



Supporting Business Growth  
**Through Recruiting  
Excellence**

A Case Study in Advanced RPO Excellence



## Our Client

A clinical research company that operates globally.

## How It All Started

A growing clinical research company, without a dedicated recruiting function, wanted to strategically position themselves to attract and recruit the best talent in the industry. It was important that they partner with an organization that would invest in understanding their culture and dedicate an experienced team that could grow with them. The partnership was formed in 2016 and continues to expand with their growth.

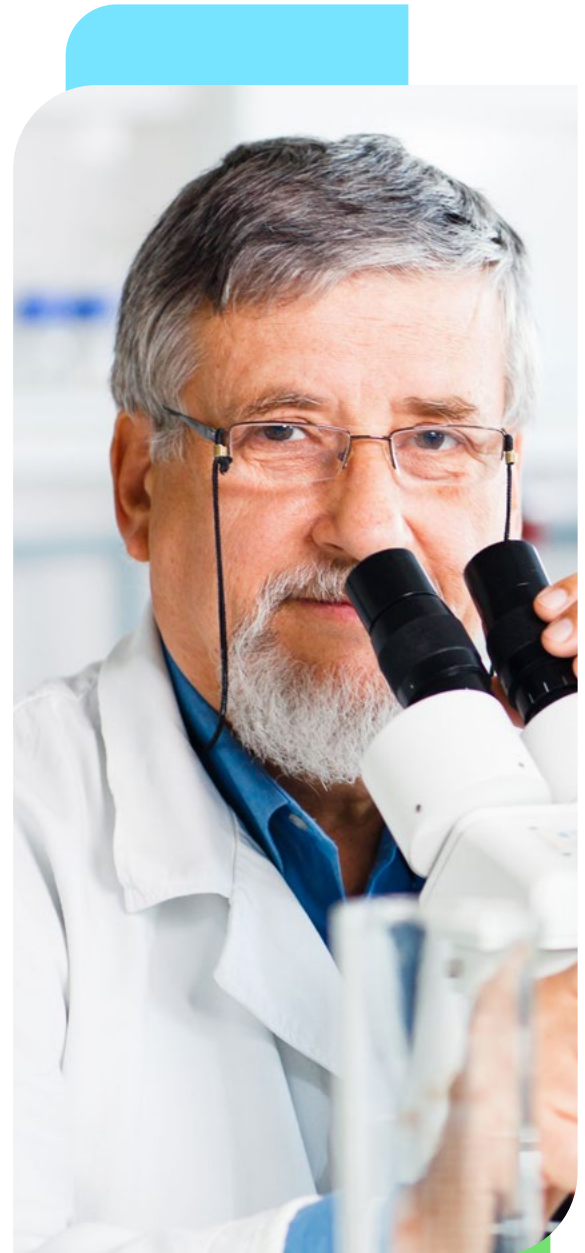


## How We're Helping

Advanced RPO started by diving into the culture of the organization and understanding what type of employee thrives within their culture. From there, strategies and processes were built to provide a framework for recruiting that allowed us to grow with them. This foundation has enabled Advanced RPO to support the client in, not only their US operations, but also expand operations into 14 countries. The agile recruitment platform has been crucial to enabling them to rapidly grow and scale to capture new business opportunities.

Advanced RPO is the recruitment function for this client. We are accountable for all hiring for all divisions of the organization. We scale the recruitment team to meet their business needs, provide expert consultation from the hiring manager level through the C-suite, develop and execute diversity recruitment strategy and are truly integrated within their business operations.

As the relationship continues to evolve and mature, Advanced RPO has taken a proactive approach to recruiting by continually monitoring data and metrics to drive desired outcomes. This has become a strategic advantage for the client for two reasons. First it allows for the ability to monitor progress and set new goals for improvement; and second it has allowed the client to make more strategic decisions based on internal and market data.



## The Difference We're Making

By working closely with the client and becoming a strategic advisor on all aspects of talent acquisition, we have facilitated growth through quality recruitment operations. The ability to scale and pivot when needed has given them flexibility to pursue new business opportunities and compete in a very competitive market.



## Highlights

- ✓ Partnered with the client as they grew from a US based operation and expanded globally; **more than doubling** the number of hires in the last four years
- ✓ **Hiring top talent in 14 countries:** US, Canada, France, Italy, UK, Germany, Romania, Ukraine, Poland, Switzerland, Australia, Ireland, Spain and the Czech Republic
- ✓ **Increased the quality of candidates** and built trust with Hiring Managers which brought their Interview to hire ratio from 4.5:1 down to 2:1
- ✓ Consistently met and **exceeded the program goals** set for TTF
- ✓ Worked with and supported the client **diversity initiatives** helping them to exceed their target goals in 2021

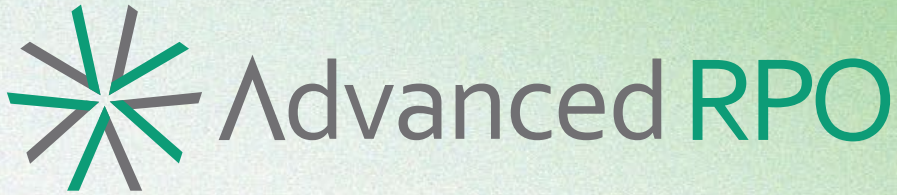
## New Roles

Quickly recognizing Advanced RPO's expertise in the industry, the company began to utilize Advanced RPO to fill full-time jobs across the entire organization. Today, Advanced RPO fills a full range of business and life sciences roles for the client, including:

- ✓ **Quality Auditors**
- ✓ **Compliance Leads**
- ✓ **Database Programmers**
- ✓ **Biostatisticians**
- ✓ **Project Managers**
- ✓ **Data Coordinators and Managers**
- ✓ **Finance Directors**
- ✓ **SAS Programmers**
- ✓ **Clinical Research Associates**
- ✓ **Clinical Data Managers**

**“Service and value grows quarter over quarter. In addition, the team is highly collaborative and openly shares how we can continue to drive results.”**

- President



## About Advanced RPO

Advanced RPO powers the recruiting function of high-growth organizations. To learn more or see more case studies visit [www.advancedrpo.com](http://www.advancedrpo.com).

## RPO Highlights

- Kicked off in 2016
- Average annual hires: 75-100
- Reduced agency spend by 87%
- Filling roles in 14 countries

## Sample Positions Filled

- ✓ Quality Auditors
- ✓ Compliance Leads
- ✓ Database Programmers
- ✓ Biostatisticians
- ✓ Project Managers
- ✓ Data Coordinators and Managers
- ✓ Finance Directors
- ✓ Marketing Specialists
- ✓ Financial Analysts
- ✓ Resource Management Associates

93.8%

Industry-leading Net Promoter Score (NPS)

95%+

Hiring manager satisfaction

98.5%

Candidate satisfaction

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