

XL-LEAD

SPECIALTY STAFFING



Key Roles Filled

-  Business Analysts
-  Engineers (Manufacturing, Drafting)
-  IT (Administrators, .Net Developers, SQL Developers w/DBA)
-  Manufacturing / Process Engineers
-  Program Managers / Project Managers / Project Coordinators
-  Regulatory Specialists (EU MDR Compliance)
-  Scientists (Analytical Chemist, Biomedical Researcher)
-  Sterilization Engineers
-  Technical Writers

Contract | Contract to Hire | Direct Placement

Our Clients

abbvie

Alcon®

BAUSCH+LOMB

cryoport^o

CurraX™



Edwards Lifesciences

HARRIS

HOYA

SURGICAL OPTICS

OCEANMEDIA™

RECROS
MEDICA™

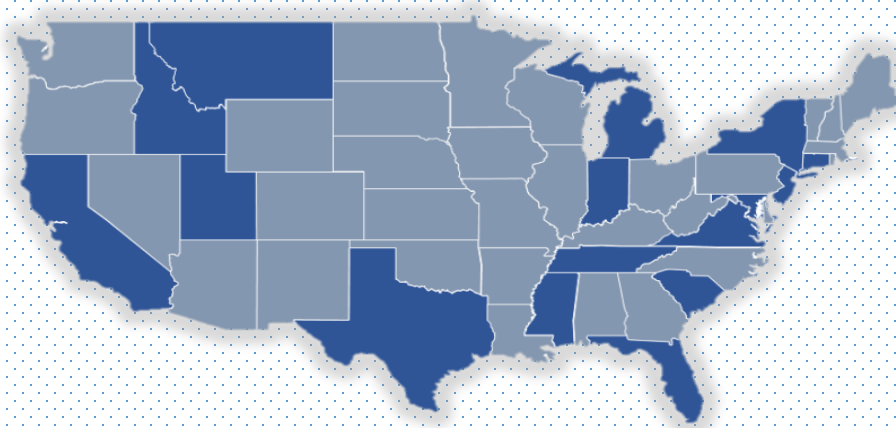
Southland.

Represented in 16 states across the nation

Founded in
2014

14
Companies
Served

5
Industries
Served



Over 200,000
Billed Hours

Multiple
Fortune 500
Clients

Staff Combines for
over 130 Years
Experience

Example Process

1. Initial Discussion on Open Role

2. Job Description Drafted

3. Explore Candidates within Network

4. Post Job and Review Resumes

5. Internal Interviews

6. Resumes Submitted

7. Interviews Conducted

8. Decision Made

9. Background Check / Drug Test

10. Onboarding Complete

Key Metrics

- Average time to submit resumes: 6 days
- Average time to make final decision: 21 days
- Average time to onboard: 11 days

Key Tools

- Internal Database/Network
- Indeed
- LinkedIn
- Employee/Consultant Referrals

Example Assignments



Advertising and Promotional Compliance

A large bio-tech firm was struggling to capture its approvals of promotional materials. Provided a Project Manager and Systems Analyst.

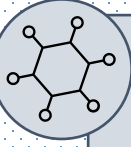
- Reviewed regulatory requirements
- Captured requirements from all functional groups
- Managed vendor selection activities
- Implemented new system and process in 6 months
- Global roll-out required Change Management and Training across multiple sites world-wide



Investigator Portal

Multi-year project to develop a solution that enabled improved information exchange between Investigator Sites and sponsoring Pharmaceutical companies. Provided a Program Manager, Business Analyst, and Technical Developers.

- Drove Stakeholder buy-in through focus on Organization Readiness and Change Management
- Managed system developers to ensure timely execution
- Reduced document exchange timelines with investigators by 200%



Medical Device Regulation (MDR) Compliance

Multi-year \$25M program to assist a Medical Device company comply with new EU regulations. Provided Cross-Functional Program Management services, Project Managers, and Business Analysts.

- Developed team of 6 Project Managers
- 24 Tech Docs updated
- 370 Unique Materials tested
- 916 Labels and 47 IFUs updated
- 42 Regional Submissions
- 920 Deficiency Questions closed










Project Management Office (PMO) Governance

Developed Governance Framework and Project Management Office for national construction company. Provided a PMO Director to drive execution.

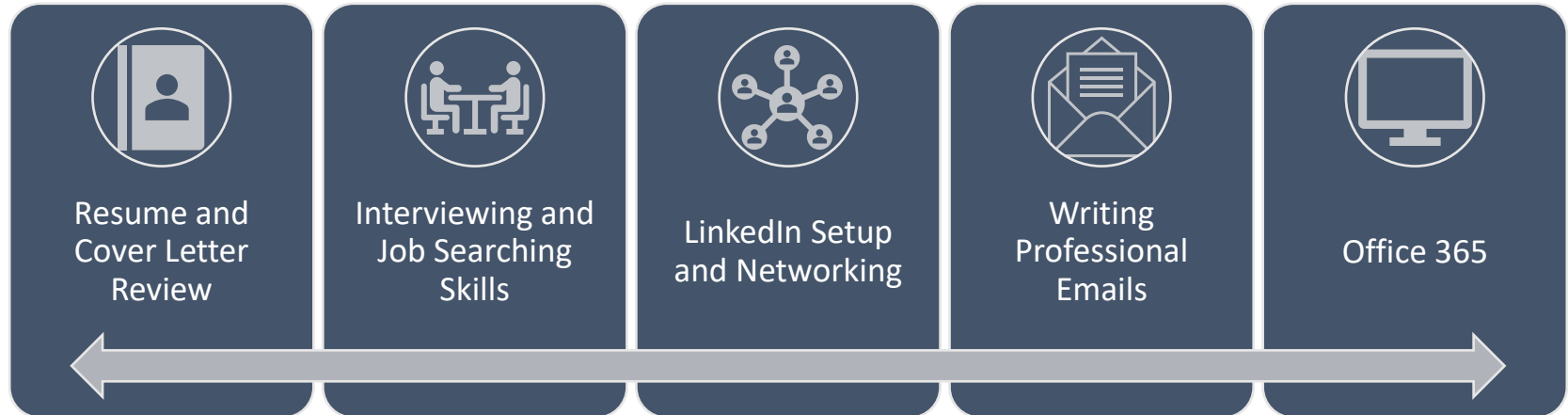
- Gathered requirements from all cross-functional groups
- Established committees and membership
- Developed prioritization matrix to assist in project selection
- Developed and trained Project Managers to execute on road map

Why Choose XL-Lead

-  Multi-Screening Process
-  Industry Specific Recruiters
-  Lower Margins
-  Speed to Candidate Selection
-  Consistent Background check / Drug screening
-  98% Satisfaction Rating
-  Quality Candidates via Internal and External Networks

The Rise Up Project

XL-Lead is committed to the well being of the community. The Rise Up Project is a non-profit initiative launched by XL-Lead that provides essential job skills to help the under-resourced enter and advance in the workplace. Coaching sessions are provided free-of-charge. Coaches and mentors from various industries work in a virtual classroom setting to cover the following topics:



Since launch, over 100 individuals have graduated through our program across 20 bootcamps.

Contact

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