



**progressive**   
experts in your field

## **Project Solutions**

Improving operational efficiencies



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## Project Solutions

A Progressive Recruitment project solution streamlines operations across your business functions for short-term individual resourcing gaps through to long-term, fully-staffed projects.

Our expert teams deliver a project solution that's scalable and to a high standard of quality. This allows your company to focus on its core competencies and reduces the need for change orders and training in these areas.

The project solutions model is a modern alternative to more traditional options such as CROs (Contract Research Organisations) or outsourcing to an agency support team.

Our project solutions service a range of areas including:

- Clinical studies
- Consultancy
- Investigator contract negotiations
- New introduction to product portfolio
- Pharmacovigilance
- Project management
- Quality management
- Regulatory document preparation
- Site identification and initiation
- Staff development and knowledge transfer
- Validation tasks



## A Bespoke Approach

Progressive Recruitment is dedicated to providing a bespoke offering that meets your exact needs and expectations.

Our commitment is ensuring your team or an individual displays best practice procedures, meets all compliance requirements and is committed to the ongoing success of your company.

Our extensive global network offers the latest and highest calibre of talent from across the industry to allow for complete agility and adaptability to deliver a solution that is tailored to your needs.

Our flexible approach ensures you clearly understand each stage of our service process. You decide on your level of involvement to identify and interview prospective candidates.

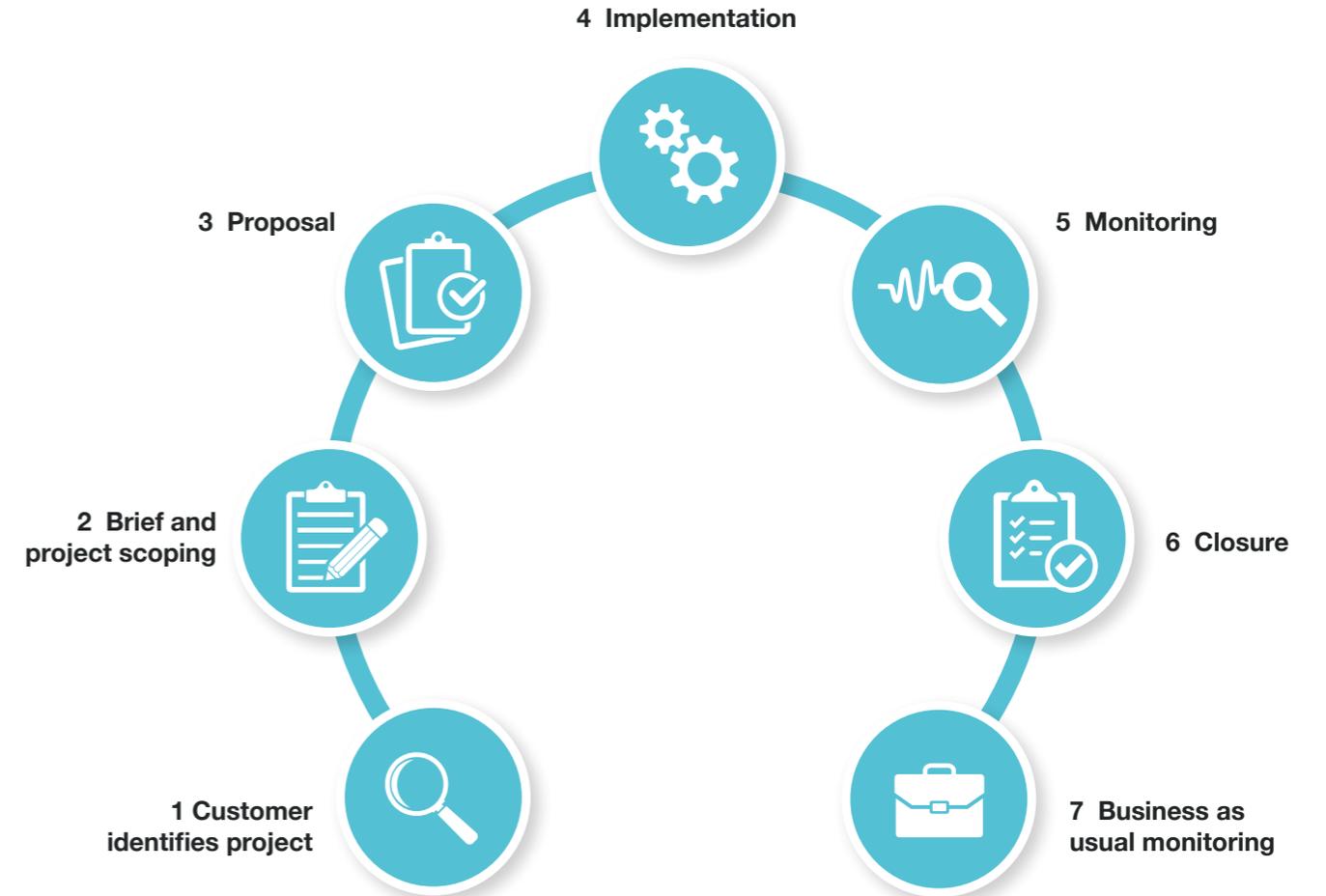
At the proposal stage, each party will consider and agree to working processes and project specifications as well as set project governance, issue resolution and performance measurements.

