

Augmenting and expanding biotherapeutics based CDMOs.

When their projects rapidly grew, and internal teams reached their limits, several biotechnology Contract Development and Manufacturing Organizations (CDMOs) engaged with Kelly[®] Science & Clinical for specialized talent and solutions.

CHALLENGE:

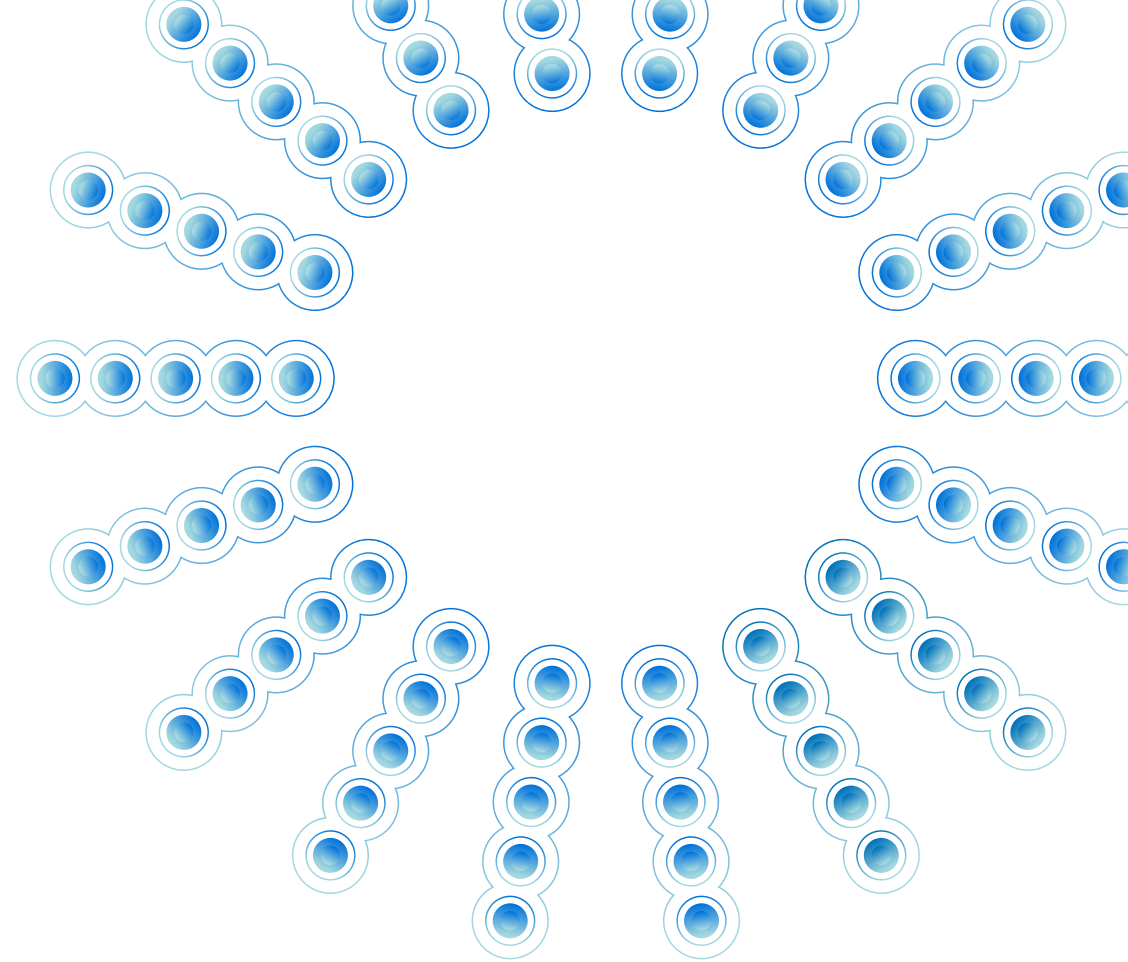
Biotechnology CDMO projects grow at breakneck speeds. To meet their client's expectations, they must augment their staff with expert talent, often in remote locations.

