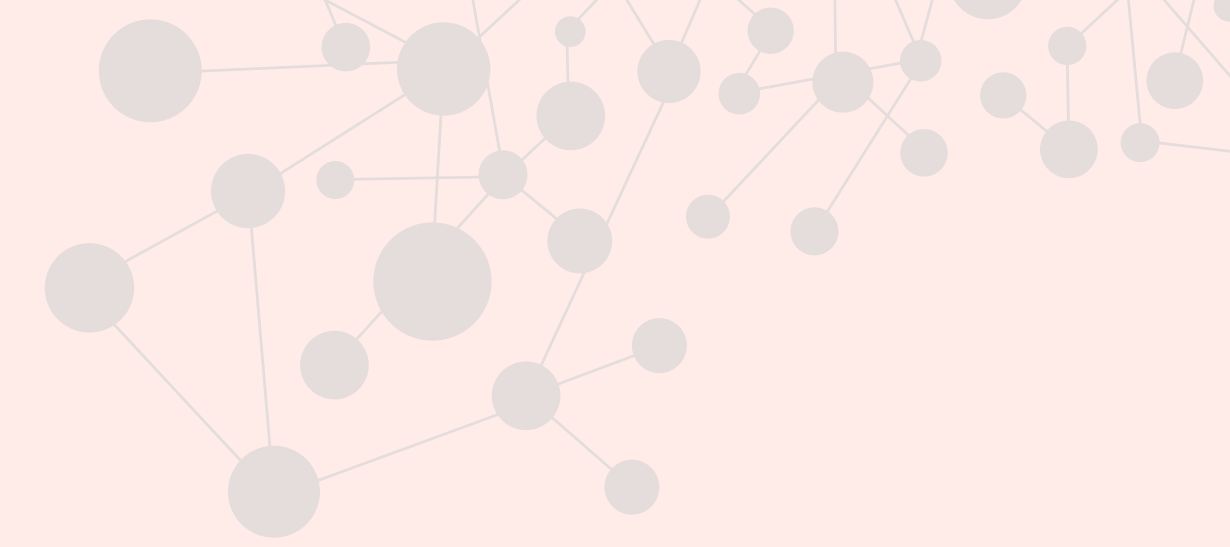


Pharma Company fills Regulatory, Compliance and Pharmacovigilance positions in remote locations in record time

Compunnel's deep service and delivery network and staffing expertise enable the client to meet key compliance requirements

Widely considered a recession-proof industry, pharmaceutical enterprises require specialized talent to develop innovative products and medicines. The companies employ a wide variety of talent including everyone from scientists to support staff. One common factor that links almost every function in the industry is compliance. Companies must experiment, test, and formulate medicines in compliance with FDA guidelines. But finding talent with niche skills and compliance know-how to manage research, development, and post-market launch monitoring is a hard task and often impedes pharmaceutical companies' business plans.





Client Challenges

The client was trying to build a team of pharmacovigilant talent to monitor one of their drugs in the market. But the below hurdles were blocking their path and there was a risk of violating FDA regulations if the product's side effects were to go unreported.



Sourcing pharmacovigilance talent at scale to close hard-to-fill positions



Finding qualified talent with the required compliance knowledge



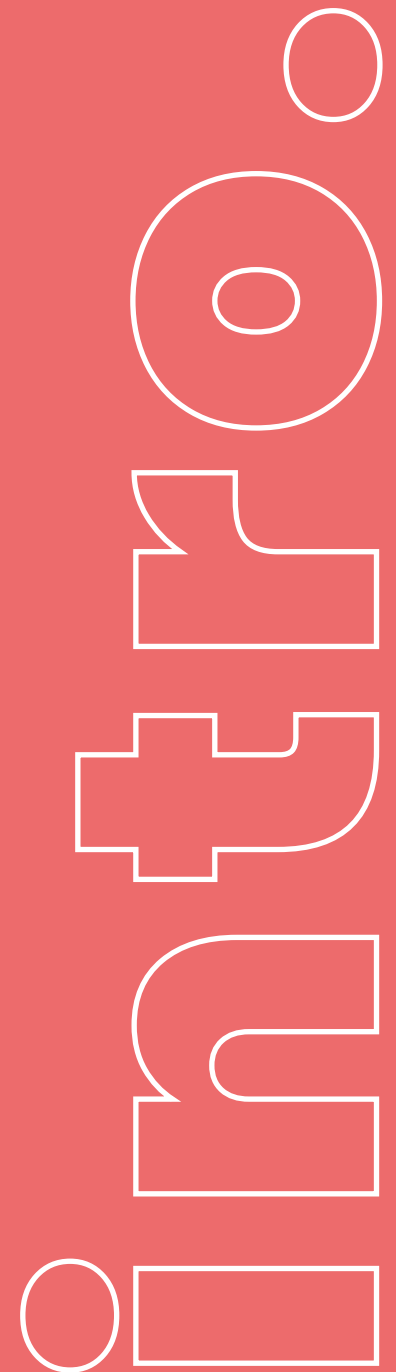
Hiring in a remote location that was not high on the preference list of most candidates



Existing talent acquisition strategies failed to fill the roles within the defined time and budget

