A metrics-based approach to recruiting:

KOL Dashboard Case Study

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Clarivate
Analytics

Who is Clarivate Analytics?

WEB OF SCIENCE™

EndNote X8

InCites™
Calibrate Your Strategic Research Vision

THOMSON INNOVATION®

CORTELLIS™

JOURNAL CITATION REPORTS
The recognized authority for evaluating journals

Clarivate Analytics

Background

- **Client:**

A mid-sized international pharmaceutical company with a focus on a limited number of broad therapeutic areas and which is actively researching new technologies in biologics, diagnostics, and prevention.

- **Client problem:**

Client approached Clarivate Analytics for a more objective, unbiased, data-driven approach for recruitment in one therapeutic area. Wanted to expand their reach beyond the job seekers they get from recruitment agencies. Who else is out there?

- **Client contacts:**

Driven by head of HR for therapeutic area. R&D staff were involved in the process.

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Solution

KOL dashboard- customized, online portal with candidate profiles in a disease area

Multiple data types:
- area of expertise
- collaborative network
- industry and research expertise
- patents
- clinical trial participation
- conference presentations
- education
- associations

Our Approach

Consult → Search → Analyse → Select → Profile

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Live Demo

Clarivate Analytics
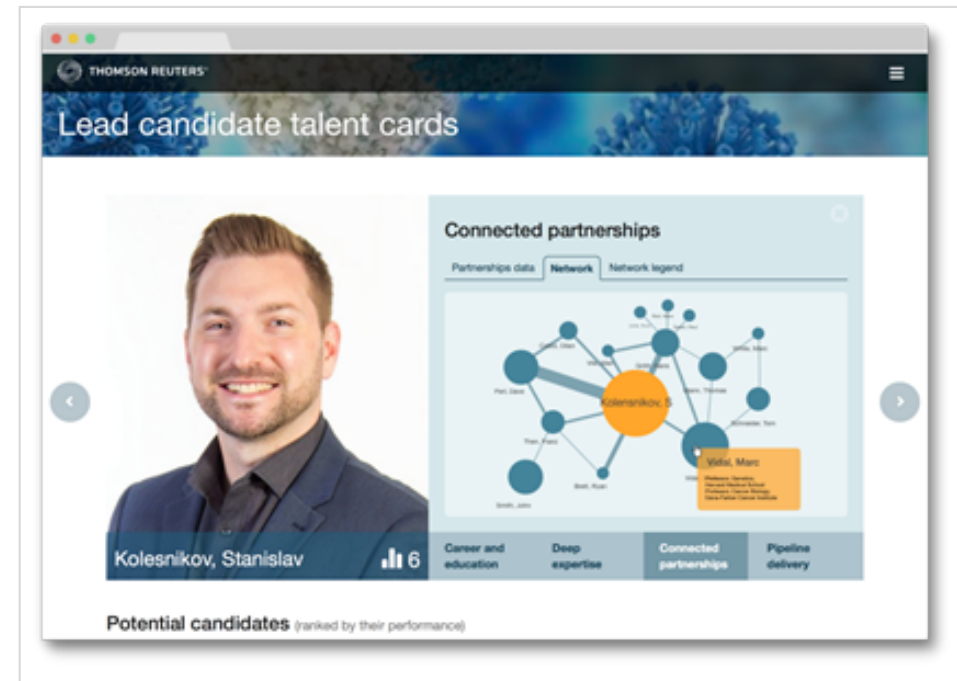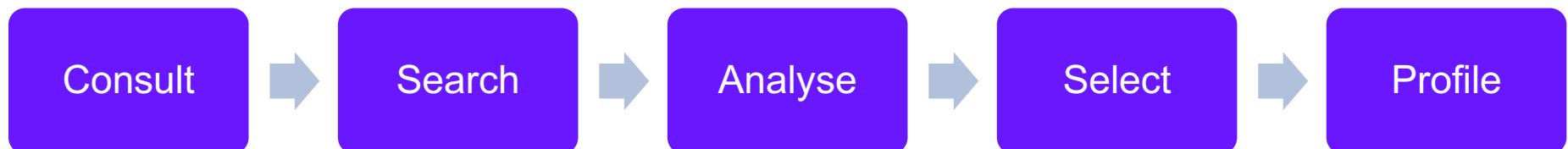
Keys to success

- **Listening:**

We interviewed the R&D team, including the person retiring, to understand the characteristics and experience they found valuable. We designed the metrics around this.

- **Iterative approach:**

We met regularly to review data and adjust accordingly.

- **Targeted approach:**

Client wanted researchers focusing on basic rather than clinical research. They also wanted someone with industry links so they could transition easily into a corporate environment.

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Future directions

- Altmetrics:

Potentially incorporate data like Almetric.com to measure a candidate's social reach.

- Emerging research/predictive analytics:

Incorporate research fronts to show which candidates are working on cutting-edge topics.

What does this mean for librarians?

