



**CMC & TECHNICAL OPERATIONS
LEADERSHIP SURVEY 2020**



Butch Hawking

CMC Practice Executive Search Leader

- **Manufacturing**
- **Technical Operations**
- **Process Development**
- **Analytical Development**
- **Quality Control**
- **Supply Chain**
- **Drug Product**
- **Drug Substance**
- **Upstream/Downstream**
- **Formulations**

Greetings,

Identifying, attracting, landing, and retaining top CMC talent is a topic that is becoming more commonplace as we recruit CMC professionals heading into the new decade.

A strong CMC professional is vital to the success of the organization. Excellent leadership, technical, and organizational skills are crucial as is the ability to hire properly, train, develop, and mentor top talent. The ability to forge strong business relationships internally and externally is extremely important.

With the onset of COVID-19, there have been discussions across the industry about leadership needing to balance time, cost, quality, and speed while mitigating risk and following standard operating procedures. The ability to communicate, connect, and collaborate in service of “priority-clarity-alignment” has never been more important than it is right now in the middle of a pandemic.

With this in mind, we surveyed a group of CMC executives to weigh in on the topic of COVID-19. The green light, yellow light, red light, and best practices “moving forward” information which follows could be beneficial to your CMC group as you continue to advance the role of your CMC team members and collective unit as a whole.

Prestige Scientific has helped provide solutions for clients with strategic and tactical challenges in the CMC and Technical Operations space. Our search results have directly led to the successful design and implementation of multiple clinical trial programs which align with the immediate and long-term global development goals of our clients, protocol design, preparation, submission, and successful outcomes of clinical trial applications.

We welcome you to review the results of the survey below.

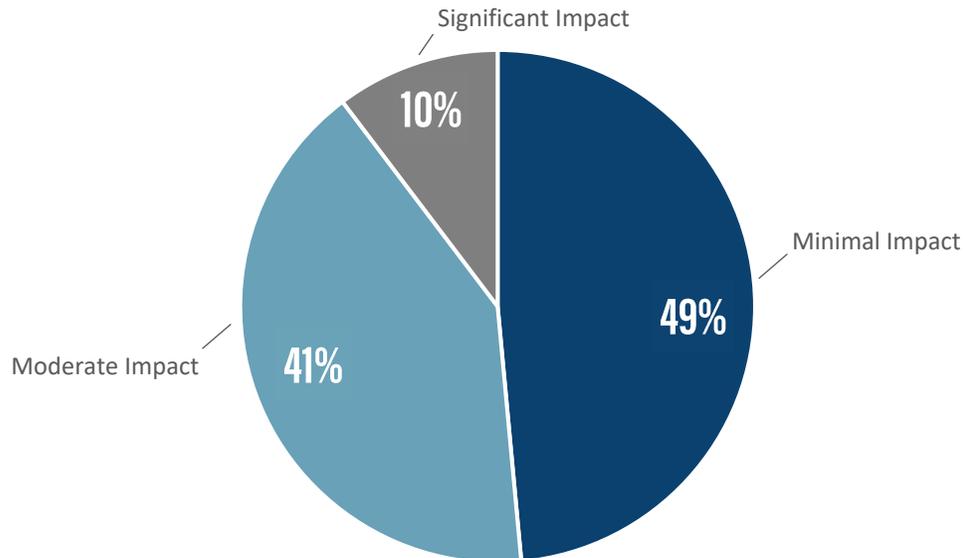
Sincerely,

Butch Hawking

CMC Practice Executive Search Leader

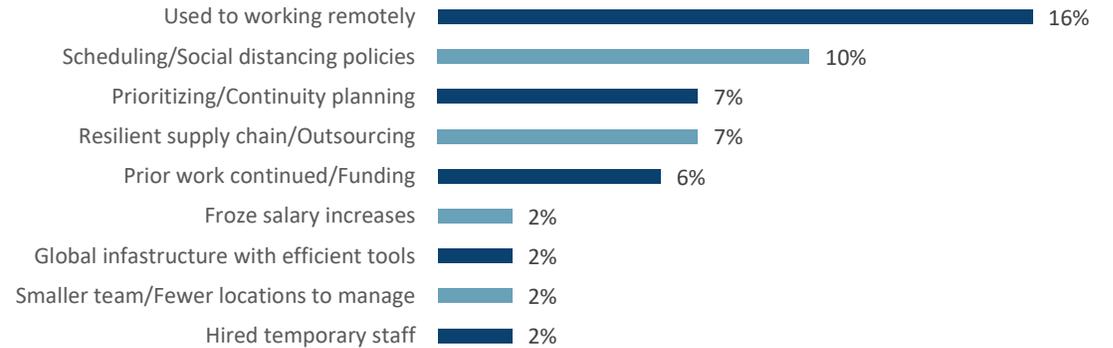
Participants were asked to **rate the extent that their company was negatively impacted by Covid-19 on a scale from 0 (not at all impacted) to 10 (severely impacted)**. Responses were then combined into the three categories below: Minimal impact (0-3), Moderate Impact (4-7), Significant Impact (8-10).

