

# 5 Reasons For Worldwide's Low CRA Turnover (And What That Means For You!)

Worldwide believes happy CRAs means happy sponsors, and our sponsors see the difference.

When CRAs come to Worldwide Clinical Trials, they come to a company that invests in them and supports their growth, and as a result, we have a **lower turnover rate than most of our competitors**. Our sponsors don't experience the same delayed timelines, loss of study knowledge, and burned-out CRAs many sponsors face with other CROs.

Our clinical monitoring group's turnover rate is **well below the industry average.**

## So, what makes our CRAs happy and our sponsors confident in our partnership?

- 1 | They have a name.** We're big enough to have the resources and partnerships to execute studies well, but small enough that our employees don't feel like one in 10,000 (and especially not one in 82,000). Each CRA has a 1:1 with their manager bi-weekly or weekly to make sure they have the job support and career development support they need. Our people are not a number here; we know each other by name, and our sponsors know our names.



**What this means for you:** You'll know the CRAs on your study and can trust they have access to managers and colleagues to help them solve problems, find answers, and feel supported in their role.



**Hana Smoljanović, Croatia**  
Manager & Franchise Lead, Clinical  
Operations Site Management

**Joined in October 2009**

Hana came to Worldwide in 2009 as a Senior CRA, progressed to Lead CRA, to Associate Clinical Operations Manager, and is now Manager & Franchise lead, Clinical Operations Site Management

*"Worldwide's greatest asset is our people. We understand that individuals perform best when they know they are a part of a valued team."*



**Dayo Akinbinu, US**  
Senior Clinical Research Associate

**Joined in January 2020**

Dayo joined Worldwide in 2020 after working as a CRA at two other contract research organizations.

*"To say that I am passionate about clinical trials is an understatement. I wake up every day feeling grateful and thankful for my job. Impacting lives in a positive light is a huge deal for me."*

- 2 | They have the ability to specialize.** We let our CRAs pick the therapeutic area they are passionate about, and we don't ask them to support other therapeutics. This means they work in an area they are interested in and can create a deep, specialized knowledge base they can build on and apply to their future studies.



**What this means for you:** You'll have CRAs experienced in your therapeutic area who WANT to be on your study.

**3** | **They have a manageable workload.** Burnout is real and can be very common with the travel-intensive responsibilities of a CRA. We mitigate the risk of burnout by only requiring CRAs to be onsite six to eight days per month on average — versus the typical 10-12 — meaning they can connect with their sites, support their needs, and still have time for their personal lives.



**What this means for you:** The CRAs on your study are less likely to feel overworked, make mistakes, and decide they need a career change, and your sites will have engaged and consistent support.

**4** | **We invest in their future.** Being a CRA is a fantastic jumping off point to build a career in clinical research, and we want our CRAs to build their career with Worldwide. That's why we have upfront CRA training and extensive career progression plans customized to each individual CRA, so they know what they are working towards, and you know they see a future with us



**What this means for you:** Your study is more likely to stay on timeline, without the disruptions and knowledge gaps that come with CRA turnover.

**5** | **They receive competitive compensation.** This market is competitive, and CRAs can always find a CRO looking to pay what it takes to bring them on board. We offer retention bonuses and competitive salaries to get our CRAs in the door, annual bonus and pay-raise incentives to keep them here, and the cultural benefits to make them want to be here. Our turnover rate speaks for itself. And, so does our referral rate — 38% of our hires are referred from our employees.



**What this means for you:** Happy CRAs produce better work, are more reliable and efficient, and are more likely to stick around, meaning your study has the highest chance of continuity.



**Tom Slavin, US**  
Clinical Trials Manager  
**Joined in June 2019**

Tom joined Worldwide in 2019 as a CRA with the long-term goal of becoming a Clinical Trials Manager. He communicated his goal during the interview process, and management helped him achieve this goal.

» [Hear more about his story.](#)

*"I wanted to find a company that promoted work-life balance and gave the feeling of a smaller CRO, such as the ability to get feedback from senior leaders and that the people within the organization matter. Worldwide provides me just that. In addition, senior managers and leaders make sure to foster the development of long-term employees."*



**Danielle Henson, US**  
Associate Manager, Site Operations Management  
**Joined in January 2020**

Danielle joined Worldwide in 2019 as a CRA II, and since has been promoted to Senior CRA, moved to an in-house CRA to accommodate her family during COVID-19, and was promoted to Associate Manager to lead a CRA team.

» [Hear more about her story.](#)

*"Worldwide is very different from any other company where I've worked. The company sees the potential in every individual, listens to our goals, and helps us pursue the next steps in our professional journeys."*

You need a reliable, efficient team who will stick with you through the duration of your study. With Worldwide, you can trust we're investing in our teams in a meaningful way, and our sponsors feel the difference.

**Let's talk about your program!**