Progressive librarians are adapting their skills to provide value-added services to their organization's leadership

- Data-driven tools like this dashboard put bibliometrics to use for real administrative problems.
- Using your unique skills for administrate activities makes the library indispensable to your administration.
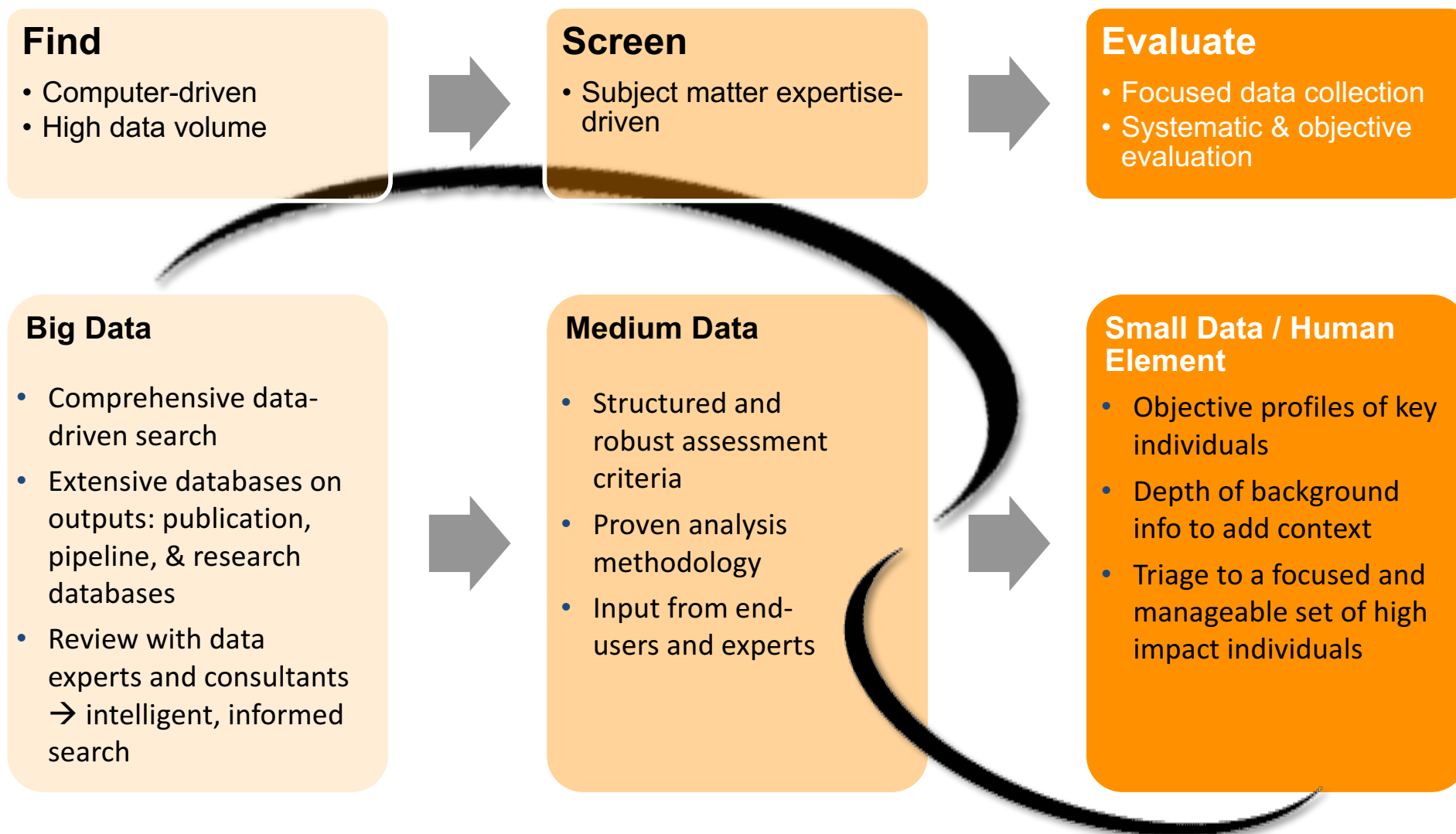
Thank you

