A metrics-based approach to recruiting:
KOL Dashboard Case Study

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SLA PHT Conference

Ann Beynon
ann.beynon@clarivate.com
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
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.
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

1. Consult
2. Search
3. Analyse
4. Select
5. Profile
Live Demo
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.
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

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

Screen
• Subject matter expertise-driven

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

Evaluate
• Focused data collection
• Systematic & objective evaluation

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

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
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.
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
**Visualization**

Lead candidate talent cards

**Ebersbacher, Jürgen**

**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

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

**Career and education**

**Deep expertise**

**Connected partnerships**

**Pipeline delivery**
VISUALIZATION
Lead candidate talent cards

Deep expertise

Total publications: 88 (Rank 25/33)
Highly cited publications: 75
Citation impact of publications: 20.611
Output of research papers

Potential candidates (ranked by their performance)

Name | Deep Expertise | Pipeline Delivery | Connected Partnerships | Rank
--- | --- | --- | --- | ---
Kolesnikov, Stanislav | 6 | | | 1
VISUALIZATION

Lead candidate talent cards

Connected partnerships

Potential candidates (ranked by their performance)
### Lead candidate talent cards

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

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<thead>
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