Results showed that 49% of participants thought their company had been minimally impacted by Covid-19, 41% thought their companies were moderately impacted, and 10% thought their companies were significantly impacted.

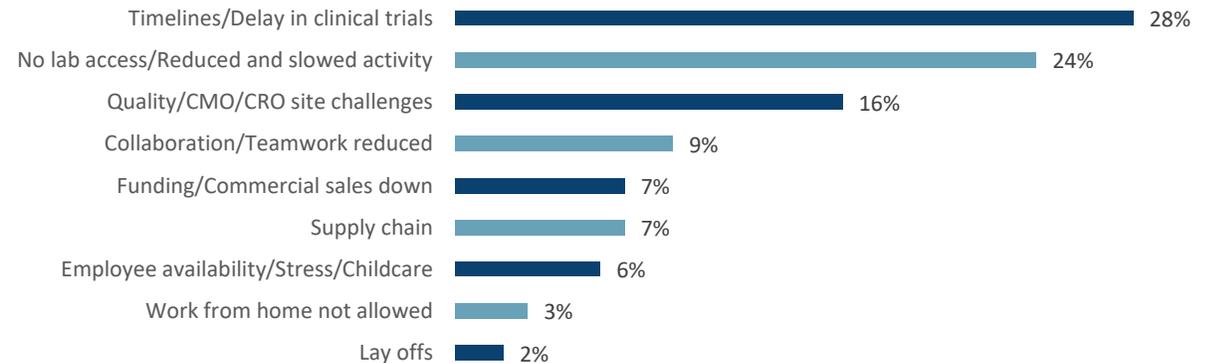


Participants were asked to **describe why their companies were negatively impacted by Covid-19, or what proactive mitigations did they put in place if they were not negatively impacted?** Responses were coded and placed into two categories: Proactive Mitigations and Negative Impacts.

PROACTIVE MITIGATIONS:



NEGATIVE IMPACTS:





PROACTIVE MITIGATIONS:

“Staggered shifts and schedules to include weekends”

“Expanded the number of shifts”

“Strategic re-prioritization”

“Hired additional temporary staff”

“Clear policies and guidelines already in place to mitigate risk”

“Patient-centric approach, sense of urgency and teamwork saved us”

“Funding in place for existing projects”

“Moved some of the CMOs back to the US”

“Zoom and MS Teams conversions implemented immediately”



NEGATIVE IMPACTS:

“Timelines extended because many employees have to juggle childcare”

“Company let go of 20% of staff”

“Personally, I was forced to let go of double-digit staff members”

“Slow down in clinical site recruiting”

“Contract and audits discussions put on hold”

“Delays in supply chain: purchasing, shipping, raw material production”

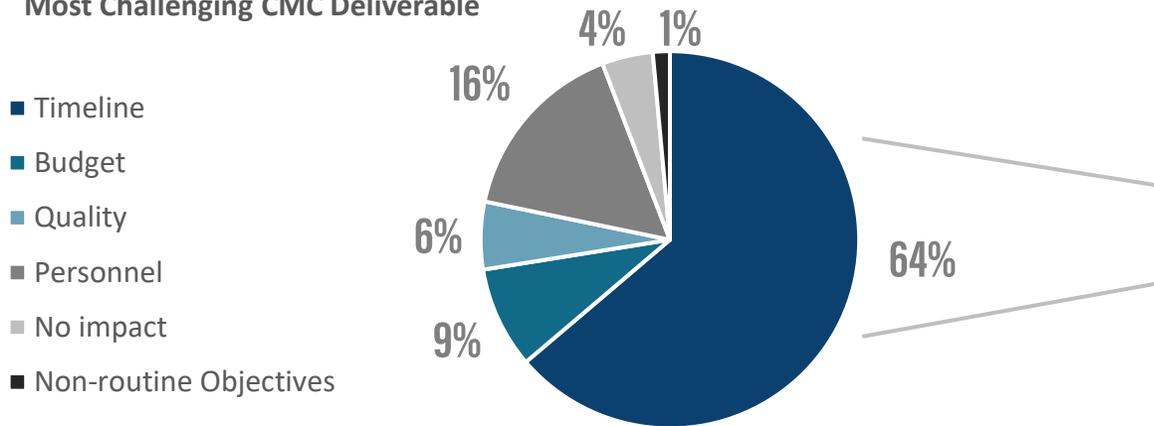
“Lab operations ceased for several months”

