

TriNet Pharma understands science and the science of success. We are one of healthcare's largest and most respected agencies for providing permanent and contract Medical Science Liaisons (MSLs), Medical Directors, and other Medical Affairs professionals to Life Sciences organizations in the United States and abroad.

## CASE STUDY

### TEAM BUILD-OUT

The build-out of a hybrid contract/direct-hire Medical Affairs team to launch a therapy for chronic kidney disease

### Situation

This situation involves a biopharmaceutical company that develops therapeutics for patients with critical or life-threatening diseases by targeting molecular pathways involved in the regulation of cellular metabolism and inflammation.

Several years ago, the company terminated its trial for a drug tested on patients with stage 4 chronic kidney disease (CKD) and type 2 diabetes. The decision was based upon the recommendation of the Independent Data Monitoring Committee (IDMC).

More recently, the company began a new effort, exploring their therapeutic as a treatment for the symptoms of CKD that occur as a result of a genetic disorder affecting around 1 in 5,000-10,000 children, characterized by glomerulonephritis, end-stage kidney disease, and hearing loss. Consequently, the build-out of a new Medical Affairs team was required.



### Vision

TriNet Pharma was engaged to help the company build a new Medical Affairs team of both contract and direct-hire staff.

The company wanted its Medical Affairs team to reestablish its relationships with clinicians and medical thought leaders in the nephrology community. Importantly, the company needed to educate its target audience on the safety and efficacy data of the most recent trial and provide context as to how it related to the previous data, specifically as a CKD therapy for the aforementioned patient group.



### Target

- Identify and hire an experienced Medical Affairs individual for the team leadership position.
- Identify and hire Medical Affairs contract staff, and ultimately transition them to direct-hire positions.
- Identify and hire Medical Affairs staff with Research, Medical Communications, and Publications experience.

## Solution

Not long after the original trial terminated, the company asked its former Director of Medical Science Liaisons (MSLs) to return to the company to support the specific therapeutic in Pulmonary Arterial Hypertension (PAH). Today, this person is the Vice President of Medical Affairs.

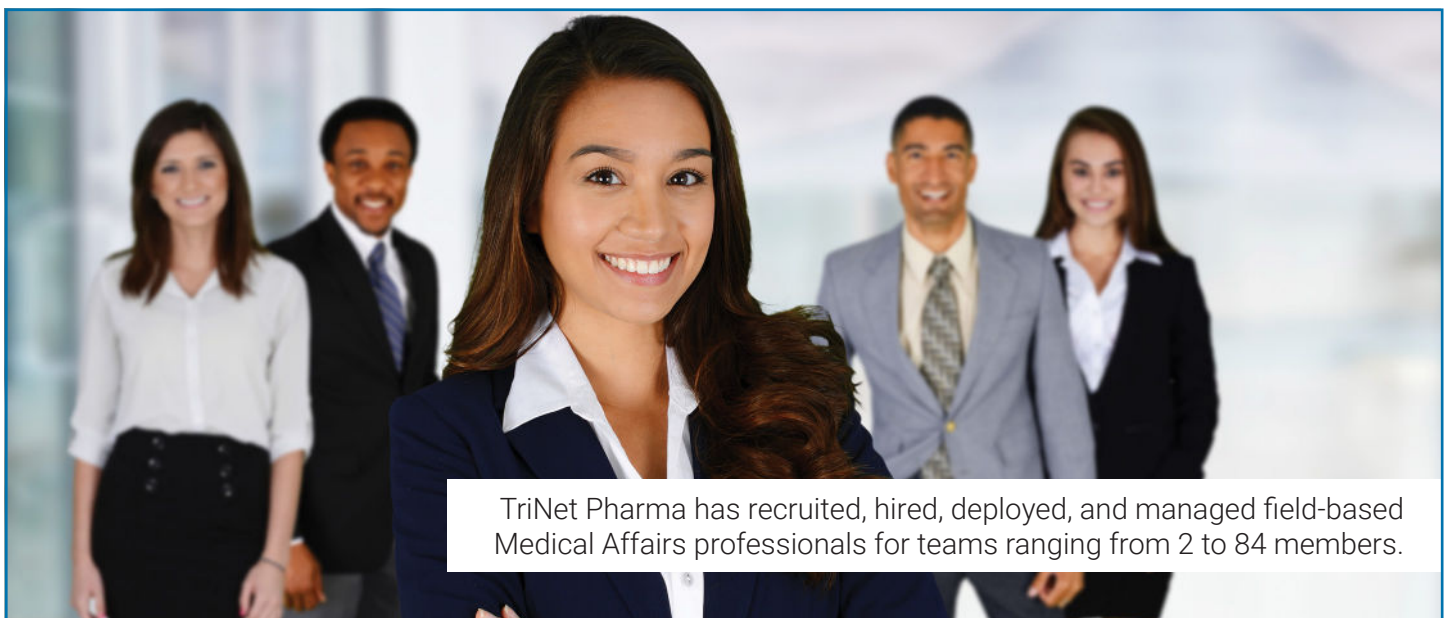
It was this company leader who engaged TriNet Pharma to implement a recruiting solution to help the company rapidly grow its Medical Affairs team.

The solution included sourcing, vetting qualifications, phone interviews, and matching candidates to fit the company culture. TriNet Pharma also managed the interview events, interview agendas, itineraries — booking travel, lodging, and making meal arrangements.

- Initially, the company's team was augmented with one contract MSL. Shortly after, four more contract MSLs were added to the team.
- The MSLs hired by TriNet Pharma possessed a variety of experience, including research, medical writing/medical communications, and publication/content creation.
- Today, there are six MSLs. Four transitioned to direct-hire positions within the company. Four are US-based and two are based in the EU.
- An MSL Director was also identified by TriNet Pharma and hired directly by the company.
- TriNet Pharma and the company worked expeditiously and within 3-months the Medical Affairs team was fully staffed.

## RESULTS

- Company and product awareness has increased as a result of the efforts of the Medical Affairs team. In addition, the company's Phase II trial results reported positive results.
- In 2018, 12-week data for the therapeutics revealed that over 80% of patients saw a clinically meaningful improvement in estimated glomerular filtration rate. In 2019, updated data showed that the therapeutic benefit persisted for 48 weeks.
- There's excitement around product possibilities. There are indications that the therapeutic may work in people, whose numbers exceed 700,000, with other rare forms of CKD.
- The company's recruiting issue has been solved and as a result, they can concentrate their efforts on clinical studies.
- The business relationship was built on trust, and it was a crucial component of why the team build-out was successful.



TriNet Pharma has recruited, hired, deployed, and managed field-based Medical Affairs professionals for teams ranging from 2 to 84 members.