

# Nurturing CRA talent at Parexel FSP

The clinical research associate (CRA) role is integral to the success of clinical trials. Simply put, running a clinical trial would not be possible without CRAs ensuring compliance with the protocol, high-quality data, and adherence to good clinical practice.

With the number of clinical trials increasing in volume and complexity, demand for vital CRA talent shows no sign of slowing down. Providing a nurturing environment for CRA talent to thrive is core to our approach within Parexel FSP where we work on dedicated client engagements, and in the wider Parexel business.

This blog outlines how we enable positive experiences for our CRAs from hire to progression and allow their careers to flourish.

## **Responsive hiring**

Recognition of CRA talent begins at the initial candidate engagement. We aim to match our hiring processes to the fast pace of the current recruitment market. To ensure that talented individuals can make quick decisions, we are often able to interview candidates very quickly after receiving a CV and have even extended offers on the same day of an interview. While precise hiring timelines may vary across the business, we focus on

reducing that timeline from initial contact to interview and offer. We are aware that talented professionals are typically juggling multiple opportunities. As Alex Raines, Executive Recruiter, explains, "Speed and efficiency are essential components of good candidate service."

## **Getting the right fit from the outset**

Cultural fit with an employer is vital to work satisfaction and overall success. Within the Parexel FSP business, we hire CRA candidates to fulfil roles dedicated to specific pharmaceutical sponsors, so getting client fit right is essential. To benefit both our clients and our candidates, we have developed our Parexel FSP Culture Mapping™ process, which encompasses elements of candidate preference from personal values, motivations, and personal goals to adaptability. We find this approach invaluable to ensure that our team members work with a sponsor who is a good match.

## **Hybrid working**

Work patterns shifted significantly for CRAs during the pandemic as trials turned to remote monitoring and decentralization. While the disruption has subsided, at Parexel, we have maintained hybrid working patterns rather than bringing CRA staff back to offices. So, our FSP CRAs continue to benefit

from the flexibility of home-based working when not attending on-site visits. Our team members tell us that this change has had a positive impact on their work/ life balance.

### **Engaging work with strong client partnerships**

Our CRAs working as part of one of our FSP programs benefit from a positive working environment through the established relationships we have built, often over many years. Uniquely, CRAs within FSP experience clinical trial work through the lens of both the sponsor and the CRO- often deriving the best of both worlds in experience and exposure. With the clinical trial landscape changing towards more novel, personalized treatments and innovative trials, our CRAs experience scientifically rewarding work, with the chance to work on innovative therapies with high unmet need.

### **Teamwork, management, and training**

As well as working directly with the FSP client, our CRAs benefit from working as part of the supportive Parexel team dedicated to that engagement. Nannette Penny, Director of FSP Solutions, explained in a [recent podcast](#) that since joining the business in 2021, she has found that, "There is a great sense of team spirit and a real passion and

drive for what everyone does." Clear career ladders with transparency around job roles and core competencies make it straightforward for CRAs to map their professional journeys alongside their mentors and managers. We have an exceptional commitment to fostering talent through training and development, and our Parexel Academy offers a range of programs enabling CRAs to upskill, specialize, or add new skills. [For example, we recently provided a group of high-performing CRAs with oncology-specific monitoring training that expanded their skillsets and allowed them to work in new areas.](#) This talent development mindset means we are keen to cultivate our people with the skills needed to meet the evolving demands of drug capabilities development as well as hiring externally.

### **Spread your wings**

A CRA role within Parexel FSP offers a springboard to career growth within the FSP business and beyond. As Nannette Penny told us, CRAs have "opportunities to explore new roles positions across the entire business and build a career with us." Whether within an FSP program or the wider Parexel business, there is plenty of scope for CRAs to map out the career path that makes sense for their unique experience and priorities.

From senior CRA roles to clinical research manager, clinical operations manager and beyond – the prospects for talented clinical trial professionals within Parexel FSP are limitless.



**To explore current CRA opportunities within Parexel FSP, click here:**

<https://jobs.parexel.com/functional-service-provider>



**Listen to our recent podcast episode discussing CRA careers at Parexel FSP.**