“Budget frozen and funding put on hold”

“Facility construction put on hold”

Participants were asked **which aspect of the CMC deliverable has been the most challenging these past several months**. Results showed that 64% of participants thought ‘Timeline’ has been the most challenging aspect of the CMC deliverable. When asked to elaborate on that response, participants indicated four primary reasons for Timeline challenges including: vendor/supply chain delays (43%), social distancing restrictions (33%), scheduling/distracted employees (10%), and clinical trial delays (14%).

Most Challenging CMC Deliverable



Primary Timeline Challenges



“Hiring has slowed and purchases have been delayed significantly”

“Regulatory timelines were compressed thereby reducing time for continuous improvement efforts”

“Vendor selection has been challenging as we’ve attempted to transition to virtual audits”

“Missing the in-depth, face to face discussions with our business partners”



“Delayed research will delay initial IND”

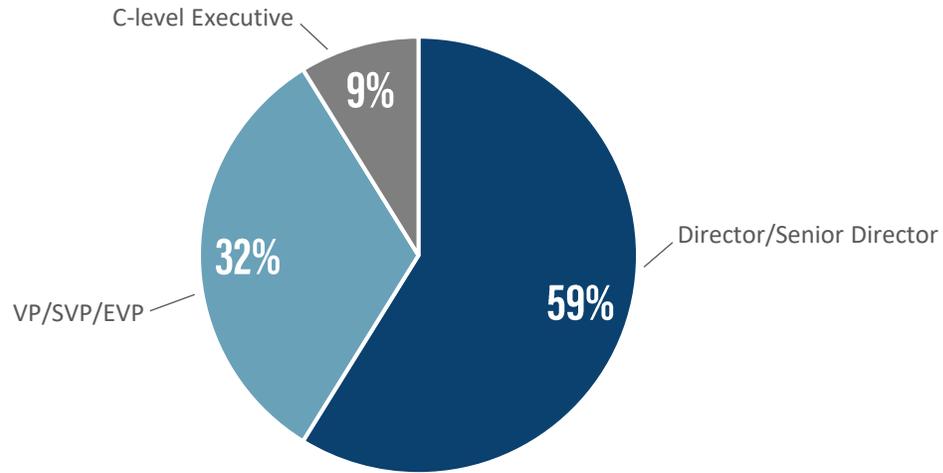
“Furlough of some team members has hurt productivity”

“FDA inspection delays”

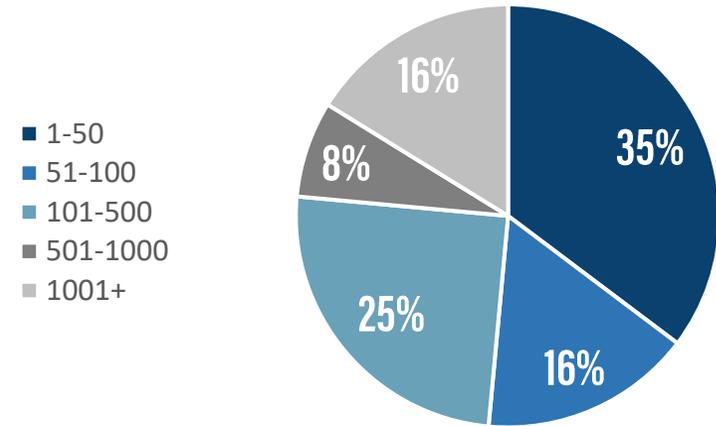
“Non-parents asked to take on heavier burden at times”

“Coordinating a global supply chain has never been more challenging”

Participants were asked **which job title best describes their current position** with the options of Director/Senior Director, VP/SVP/EVP, and C-level Executive. Results showed that 59% of participants are Directors/Senior Director level, 32% are VP/SVP/EVP level, and 9% are C-level Executives.



Participants were asked **what the current size of their company is (# of employees)** with the options of 1-50, 51-100, 101-500, 501-1000, and 1001+. Results showed that 35% of participants work at companies with 1-50 employees, 16% work at companies with 51-100 employees, 25% work at companies with 101-500 employees, 8% work at companies with 501-1000 employees, and 16% work at companies with 1000+ employees.



Participants were asked **what type of company best describes where they work** with options of Medical Device/IVD, CRO/CMO, Consulting, Pharma/Biotech or Other. Results showed that 91% of participants work at a pharmaceutical or biotech company.





GET IN TOUCH

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