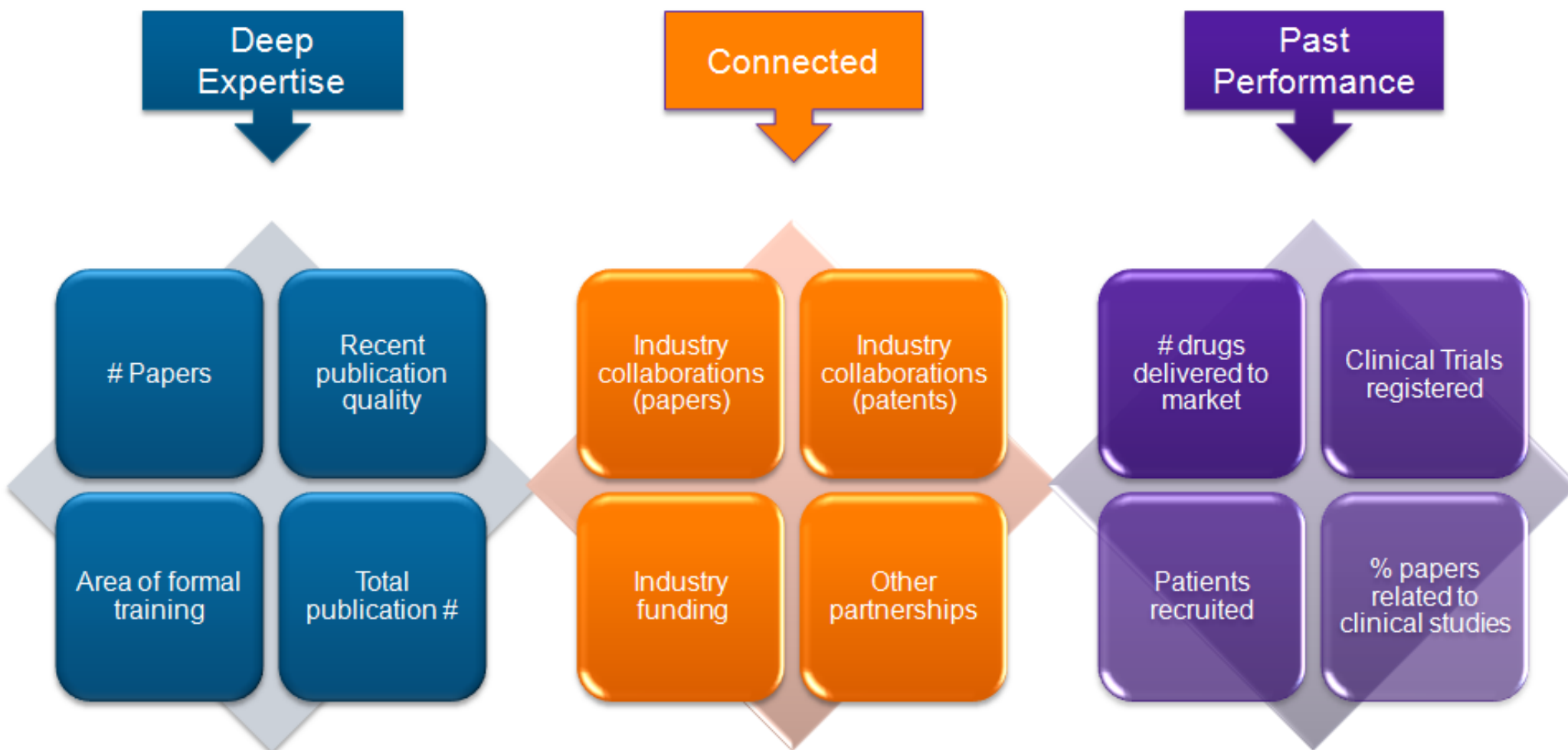Ann Beynon
ann.beynon@thomsonreuters.com

Appendix

Process: qualitative and quantitative

Find
- Computer-driven
- High data volume

Screen
- Subject matter expertise-driven

Evaluate
- Focused data collection
- Systematic & objective evaluation

Big Data
- Comprehensive data-driven search
- Extensive databases on outputs: publication, pipeline, & research databases
- Review with data experts and consultants → intelligent, informed search

Medium Data
- Structured and robust assessment criteria
- Proven analysis methodology
- Input from end-users and experts

Small Data / Human Element
- Objective profiles of key individuals
- Depth of background info to add context
- Triage to a focused and manageable set of high impact individuals

Metrics aligned to the priority areas of the client

Deep Expertise

# Papers	Recent publication quality
Area of formal training	Total publication #

Connected

Industry collaborations (papers)	Industry collaborations (patents)
Industry funding	Other partnerships

Past Performance

# drugs delivered to market	Clinical Trials registered
Patients recruited	% papers related to clinical studies

Data can be included from any Clarivate Analytics dataset, client databases, or public data sources
Base algorithms can be customized to customer need

Deliverables

How the data is presented

DELIVERABLES

- There are two core outputs from the standard analyses:

  - A spreadsheet showing the selected indicators for each researcher.

  - Profiles of the selected experts which can be customized to describe their performance (summary of indicators), career and educational backgrounds, data on grant awards, professional memberships and prizes. Can be provided in Word or PowerPoint.

