# astrix

TECHNOLOGY GROUP

## CASE STUDY:

## SOURCING A HIGHLY SPECIALIZED LIMS RESOURCE FOR A MAJOR BIOPHARMA COMPANY

**Overview:** A major research-based biopharmaceutical company was working with a commercial LIMS vendor to implement a LIMS for the Biometrics department. Both the biopharmaceutical company and the LIMS vendor had project teams which interfaced closely to move the project forward.

**Business Challenge:** As the project proceeded, it became clear that the biopharmaceutical company was lacking a business analyst that could work with their internal informatics project team to collect and document user requirements, and then interface with the LIMS vendor team to translate those user requirements into functional system requirements. In order to effectively fulfill this role, the candidate needed:

- Strong business analyst skills
- Familiarity with the lab environment
- Subject-matter expertise – specifically, the candidate needed to be very knowledgeable around the topic of biomarkers

- Familiarity with the commercial LIMS that was being implemented
- Familiarity with Agile/Scrum project methodology
- On-site at least 75% of the time

- Ability to comfortably interface with all levels within the client and vendor organizations, from developers and bench scientists through to the Steering Committee and senior management stakeholders

**Service Provided:** To assist in sourcing the right talent effectively, Astrix developed a unique set of technology tools called the Astrix HAYSTACK™. In this case, our recruiting team put this tool to work in order to find candidates that fulfilled all the necessary client requirements. Next, we activated our comprehensive 5-step Recruitment Process to assure that the best candidates were selected for review.

> **In just 28 days, Astrix was able to deliver a high quality resource with both the subject matter expertise in Biomarkers and experience with the commercial LIMS system.**

The recruitment process begins with a Prescreening stage that assesses the fit for the position and company in question. In this case, the standard vetting process handled by the Staffing team was augmented with a second level screen done by members of the Professional Services team in order to evaluate the candidate's technical knowledge of the commercial software platform.

FIGURE 1. THE ASTRIX RECRUITMENT PROCESS

## Prescreening

Receive resume from application, referral or job board (LinkedIn Recruiter, CareerBuilder, Monster)

Verify work authorization, educational and professional work history

Determine skills, strengths, work ethic

Assess fit to client requirements & culture

## Resumé Submission

Share job description, answer candidate questions (same day if not working, up to a week if working)

Advise on resume format of technical skillsets

Recruiter reviews resume with account manager

Combine screening notes with resume to share with client managers via email

## Interviews

Recruiter and/or account manager provide interview preparation (phone, Skype, onsite)

Professional reference checks for relevant professional work experience

Debrief day of or minimum day following phone or onsite interview

Confirm mutual interest in moving to offer stage

## Offers & Onboarding

Partner with client managers to determine appropriate offer details

Facilitate negotiations

Communicate onboarding expectations, timelines

If applicable, utilize electronic offers & onboarding via Astrix HR

## Career Consultation

Check-in at 30/60/90 days following start date with both candidate as well as client managers

Utilize electronic engagement surveys to encourage timely feedback

Participate in review or coaching conversations to ensure placement success

Celebrate successes with onsite visit, lunch or other appropriate recognition

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**Results Delivered:** Application of the staffing recruiting engine, combined with the technical and subject-matter expertise of our Professional Services team, delivered the best candidate to meet the needs of the biopharmaceutical company. The result? A high-quality, difficult to source candidate was delivered on-site that fulfilled all the necessary requirements in just 28 days.

The business analyst performed the following functions to support the successful implementation of the commercial LIMS solution:

- Met with Biometrics department leaders to get a high-level overview of the current environment and their vision for the future.
- Interviewed members of several groups within the Biometrics department to understand their functions, workflows, business processes, and how the departments work cross-functionally within the company.
- Performed workflow analyses and identified pain points, gaps, and requirements for each group within the department.
- Analyzed and mapped the company's overall clinical research process and presented to the company business team how the commercial software system fit cross-functionally in the workflows.

- Reviewed previous work and documentation, led iterative meetings with the business process owners and Project Manager to author the company's User Requirements Specification (URS) for the commercial LIMS solution designed to support Biomarker Assay Management.
- Worked with the LIMS vendor and the biopharmaceutical company on the Proof of Concept (POC) and Implementation phases of the system through several sprints, which included testing, tracking, and resolving issues via the quality management software.
- Supported script generation for validation purposes by leading a number of iterative meetings with the biopharmaceutical company's test team.

> The end result was a successful, fully validated platform in production for the Biometrics group which met all of the business requirements. The biopharmaceutical company was very pleased that Astrix was able to source a highly specialized business analyst in such a short period of time.

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**ABOUT US:** Astrix Technology Group is an informatics consulting, professional services and staffing company dedicated to servicing the scientific community for over 20 years. We shape our clients' future, combining deep scientific insight with the understanding of how technology and people will impact the scientific industries. Our focus on issues related to value engineered solutions, on demand resource and domain requirements, flexible and scalable operating and business models helps our clients find future value and growth in scientific domains. Whether focused on strategies for Laboratories, IT or Staffing, Astrix has the people, skills and experience to effectively shape client value. We offer highly objective points of view on Enterprise Informatics, Laboratory Operations, Healthcare IT and Scientific Staffing with an emphasis on business and technology, leveraging our deep industry experience.