



Pharmaceutical Company Consolidating Best Practices for Efficiencies

Background

A top-20 pharmaceutical company went through a major reorganization, and new leadership had a clear vision for the direction of their LAS program. However, the organization's internal policies were impacting their ability to address long-term employees that were underperformers, unwilling to support new changes from the leadership. Plagued with compliance and animal welfare issues, an immediate change was needed.

Challenge

Replacing long-term employees is always a challenge because of knowledge transfer, understanding of company culture, moral concerns, and the natural fear of change. In addition, the facility was located in a remote location, and specific compliance concerns needed to be addressed immediately. The added challenge was that the leadership requesting the changes was fairly new as well.

Solution

Knowing the company needed experienced, contracted personnel, they sought the help of Charles River Insourcing SolutionsSM. We were able to develop a flexible and integrated insourcing model that consisted of highly skilled, experienced staff. They required no additional training and could seamlessly be integrated into the customer's existing personnel hierarchy. This model resulted in no interruption of studies and flexibility to scale up or down personnel based on need.

Benefits | Highlights

In the highly competitive environment of drug discovery and development, pharmaceuticals cannot afford to stop research due to budgetary or staffing constraints. By partnering with Charles River, they were able to continue their research programs and staff them accordingly without the need to increase actual headcount. Additionally, due to the success of this model, the program was expanded to another one of its facilities in North America.

Highlights:

- **Program tenure:** This program has been in place for over 10 years.
- **Program scope:** The program has since grown in complexity from basic husbandry support and cage washing to study support and project management.
- **Value:** In the pharmaceutical world, time is money. By being able to obtain highly trained and experienced staff that could provide continuous quality support through reorganization and compliance concerns, the company was able to advance their research without interruption.