Name	Total Research Output	Citation Impact	Percentage Highly Cited	Percentage International Collaboration	Score
Albert Libby	204	3.34	2.9%	77.9%	0.628
Iola Ebarb	10	2.67	80.0%	60.0%	0.585
Clarita Happ	5	2.57	100.0%	40.0%	0.562
John Smith	207	3.42	3.4%	50.7%	0.552
Johnie Levesque	15	3.18	33.3%	73.3%	0.550
Austin Minks	293	3.11	3.1%	36.5%	0.543
Adele Poplin	231	2.56	0.9%	62.8%	0.538
Shawanna Clyne	294	1.31	1.0%	75.9%	0.533
Mark Bergren	296	1.13	0.0%	79.7%	0.531
Oralee Bobby	151	3.19	0.7%	62.9%	0.529
Devora Andre	268	1.63	1.5%	72.4%	0.528
Arnita Beem	12	2.34	41.7%	75.0%	0.515
Shirly Mccuin	10	2.65	50.0%	60.0%	0.509
Benny Evitt	6	3.25	66.7%	33.3%	0.508
Ariana Humphreys	10	2.88	80.0%	30.0%	0.506

Background

Group Leader, Autoimmunity and Inflammation

Merck Research Labs

San Francisco Bay Area

Resume

Group Leader, Autoimmunity and Inflammation
Merck Research Labs
November 2009 – Present (6 years 2 months)

Senior Principal Scientist
Schering-Plough Biopharma
June 2007 – August 2009 (2 years 2 months)

Principal Scientist
Schering-Plough Biopharma
August 2004 – May 2007 (2 years 10 months)

Associate Principal Scientist
Schering-Plough Biopharma
January 2001 – July 2003 (2 years 7 months)

Research Fellow
DNAX Research Institute
July 1997 – December 2000 (3 years 6 months)

Education

Doctorate: University of Southern California (the)
Department of Molecular and Cellular Immunology

Masters: Cal Poly Pomona (1992)
Biological Science

Bachelors: Cal Poly Pomona (1990)
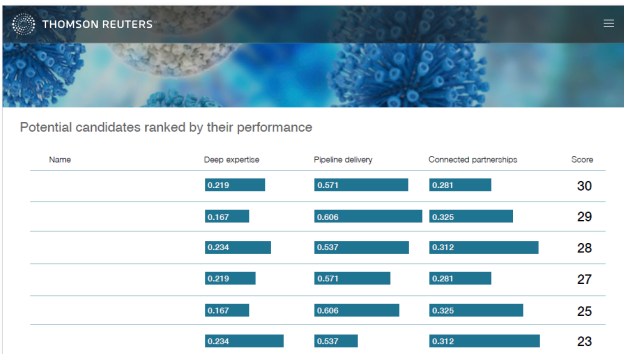Biology

Skills (top 5 from LinkedIn profile)

Inflammation
Drug Discovery
Immunology
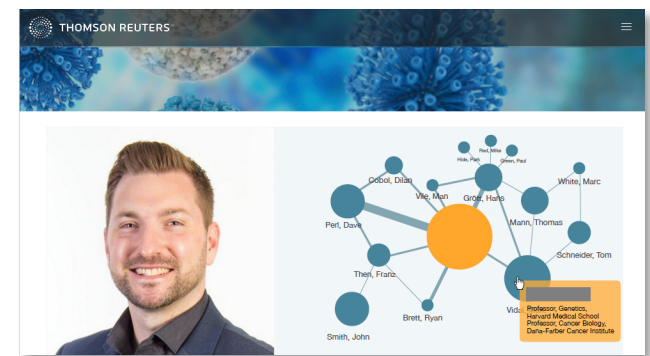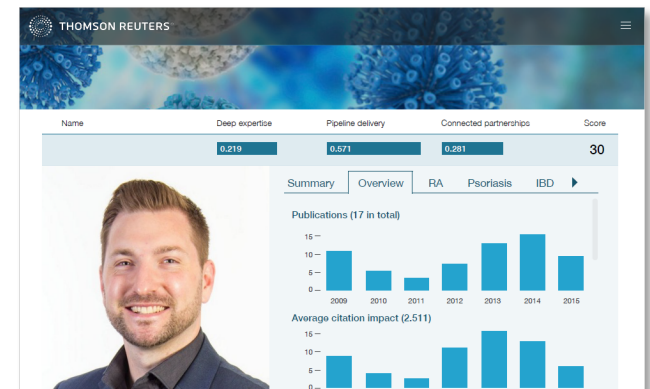Autoimmunity
Cell