A detailed briefing and project scoping will take place with a mutual commitment made to the service level agreement.

Next, a Project Manager will be assigned who will coordinate and communicate your project. They will update you on the number of hours worked, the engagement of talent, overall service and you will receive information on how and where to escalate any issues, if required.

Once the timeline of the project is agreed upon, we will allocate and manage the required staffing needs across each stage of the project. We'll provide on-going support as the project progresses to ensure your team is meeting objectives and you're pleased with the progress.

If the original scope of the project changes, our team can easily adapt and address any new requirements with minimal disruptions to workflow.



## How You Benefit



### Improved efficiencies

Dedicated teams or individuals with specialist expertise tailored to your needs are employed, rather than a complete outsourcing project.



### Reduced costs

The team or individual becomes part of your in-house operations, but are employed by Progressive Recruitment which reduces the need for ongoing in-house administrative support.



### Quality control

Our teams or individuals seamlessly transition in-house, ensuring a high degree of control, transparent monitoring and alignment with operating processes and standards.



### Flexibility

We flex to your needs. The model adjusts as resources scale up or down, or as priorities change including moving timelines, fixed budgets, productivity output and quality levels.



### Integration

From sourcing and implementation to final completion day, we ensure a continuous and unified approach is taken to team integration, from cultural fit to skills, development and experience.



### Extensive network

We work with an extensive global network of experienced industry professional's across a wide range of core functions to ensure greater performance and success.

## About Progressive Recruitment

Progressive Recruitment is an industry leading staffing specialist with more than 25 years of experience and operational expertise in the life sciences' industry. Our extensive network and local knowledge provides you with industry insights on an international scale.

We have a strong understanding of local markets and trends, ensuring our services are flexible and adaptable for your staffing needs. Our team provides expert advice throughout the recruitment lifecycle in the medical devices and in-vitro diagnostics, food and beverage and pharmaceuticals and biotechnology industries.

We've invested in our extensive network allowing us to identify the best talent on a global scale with a localised and on the ground approach.

The core functionality of our network enables us to run dynamic searches based on an extensive criteria including locality, qualifications, skills, detailed experience, previously short listed staff for competitors, and over-all background. This ensures you have access to an extensive network of talent that is individually matched to your specific needs.



## FAQ's

### What are the key benefits of using project solutions?

A project solutions service can provide a complete end to end solution which is both agile and flexible, in comparison to a complete outsourcing solution.

### How does Progressive Recruitment project solutions service differ to those offered by more traditional outsourcing models?

With a Progressive Recruitment project solutions service there is no fixed service end point. You are free to continue the service for as long as it's required, limiting your risk, as you are free to exercise contractual termination at any point.

There is ongoing agility in our project solutions because we deliver experts, rather than outsourcing our own staff, we have the agility to pinpoint certain areas of expertise.

### What type of projects/functions are suitable for this service?

Our project solutions service is suitable for any function that wants to cut non-core activities and focus on operational objectives. Any function that has a definable role in a company, or any project with a defined start, middle and end that needs additional support can be enhanced through this service.

### Which roles/functions are you able to support?

- Clinical Research
- Quality, manufacturing, compliance
- Regulatory
- Medical Affairs
- Drug Safety and Pharmacovigilance
- Sales, Marketing and Commercial

### What are the associated costs?

As the service is flexible and agile, the costs depend on the background and skills of the experts required, and the duration of the project. There is a monthly charge for the service which will encompass all these different elements.

### What happens if my project scales up or down?

Our project solutions service is entirely flexible, which means that we can scale the solution to meet your needs at any point during the project.

### What support will I receive throughout the project?

You will be assigned a Project Manager to coordinate the communication, and consider progress.

Your Project Manager will update you on the hours worked, the engagement of the experts, and the service overall. You will have clear escalation pathways to ensure feedback or concerns are listened to, and actioned upon.

### Will I be assigned one key point of contact?

Yes, you will have one assigned key point of contact, and you will have visibility on escalation routes and other operational specialists within our company.

### How involved will I be in screening and interviewing new starters?

You will decide on the level of involvement you want, as is appropriate for the project. A clear, individualised process will be defined during the briefing and service level agreement formulation.

### Do you have an on-boarding process?

Yes, we have an on-boarding process which has been used for companies from the world's largest pharmaceutical companies, to small start-up biotechnology firms.

### Will you work with our existing systems?

Yes, our experts will work within your existing systems and processes.

### How often will I receive project updates and reviews?

Depending on the size and complexity of your project, we would recommend frequent updates in the first weeks and months, and then settling into a monthly reporting structure as the project reaches a business as usual stage.

If appropriate, quarterly or six monthly comprehensive performance and project reviews will be scheduled. This will be discussed at the project briefing, and agreed upon in the project service level agreement.

## Contact Us

At Progressive Recruitment, we're dedicated to providing you with a tailored and high quality service that meets your project needs.

Visit the Progressive Recruitment website for more information or contact our dedicated project solutions specialists.

E: [m.houtepen@progressiverecruitment.com](mailto:m.houtepen@progressiverecruitment.com)  
T: 49 (0) 89 242 93 9879

E: [t.heathcote@sthree.com](mailto:t.heathcote@sthree.com)  
T: +49 (0) 69 2 6489 8010

[www.progressiverecruitment.com](http://www.progressiverecruitment.com)

Visit our page on [LinkedIn](#)