About Client

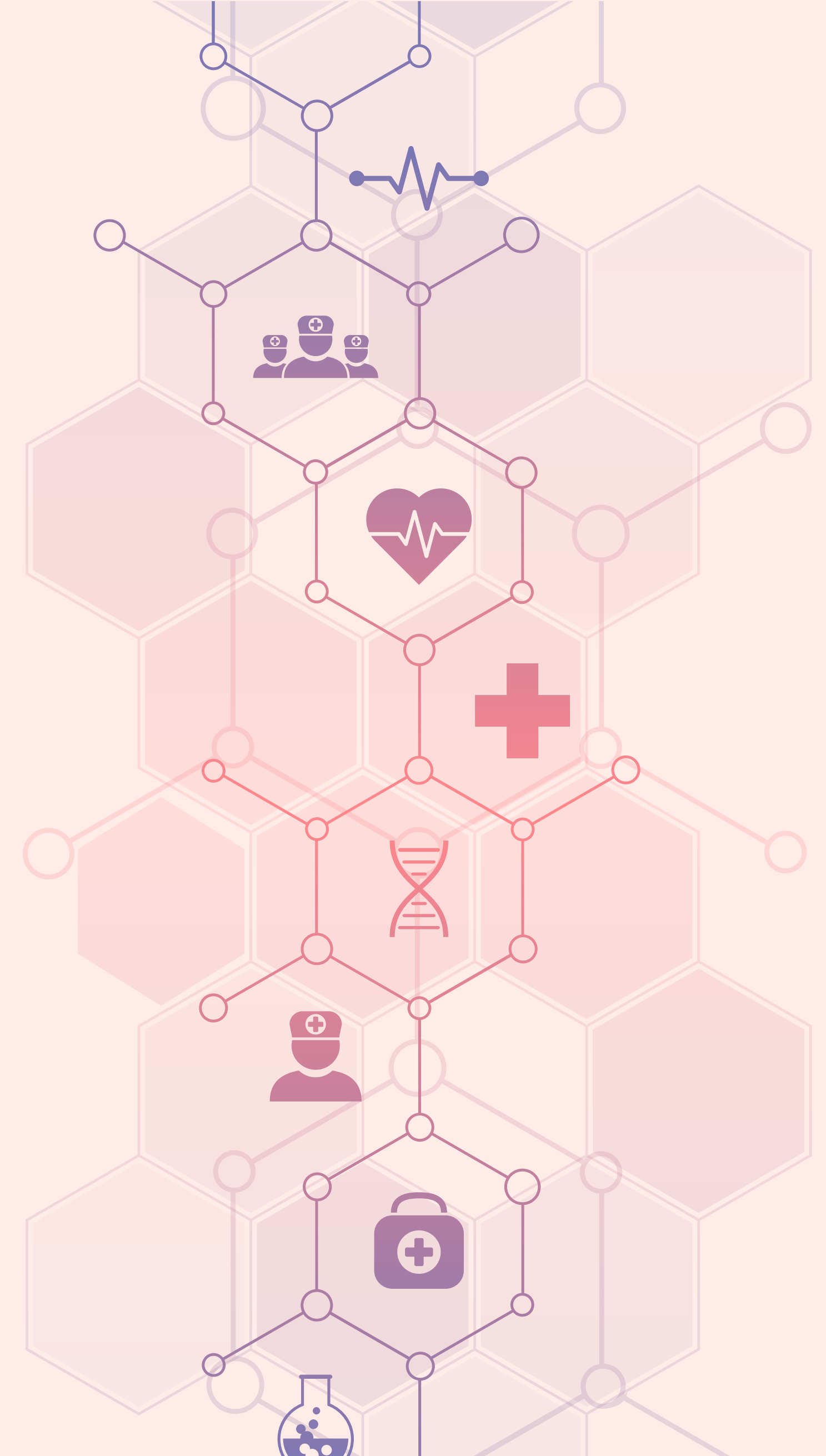
One of the world's premier pharmaceutical companies, our client has developed various breakthrough products that have shaped healthcare over the last 4 decades. The company has a vast global presence and its product portfolio covers nearly all the major therapeutic areas.



Our Solution

Compunnel leveraged its strong presence in the required location and deployed a dedicated account management team to execute the following strategies:

- Deployed specialized recruiters with pharma industry expertise to source top talent
- Tapped our internal passive talent pool to find ready-to-go resources who required minimal training
- Generated vetted referrals in the target location on our talent referral network, iEndorseU
- Deployed 3 best-match independent recruiters using the ML algorithm of our crowdsourced recruitment channel, Jobhuk to widen the local talent pool
- Provided additional training by Compunnel's learning and development experts before new hires started on the job
- Utilized SMEs and AI assessment partnerships for fast and accurate candidate screening
- Conducted timely onboarding of new hires through our talent engagement app, StafflinePro.
- Utilized the built-in ML algorithm of our crowdsourced recruitment channel, Jobhuk to match the best independent recruiters with job requirements



The Results

Compunnel delivered exactly the talent that the client was looking for, despite challenging job roles and location. We helped the client achieve the following results:

36

days Time-to-Hire
compared to 45 days earlier

14%

Lesser Cost
of Hire

1:5

Submit-to-Hire
Ratio

3:5

Submit-to-Interview
Ratio

Locations Served

- Seamlessly conducted post-marketing surveillance
- Collected valuable data on product safety and quality
- Ensured compliance with regulatory requirements



About Compunnel

Compunnel Inc., founded in 1994, delivers bespoke staffing, full-time hiring, payrolling, SOW, and IT consulting solutions to diverse set of businesses & enterprises. Ranked by SIA amongst the Largest Staffing Firms in the US, Compunnel is transforming the talent supply chain through its technology-backed solutions. As a preferred choice of industry leaders, our passion is not only to connect our customers with quality talent, but we go an extra mile to provide customized support to our customers and help them meet their diverse talent needs.

Awards and Recognition



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