SIMULSTAT

CASE STUDY

SIMULSTAT MOVES THE BAR HIGHER WITH CUSTOMIZED REAL-WORLD EVIDENCE FSP MODEL

CHALLENGE

Our client, a west coast biotechnology company with 30,000 plus employees, wanted to form a Functional Service Provider (FSP) partnership for their growing real-world evidence (RWE) group. This industry leading RWE group had become accustomed to handpicking contingent labor from a pool of vendors and over time this presented many challenges, including co-employment risks and onboarding inefficiencies. The group needed to completely hand off all hiring responsibilities to the FSP, triple in size while limiting attrition, and streamline onboarding logistics.

How would you describe the overall level of talent of SimulStat resources?

"The overall level of talent of SimulStat resources is exceptional. Simulstat's effective screening process means that only highly qualified candidates arrive to our teams, demonstrating a high degree of expertise, professionalism, and dedication. SimulStat consistently provides top-tier talent that not only meets but often exceeds our expectations, contributing greatly to our success."

SOLUTION

Collaborating with the head of programming and key stakeholders from the epidemiology team, we started to build out the customized framework for the FSP. The first task was to create a hiring process that took into consideration all aspects of our client's prior hiring process and ultimately yielded similar results. This included identifying line managers, creating standards for evaluating candidate profiles, developing a customized online candidate assessment tool, and building a robust and efficient onboarding process.

To meet our client's demanding periods of rapid growth, SimulStat's Operations Team and FSP Line Managers built a customized onboarding system which included a Candidate Validation Process (CVP) and a Candidate Assessment tool. Due to the challenges of building a remote FSP team, SimulStat created the CVP to validate the identity of candidates throughout the entire vetting, interviewing, and onboarding process. The candidate assessment tool, tailored to our client's specific project needs, takes a deep dive into current/past skills, experience and serves as an additional identification validation point.

Past experience with FSPs taught SimulStat a flat organizational structure leads to increased attrition as it limits career growth for FSP resources. The solution was creating 7 distinct analyst and epidemiologist roles varying in seniority level and responsibilities. These provided critical stepping stones for resources to further their careers within the FSP.

OUTCOME

The CVP, candidate assessment tool, and revamped hiring and onboarding process successfully eliminated all co-employment risk, drastically reduced onboarding timelines, and increased overall operating efficiencies. This combined with the new organizational structure, drastically improved attrition metrics, ultimately enabling SimulStat to triple the size of the FSP while maintaining the high level of talent for this innovative RWE group. The partnership with our customer continues to evolve and in recent years has expanded to include support for new drug applications and label expansions.

"Simulstat's talent identification, recruiting and screening processes are the most effective I've seen."

"We consistently receive top-tier talent from Simulstat that exceeds our expectations."

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