

CASE STUDY

Gilead Biosciences:

Delivering a Statement of
Work Service to Ensure a
Steady Pipeline of Talent



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Introduction.

Founded in California in 1987, **Gilead Biosciences** is a biopharmaceutical company that “discovers, develops and commercialises innovative therapeutics in areas of unmet medical need” (Source: Gilead).

Gilead has multiple locations across Ireland, including:

- A drug product manufacturing & packing facility in Carrigtwohill, Cork
- A financial shared services centre in Little Island, Cork
- A new paediatric centre of excellence in Dublin city centre

For over ten years, our Life Science & Engineering team has supported Gilead’s unique resourcing requirements by providing Professional Services underpinned by Berkley’s innovative **Design | Build | Run Statement of Work (SOW) Solution.**

The Initial Brief.

Gilead initially required skilled and experienced staff to work in certain areas of their drug product manufacturing and packing plant for a scope of work. Gilead sought engineers with a highly specialised skillset in packaging which typically would be difficult to source at scale.

With over 25 years of experience working in similar industries, Berkley's unrivalled market expertise and deep industry networks meant that our consultants could service Gilead's needs well.



The Process.

Once provided with a detailed overview of Gilead's project requirements, Berkley's consultants were briefed on the skills and experience required and how to transfer these to our qualification process. The team then researched and developed a sourcing strategy tailored to Gilead's unique needs. This included:

- Leveraging extensive professional networks to reach out of specialised engineering contractors who had previously worked on projects with Berkley.
- Conducting searches using Berkley's AI-powered digital talent pools. Curated over the course of Berkley's 25+ years in business, these talent pools offer access to the best and most relevant candidates on the market.
- Traditional sourcing methods such as LinkedIn Recruiter as well as various national and international jobs boards.

Professional Services Underpinned by Tailored Statement of Work Services.

Berkley delivered a Professional Services Solution, aligned to our Design | Build | Run | Statement of Work, rather than a Contingent Resource Solution as Gilead recognised Berkley as a vendor for skilled project resources.

The Process.

The Berkley Project Manager scoped out the project in consultation with the Gilead Hiring Manager, agreeing on a tailored SOW solution. The Project Manager then worked with Berkley's consultants and a wider operational team to build out and implement the plan.

To ensure seamless project delivery, Berkley worked closely with senior internal stakeholders. An on-site hiring manager would kickstart the process by outlining the project's scope and timeframe which would form the basis of the Statement Of Work. Our Project Manager collaborated with the on-site stakeholder to project manage Berkley's resources as they worked through the agreed milestones and project delivery schedules.

Stage 1: Project Recruit

Create a tactical resource plan

Engage with our specialist
contingent talent pools

Leverage internal marketing &
consultants to present
opportunity

Deploy specialist resources

Compliance & contracts

Full onboarding with the site

Stage 2: Project Delivery

Candidate Management &
Milestone Review

Client Risk Management &
Continuity

Payroll & Timesheets

Monthly Reporting

Stage 3: Project Close

Off-boarding

Surveys

Project Review with the Gilead
Project Manager

Client Feedback & Analysis



Projects Successfully Delivered.

Berkley has provided an initial team of 23 that is projected to grow to over 30 by end of 2021. The team is comprised of Technical Engineers and Scientists across the following areas:

- Validation CSV, Packaging – sterile & nonsterile
- Automation: MES, SCADA PLC
- Project Management
- Technical Science: Lab expansions, Equipment qualification, Analytical development



Berkley has been supporting Gilead on various resource and project demands for over ten years.

They understand our business and the calibre of specialist resources required to deliver on key strategic programs. Their Statement of Work solution allows access to specialist talent on-demand with their end to end solution, under one managed service contract, bringing together tactical resourcing, compliance, payroll, milestone and project review.

The partnership has resulted in a number of key programs across Validation, Automation and Technical Science being delivered on time and within budget.



Ongoing Support.

Berkley maintains regular contact with Gilead. The PSS framework requires the implementation of project milestones and regular touchpoint control to see how the project is developing.

In addition, our consultants and Contractor Care Manager regularly check in with the contractors. When possible, we arrange visits throughout the project.

For further information on this resource project, please contact:

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