



## Pharmaceutical Company Continue Research without Adding Headcount

### Background

A top-10 pharmaceutical faced a dilemma often experienced by many (if not all) commercial institutions globally at one point. Their research needed to progress, but a hiring freeze limited their ability to increase headcount to support research. The company needed a flexible insourcing model that would enable them to fill positions that were critical to the advancement of their research.

### Challenge

Because the company wasn't hiring, the only option was to seek a contingent staffing contract that could be adjusted based on budget and need. So when their strategic sourcing group (i.e., procurement, scientists, and head of research) met, they quickly realized that a standard staffing model would not work due to the lack of expertise they required. This lack of expertise would undoubtedly impact study milestones.

### Solution

Knowing the company needed experienced, contracted personnel, they sought the help of Charles River Insourcing Solutions<sup>SM</sup>. We were able to develop a flexible and integrated insourcing model consisting of highly skilled and experienced staff. They required no additional training and could be seamlessly integrated into the customer's existing personnel hierarchy. This model did not interrupt their studies and offered 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, this pharmaceutical was able to continue its research programs and staff it accordingly without the need to increase actual headcount. Additionally, due to the success of this model, once the hiring freeze was over, the program expanded to another one of its facilities in North America, where Charles River staff remain an integrated part of their incumbent staff.

### Highlights:

- **Program tenure:** This program has been in place for over 10 years with staffing support growing over 25% since its initiation.
- **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 the hiring freeze, the company continued to advance their research without interruption.