based clinical research Medical Director's team required support for their clinical trials. Tenured staff were brought in to fill the gaps.



AT A GLANCE

Challenges

- Limited resources
- Low morale
- Specific cultural fit

Benefits

- Quick turnaround
- Satisfied customer
- Quality improvement

CHALLENGES

The team faced a significant hurdle in the departures of 2 tenured staff members who were essential to the clinical operations team. The shift in responsibilities due to the temporary situation affected their morale and quality of work, which was a cause of concern for the sponsors involved. Despite the HR team's efforts to fill the role for 45 days, they couldn't identify suitable candidates that fit the client's specific cultural requirements, given the population they serve.

SOLUTIONS

We worked closely with the hiring manager, senior leaders, and HR to identify the precise requirements for the role and ensure a good cultural fit. Our strategy involved targeting potential candidates from our over 20,000 pharmaceutical professionals network. In addition, we also explored academic candidates who were seeking to transition to the industry side and gain valuable experience. Through a rigorous search and interview process, we were able to present three highly qualified profiles within a short span of 5 business days.

BENEFITS

As a result of our successful performance, the client extended offers to 3 study coordinators. The client is delighted with the placements, and the team's morale and quality have improved significantly, resulting in the sponsor offering them more clinical trials.

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