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VISUALIZATIONS

- Optional visualizations can be provided.
- These can be made available through a secured web-based portal allowing interaction with the data:
  - Ranking and comparing potential candidates
  - In-depth analysis of performance indicators
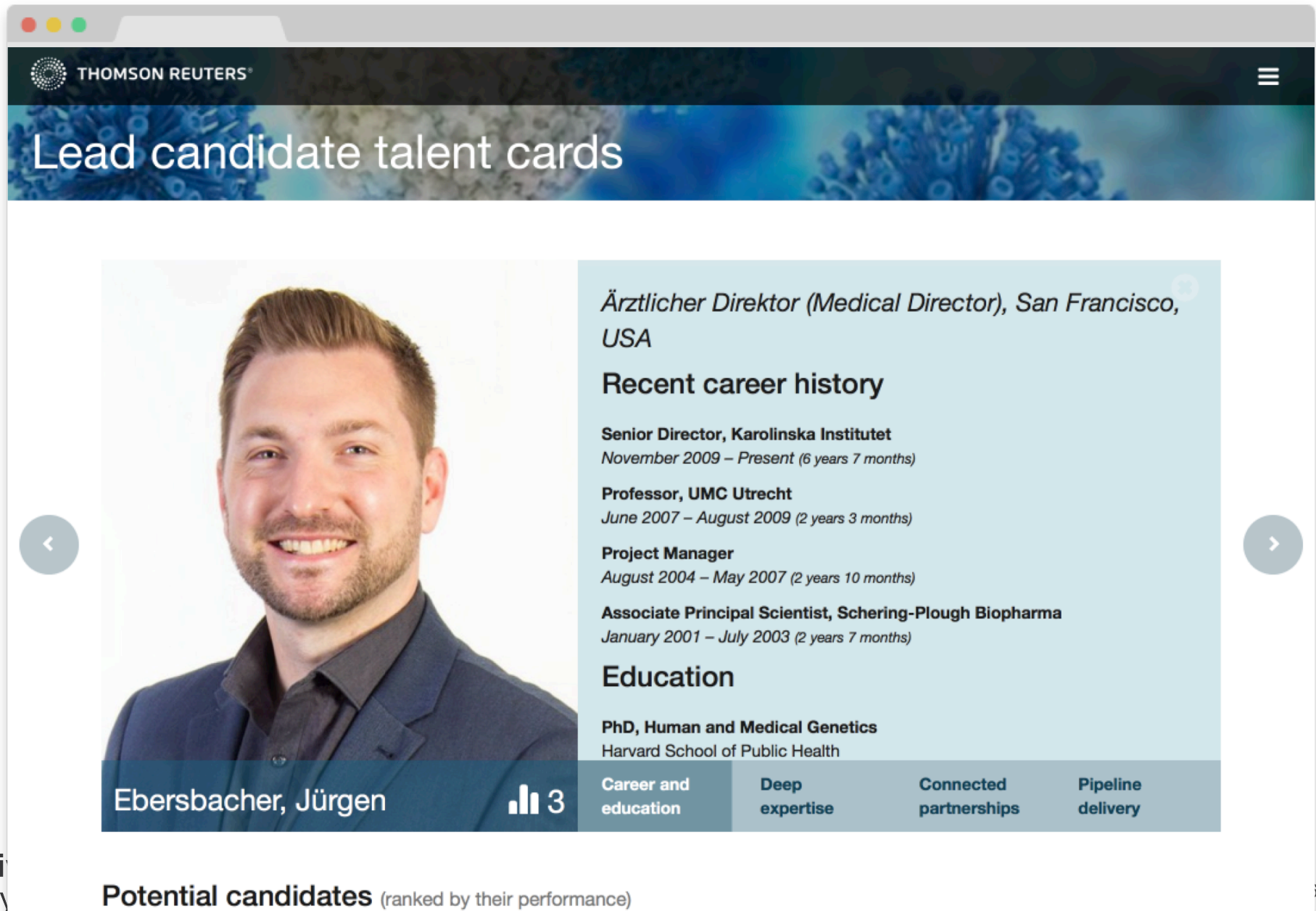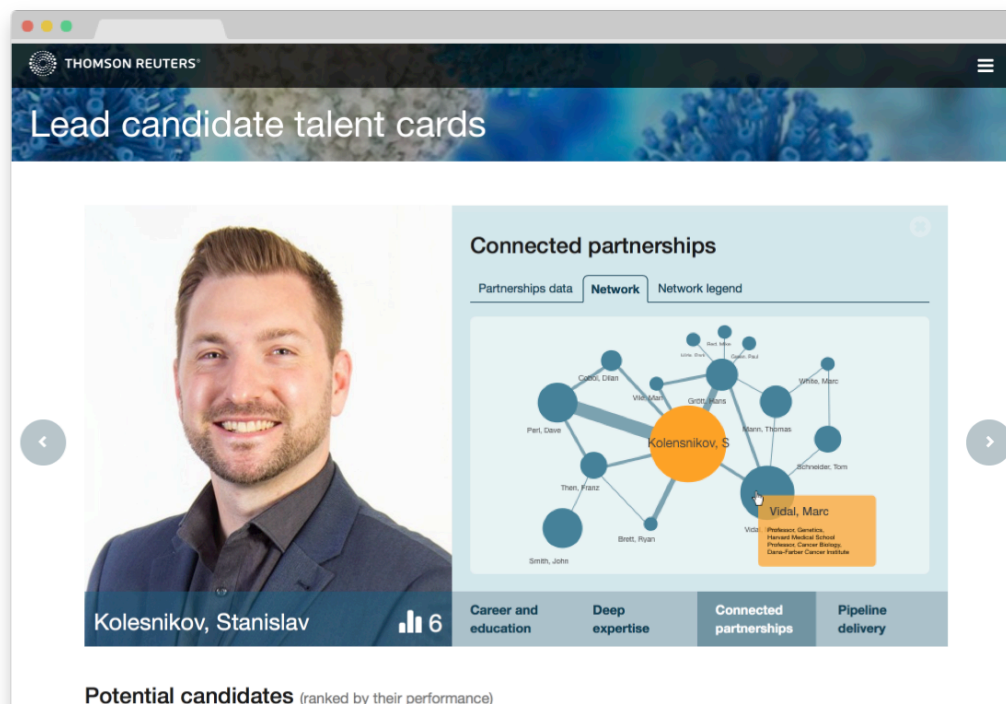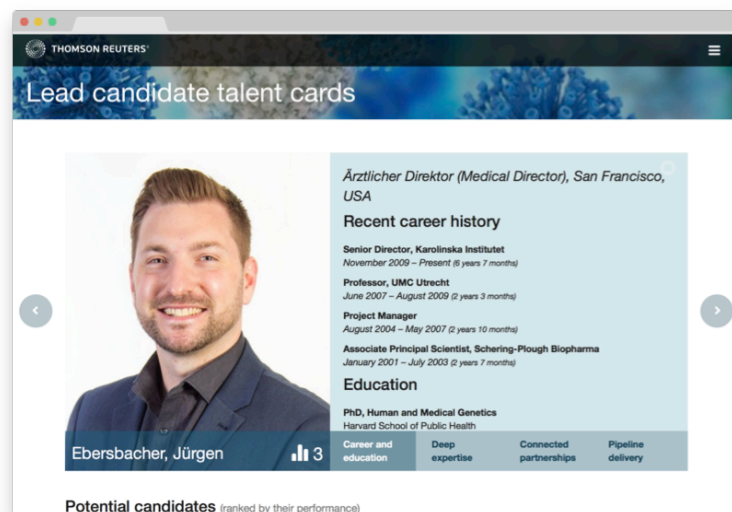 - Network visualizations

