



Groundbreaking Partnership Solves CRA Shortage Conundrum

Exciting Career Prospects for Talented Newcomers

Maidenhead and London, United Kingdom, and Vienna, Austria, 1 March 2018 – A radical, new approach to supplying entry-level Clinical Research Associates (CRAs) has been announced today. As a direct response to the shortage of CRAs the IN AWE partnership was formed; a collaboration between VIARES, SEC Recruitment and IAOCR, providing a practical solution to the industry's challenges.

IN AWE offers a comprehensive early talent service that selects candidates, develops CRA competencies, independently assesses their ability to demonstrate the competencies in the workplace and places the entry-level qualified CRAs with employers. The groundbreaking, quality assured service is tailored to the needs of each employer – ensuring timely delivery of staff that are fit-for-purpose; directly addressing the industry's shortage. In Europe and the US the industry needs about 10,000 to 20,000 new CRAs per year to cater for the demand.

“This initiative is set to make a significant reduction in the shortage of CRAs in the industry. In an attempt to meet the challenges of performing clinical trials effectively and efficiently sponsor companies demand that CRAs have a minimum number of years' prior experience. They want to ensure access to patients and data quality as they manage the relations to the investigators and manage the data intake. This typically rules out someone with less than two years' experience which isn't a viable option in the growing industry. This creates a significant issue with growing the number of CRAs needed,” summarized Dietmar Eglhofer, CEO and co-founder of VIARES.

The training will cover all the knowledge, skills and behaviors that cover what it means to be a fully competent CRA. The program is accompanied by an accreditation process which assesses the competence of the individual, so providing an assurance for future employers. The final component will be to place the newly qualified CRAs into roles combining the industry's needs and individual's expertise.

“Our daily conversations with clients are centered around experience because they believe that experienced individuals will do the best job possible. However, this is causing an entry-level deficit and genuinely, skilled and talented individuals are struggling to get that initial job role” explained Stuart Britton, SEC's CEO. “This service will provide the understanding and experience of being a CRA, with an accreditation and, ultimately, a job offer. It responds directly to the industry's needs.”

“Launching IN AWE is very exciting for IAOCR because each organization is aligned in their thinking about what the future of clinical research needs. The growing understanding and demand for competence is changing the shape and future of the clinical research workforce,” explained Jacqueline Johnson North, CEO and co-founder of IAOCR. “IN AWE is responding to the need for competent staff. Using length of service as a selection criteria is outdated, risky and not sustainable. The IN AWE service provides a robust and innovative approach to staffing which also brings exciting opportunities for talented people wanting to commence a clinical research career. The exciting thing is the speed with which we can begin to implement the IN AWE academy; change is happening now.”

IN AWE is a partnership between three industry-specific companies directly addressing the shortage of CRAs. VIARES, SEC Recruitment, and IAOCR – the accrediting organization for the international clinical research industry.





For more information on VIARES' services, please contact by phone +43 664 866 1055 or email at contact@viares.at.

For more information about SEC you can get in contact on +44 (0) 020 7255 6600 or email info@secrecruitment.com. Visit the website at www.secrecruitment.com for more information.

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Notes to editors

About VIARES

VIARES provides the industry-leading, efficient approach in clinical research workforce solutions – for today and tomorrow. We are covering your international clinical research talent demand by a scalable, cost-effective, accredited top graduate program.

To find out more about our services please visit <http://viares.at/>

About SEC

SEC is one of Europe's leading providers of recruitment and talent acquisition services in the Life Sciences / Pharma and IT sectors. We cover permanent as well as contract / freelance positions, in addition we also offer Payroll Process Outsource services to a number of our clients.

Established in 1987, we have developed a unique team of over 65 highly skilled, multi-lingual consultants, who collectively speak 21 languages. We provide successful and innovative recruitment solutions to clients ranging from start-ups to FTSE 100 companies throughout Europe and the US.

About IAOCR

IAOCR is the accrediting organization for the international clinical research industry. We work with clinical research organizations that are passionate about improving the effectiveness and efficiency of clinical trials by addressing human factors that work alongside the technologies and processes.

IAOCR business processes and accreditations have been built specifically for the clinical research industry. They provide a quality mark to organizations committed to globally consistent, high quality clinical trials workforces.





We believe that clinical trial patients anywhere in the world deserve the best protection in terms of rights and wellbeing. Therefore, in addition to providing accreditation, training and consultancy services, IAOCR works with industry leaders and regulators around the globe to develop best practice guidelines and frameworks that are freely available to everyone. To find out more about the best practice initiatives visit <http://iaocr.com/resources/>

