

# Understanding the organizational and leadership landscape for global oncology R&D teams to attract, develop, and retain world-class talent



## Client Challenge

The client, a global biopharma company, has experienced unparalleled growth within their oncology R&D department over the last ten years. In an effort to position themselves for the future growth, senior leaders seek to understand the organizational and leadership architecture within their peer comparators to introduce any necessary changes and future-proof their business. In particular, functional groups essential to the patient experience such as medical affairs, clinical development, project management, and data management were explored in-depth.

## Project Phases

**Validated the context and rationale for research** by leveraging internal insights from KPMG healthcare and life sciences experts and gathering publicly information from peer comparators to understand the oncology R&D landscape and the opportunity for improvements within team design

**Conducted thorough research into peer comparators** to recognize standard organizational structures and identified key responsibilities for medical and research experts in order to identify any unique nuances across comparators

**Drafted a high-level list of key trends impacting Oncology R&D organizations** to provide market differentiators that can effect talent mobility (e.g., more descriptive and differentiate role tilling, emphasis on external partnerships, etc.)

**Developed an organizational comparative review report and presented comparator level specifics** around the significance of oncology within the enterprise, noteworthy characteristics within the organizational structure, and specific leadership role attributes

## Outcome For The Client



A comprehensive view into the oncology landscape enabling client to further position itself for growth through various organizational and leadership titling models

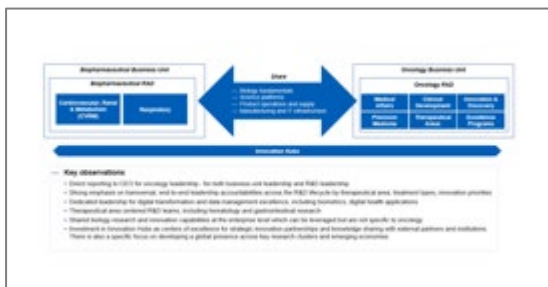


A thorough analysis of key comparators highlighting the organizational similarities and differences across all comparator groups and with client



Individual comparator profiles centered around leadership models, reporting structures, and functional groups such as medical affairs and clinical development

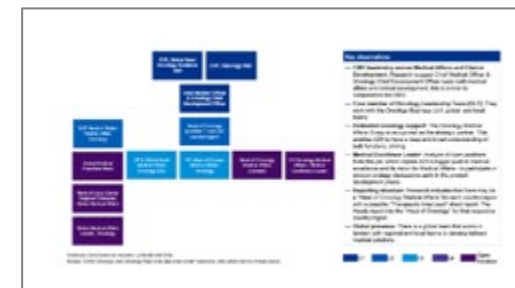
## Unique leadership Models



## Reporting Structures



## Functional Views



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