SOLUTION:

Kelly Science & Clinical quickly sourced specialty-trained talent with the right experience.

RESULT:

Specialized talent, some needed on-site as soon as possible, were brought in to facilitate new production and rapidly changing projects, allowing the internal team—who were getting stretched too thin—to focus on priorities.



CDMOs face a wide range of issues as they navigate the demands of clients and projects. Companies often need to ramp up implementation or production, rapidly growing to meet expectations within the competitive CDMO industry. Whatever changes may come, having the right talent at the right time is imperative.

Rapidly scaling up a workforce to produce a vaccine.

Organizations face demands, but none more critical than those related to the global pandemic. After the government selected an industry-leading CDMO to produce an all-important vaccine for large-scale trials, they needed to increase their staff dramatically. But where could they find specialized talent that had experience in upstream and downstream bioprocessing? Knowing that the trials were essential to defeating the pandemic, the organization turned to Kelly Science & Clinical to rapidly grow their team. The Kelly team strategized around the geography and demand in the market to recommend what roles would need to be filled as direct hire and which roles could be fulfilled on contract. They deployed a team of local and nationwide recruiters to relocate the higher-end talent while simultaneously ramping up local support for contractors. The Kelly team quickly sourced 15 direct hires and 24 flexible contractors so that the organization could stay on track and deliver vaccines for trials during an unprecedented time.

Finding hard-to-find expert talent with cell and gene therapy experience in a pinch.

Although some CDMOs might not be dealing with a global pandemic, they do have critical needs. During a large-scale acquisition, a CDMO needed experts immediately with closed system experience from other

CDMO companies due to the variety of projects they had on hand. Kelly was able to get on-site to support the local HR team, get them up to full staff capacity, and position them for acquisition. Kelly Science & Clinical used its vast network to find and place 26 full-time positions for the client in a matter of 6 months across a variety of manufacturing and support roles.

Procuring an army of niche talent to open a new site.

Building a new facility is exciting, but it also brings new challenges: installing new equipment, staffing up, and building a new team from ground zero. As a multinational chemicals and biotechnology company looked to expand their biotherapeutics arena in Houston and NH, they needed a partner that understood the niche marketplace and geographic hardships for people with this specific experience. In Houston, this was a brand new facility, scaling in every area from MFG, MSAT, quality, and leadership. They turned to Kelly, who again quickly strategized to recommend what roles would need to be filled as direct hire and which roles could be fulfilled on contract. Kelly then deployed a team of local and national recruiters to relocate the more experienced, senior talent while also ramping up local support for contractors. By partnering with Kelly, they were able to quickly access over 100 contractors, 20+ direct hires, and also receive support with professional payroll service.

Sourcing expert talent that your talent acquisition team hasn't been able to locate.

As CDMOs become established within the industry, they grow. And as they get bigger, so do their teams. Over five years, a biotherapeutics organization has flourished, and steadily grown in the CDMO industry. They partner with Kelly for high-end, strategic searches and when their internal talent acquisition teams aren't able to find the right talent. The Kelly Science & Clinical team has developed a personal relationship with the organization's management and its C-suite. After half a decade, Kelly

Science & Clinical is still the organization's go-to for fulfilling roles their talent acquisition teams aren't able to fulfill.

Accessing a deep network of talent.

These CDMOs were all facing different problems, but they came to Kelly Science & Clinical for support. After meeting and agreeing to terms, the Kelly team developed a strategy to meet their challenges. To address each of the CDMOs' needs, Kelly used its vast network of local and nationwide recruiters to source premium, well-trained talent while also ramping up flexible contractors. This allowed each company to plan and budget based on their own unique demands.

Rapidly growing project? Internal teams reaching their limits? Let's talk.

Kelly Science & Clinical provides the world's best talent and workforce solutions by going beyond expectations for clients. We've placed 220,000+ scientific professionals in contract and direct hire roles. Whether you're facilitating an acquisition, needing to grow, or implementing a vital clinical trial, we can help.

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