



aktaPDology®

Filling the Personnel Gap



Our Solutions: Filling the Personnel Gap

For decades, we've been looking at ways to reduce drug costs. But as pharmaceutical industry leaders, we know that there are so many moving parts in researching potential new drugs that have an impact on development costs...and all that has downstream effects on the cost to consumers. Add to that the new phenomenon called The Great Resignation, with people leaving organizations due to the pandemic and its associated dynamics. What are early- and mid-stage drug development companies supposed to do? What are they *able* to do? Where are the resources they need? It takes resources to, well, streamline resources and trim costs.

Lynn Sutton, RN, ANP, SPD and aktaPD's Global Director of Clinical Operations, knows firsthand what the current hiring landscape means to our small and medium-size pharmaceutical partners. In a recent strategy session with a key client, Lynn shared, "It is a candidate's market right now. But, long-term, it's vital for companies to

hire the right person for the job, someone well-credentialed and experienced, and to pay that person what they're worth. If a company is challenged by funding, then use a professional consultant temporarily as a springboard to success. A good consultant can help you achieve cost savings and cut some operational spend in order to build up the funding you need to hire well. Any shortcuts from this practical approach will lead to overspending and no ROI."



Interim CMOs Drs. Rusty Clayton and **Lou Vaickus** understand the impact of personnel gaps and its downstream changes at the most senior levels, resulting in companies having to choose more challenging paths for development and acquiring capital. Too often, these paths result in higher costs than they realize. "While everyone in this industry is looking for better, more cost-effective paths for developing drugs and devices, there are multifaceted dynamics





to address,” **Dr. Clayton** observed. “Bottom line, pharmaceutical development takes time, knowledge, research, and trained professionals at the helm and at the various phases of a product’s development life cycle.” Dr. Vaickus agreed. “We can say absolutely that it takes stamina and experience to apply the steadfast critical thinking measures needed to design and execute a protocol based on current knowledge, to change direction, or even to halt a particular development path, if necessary. Industry expertise blended with stamina reduces unnecessary spend. Bringing professional consultants on-board can be a fast and effective way to keep an organization moving forward,” he concluded.



And while the FDA has made strides towards streamlining the regulatory practices for drug development, there are still countless compliance checks that must be satisfied when designing any product for humans, according to one of aktaPD’s compliance and quality assurance experts, **Scott Chase**. Expertise is essential in this critical function. “The FDA requires everyone performing GXP tasks to have a requisite skill set based upon a combination of education, training, and experience,” Chase observed. “The FDA also requires Quality to be autonomous of operations. Quality is responsible for building and maintaining company systems demonstrating FDA regulatory compliance, as well as for ensuring products are safe for use. Hiring people in Quality without the requisite skill set is a regulatory violation, threatens the company’s ability to operate compliantly, and jeopardizes patient safety.”



Based on aktaPD’s many years in the business, our perspective is clear and simple: hire well, hire qualified, and hire consultants to do what is needed, which is to train your personnel and not leave them to learn by fire, especially in an already challenging and fast-moving industry. We can fill that gap. aktaPD consultants can not only do the job but also help you train, teach, and mentor newcomers to the pharmaceutical industry quickly and effectively. Knowledge transfer is key. Interested in learning more? Check out our article *Troubleshoot, Then Take Action and Thrive*. Our knowledge and business history produce success. See how our tried-and-true insights on *What Impacts ROI* tell a powerful story.

Is your personnel gap getting wider and wider? Does your new dream team need support? We’re here, stronger than ever and able to help you fill the gap with a full roster of seasoned, veteran experts in all areas of pharmaceutical development till your new team comes on-board. Contact us.