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Lead candidate talent cards

Ärztlicher Direktor (Medical Director), San Francisco, USA

Recent career history

Senior Director, Karolinska Institutet
November 2009 – Present (6 years 7 months)

Professor, UMC Utrecht
June 2007 – August 2009 (2 years 3 months)

Project Manager
August 2004 – May 2007 (2 years 10 months)

Associate Principal Scientist, Schering-Plough Biopharma
January 2001 – July 2003 (2 years 7 months)

Education

PhD, Human and Medical Genetics
Harvard School of Public Health

Ebersbacher, Jürgen   3

| Career and education | Deep expertise | Connected partnerships | Pipeline delivery |

Clari
Analy

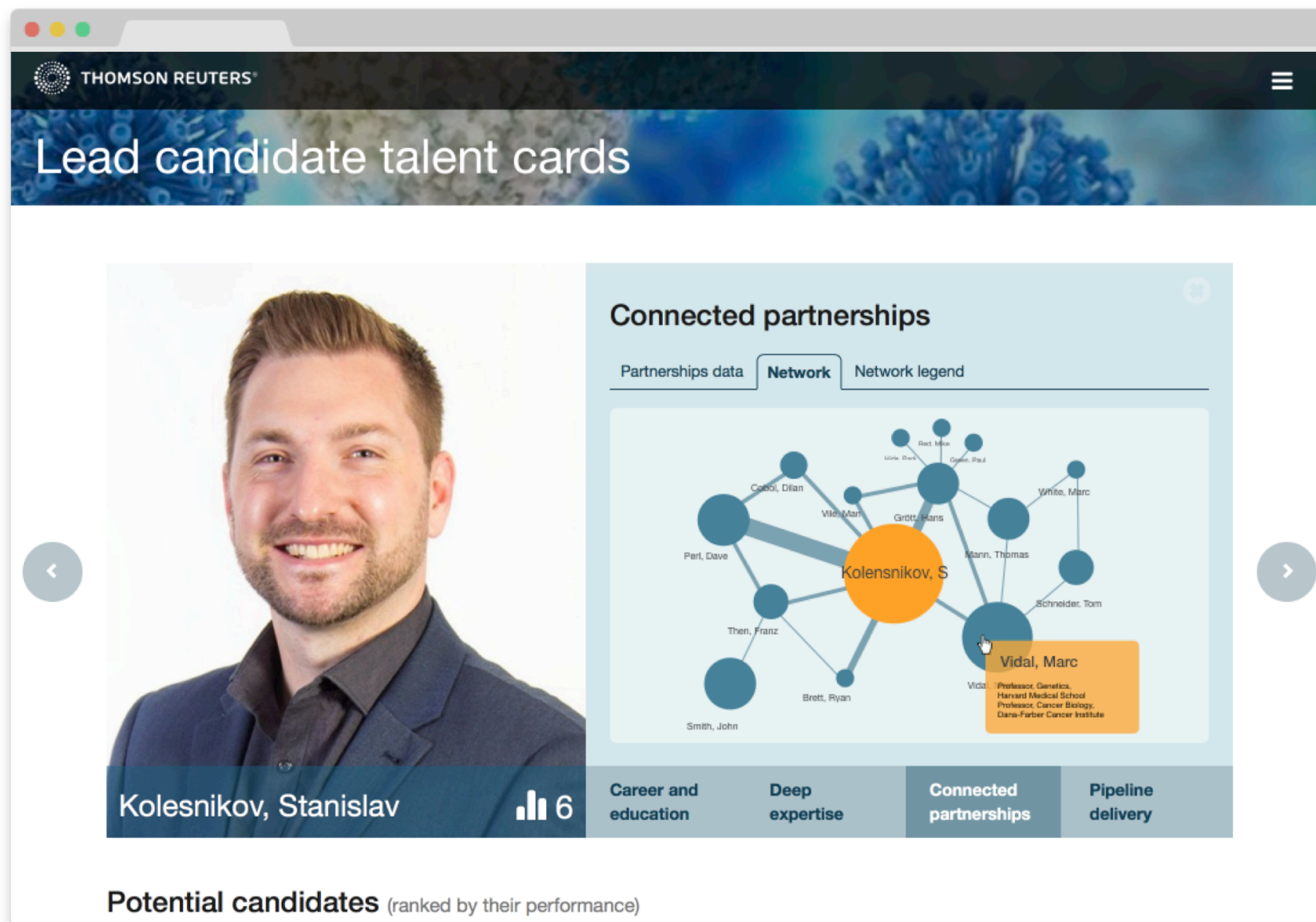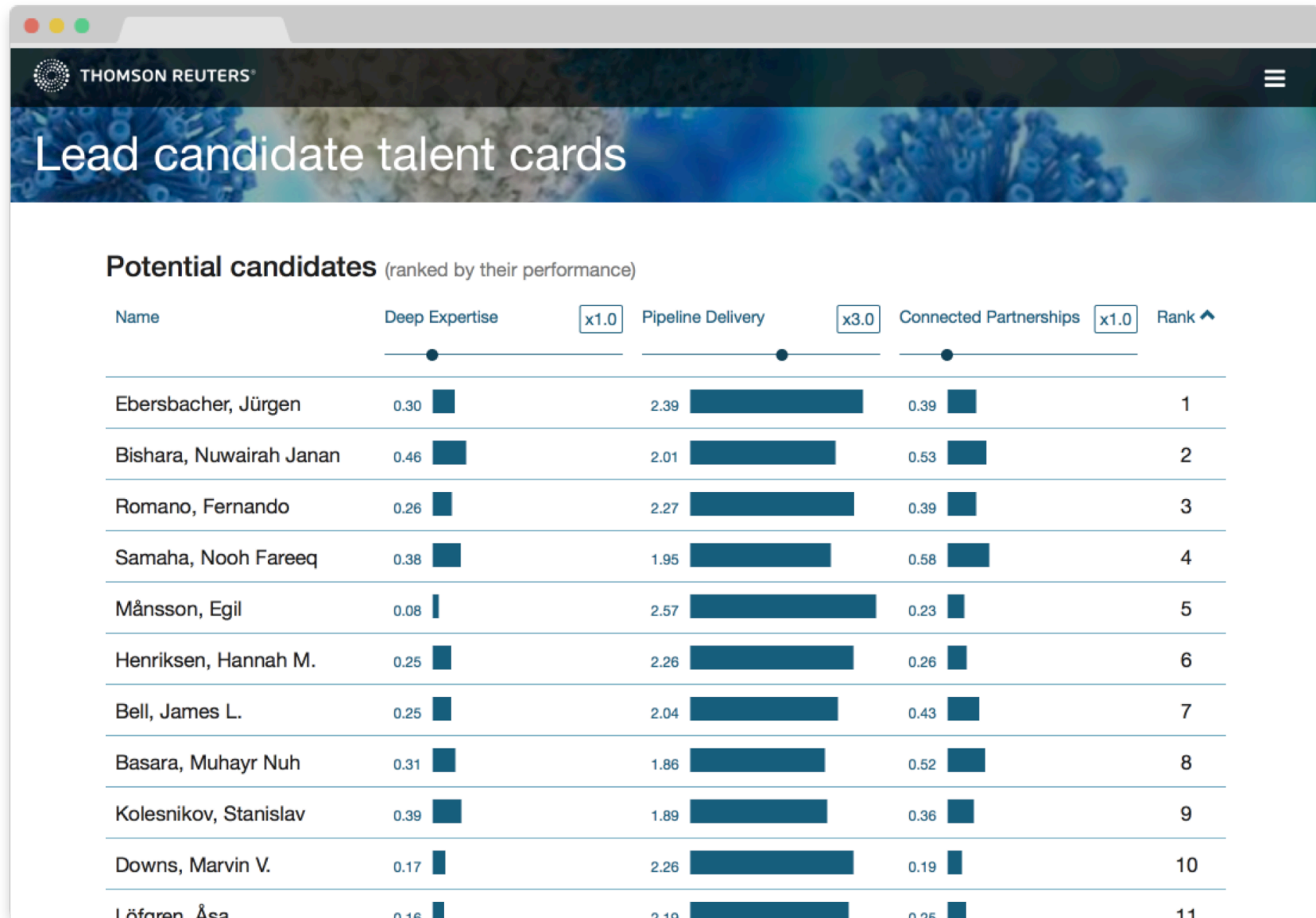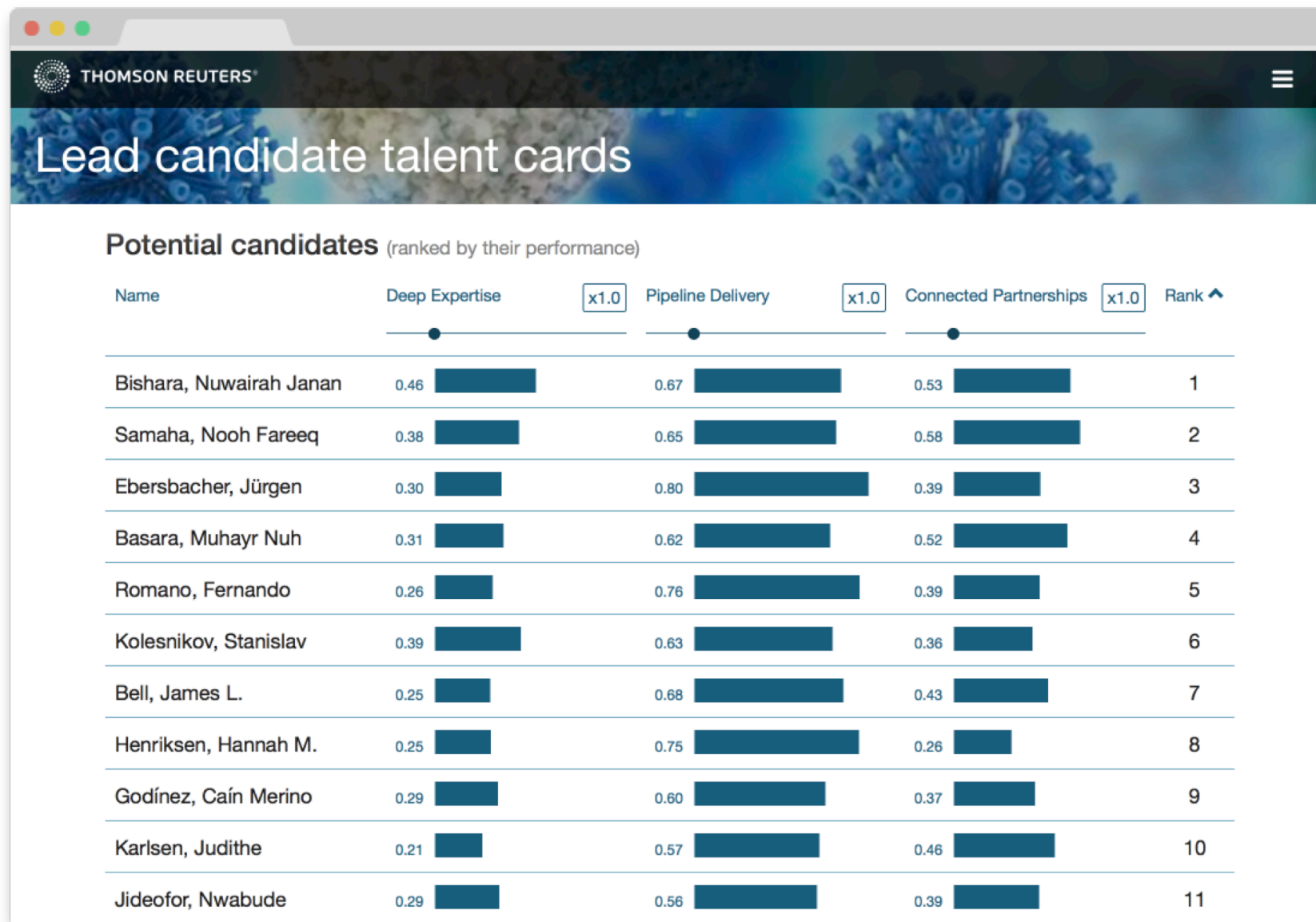**Potential candidates** (ranked by their performance)

VISUALIZATION

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VISUALIZATION

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