

The Path to Success

An Internship Training Program Experience

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- **Who we are**
- **Our Internship Program**
- **Personal Experience**
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COMPANY SNAPSHOT



25+

years in **business**



500+

studies performed



Experience in

40+

therapeutic areas

and

200+

indications

COMMITMENT TO QUALITY & DATA STANDARDS

ISO 9001:2015 Certified for
Quality Management System

ISO 27001:2014
Certified **IT Partner**

Experts in Integrated Summaries
with **100% on-time** submission rate

Small-Medium Enterprise (SME)
qualified with **European Medicines Agency**

CDISC Gold Member



Our Mission

“to enhance the clinical research and development value chain through data-driven expertise, solutions and technology”



Internship Program Overview



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- Increased portfolio of clients and workload
- Resourcing constraints (economic, industry related, local availability)
- Shortage of skilled SAS programming expertise
- Local talent required





- Focus on long-term goals
- Create a Sustainable Plan
- Increase people entering the market
- Engage them Early
- Build in-house expertise
- Develop your employees
- Allow growth
- Learn and Grow





- Partnered with the University of Bologna
- Biostatistics, Statistical Programming and Data Management
- Strategic move to help increase talent pool
- Masters/Graduate level students
- Helps students fulfill work experience requirements
- Gain real-life experience
- Entry-level position opportunity



Personal Experience



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- **Bachelor's Degree in Economics & Business**
- **Interested in science & statistics**
- **SAS was a part of my course**
 - **Manipulating & transforming data**
 - **Combining SAS datasets**
 - **Creating basic and summary reports**
 - **Helped me become a SAS certified professional**



- **Variety of industries to consider after graduation**
- **Make a difference**
- **Help create a better future for others**
- **Learn as you gain work experience**
- **Started in April 2018**



- 6 months for 2 – 3 interns per cycle
- Dedicated training program
 - Practical examples
 - Close mentorship and support
- Onboarding
- Supporting with real life programming activities
- Soft skills training





- **Training – presentations, reading material, slides, videos and demonstrations on pharmaceutical regulations**
- **Depth of the role of a statistical programmer**
 - **Derived analysis datasets**
 - **Table & listings programming**
 - **Validation techniques**
- **Real-life practice scenarios**
- **Consistent mentorship & coaching**



- **Statistical Programmer – A lot to learn**
- **Ideal stepping stone**
- **Real life experience**
- **Supported environment**
- **Evaluation at the end**
 - **Constructive feedback**
 - **Possibility of a full-time role**
- **Would highly recommend**

Challenges & Benefits



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Challenges

- **Support during peak times of workload**
- **Dedicated and structured program required**
- **Takes time to build expertise**
- **Interns may not like the work**
- **Interns may not be suitable for a permanent role**



- Real life work experience
- Increase headcount in a sustainable manner
- Fresh ideas and perspectives for continuous improvement
- Increased scope of responsibility for senior staff
- Foster a culture of learning and development
- Build your team





- Sustainable
 - Cost-Effective
 - Engaging
 - Increase Productivity
 - Increase people in our field
 - Inspire the next generation







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www.crosnt.com