



### Prism Physician covers departure of Chief Medical Officer

#### Background

*Loss of their CMO, for any reason, presents a challenge to any Pharma company.*

In a company developing its own pipeline of treatments, the Chief Medical Officer (CMO) is a core member of the company's management team, working alongside the Chief Scientific Officer (CSO) or Head of Research and Development, to lead the progress of the company's assets through the development process. The role requires not only a robust understanding of the Clinical and Regulatory environment for medicines, but also the ability to interact with external stakeholders, members of the board and other companies. Loss of a company's CMO, for any reason, presents a challenge to any pharmaceutical company. In smaller organisations, an obvious internal candidate suited to the role will be unlikely, and there is usually an urgent need to provide continuity and direction.

#### Challenge

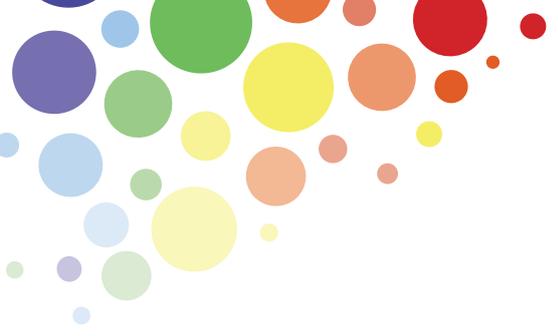
Prism was contracted directly by the CSO of a company with an out-licensed commercial portfolio and various development products from lead candidate stage through to end of Phase II. The company's incumbent CMO had recently resigned, leaving the company without the necessary leadership for upcoming development milestones and associated regulatory interactions. In addition, the company was keen to identify a development partner for one of its later stage assets, which in turn would help support funding for other assets that were less advanced. Identification of a suitable interim candidate within a month was essential to allow any handover between the departing CMO and Prism's proposed replacement pending a permanent appointment.

#### Solution

*Identification of a suitable interim candidate within a month was essential*

Given the brief lead time, Prism advised the client that the best solution would be a part-time placement, where the interim could start rapidly to allow a handover, with a later increase to a half time basis upon departure of the current CMO. Prism identified a Pharmaceutical Physician with previous 'C' level experience who was interviewed by the client CEO, and the interim appointment was approved by the board. Work was partly undertaken at Prism's offices, with regular (weekly) visits to the client's offices.

Shortly after commencing the placement, the interim CMO took the lead of a clinical program, which was previously led by their predecessor, and oversaw the management of Phase IIb study results, followed by an application to the FDA for breakthrough designation and interactions with potential development partners.



*...CMO participated in the company's executive team meetings, presenting clinical plans and costings to the board as necessary.*

Over the next 3 months they guided the clinical and regulatory teams to finalise a revised Phase III clinical trial design for another product, taking into consideration the negative feedback from regulators to a previous proposal. They provided clear direction on the regulatory briefing packages, which resulted in approval of the proposed plans after the agency meetings. Prism's interim CMO also advised upon the long-term development strategy, including patient targeting and future clinical trial designs, leading to the approval of Phase I and Phase II drug studies. The CMO fully participated in the company's executive team meetings, presenting clinical plans and costings to the board as and when necessary.

Line management responsibilities, which are normally required of the CMO, were provided by other senior staff to ensure continuity of the role, and to enable the remaining aspects of work to be delivered in the time available.

### Conclusions

*...successful delivery of the contract saw all projects remain on track and progress through their milestones as planned*

Prism was able to identify the right blend of technical expertise and management capability for the client's company, and found an approach to provide an appropriate person to support the company within the notice period of the departing CMO.

The successful delivery of the contract saw all projects remain on track and progress through their milestones as planned, prior to handover to a permanent appointee. Downstream, Prism has continued to support the company with a variety of editorial and clinical services.