DMP & DECCAN®

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Business-Alliance-Partnership --For the Life Sciences Industry「MED*i*Talent™」

MED*i*Talent™: Frequently Asked Questions (FAQs)

Q. What is MED*i*Talent?

MED*i*Talent is the Life Sciences industry centric incentive-driven **REFERRAL PARTNER PROGRAM** designed for the purpose of building a rich pipeline of niche domain expertise: Key Opinion Leaders (KOLs), Subject Matter Experts (SMEs), and Health Care Professionals (HCPs) to support our clientele engaged in Clinical, Regulatory, Medical, and PV & Safety functions.

DMP & DECCAN supports Life Sciences clients by offering **business advisory-project consulting and executive search-specialist recruitment services** based on the work statement and scope. Our range of clients include Pharma Sponsors, Clinical Manufacturing Organizations (CMOs), Clinical Research Organizations (CROs), and domain specific technology MNCs, specializing in both Business operations and Digital cloud space (Life Sciences ICT) across departmental functions.

Q. Why MED*i*Talent?

We value the networks of our referral partners have built up during their careers and we're always delighted to be referred candidates, consultants, and prospective client leads from within those networks. A referral comes with a layer of trust built into it. This we believe will increase the success rate of our clients that we support in accessing the industry talents on demand. Also, the Referrals normally come with high credentials, resulting in positive outcomes, high closing rate, and lasting engagements.

Q. How does the referral scheme work?

If you are a professional and well-connected to Life Sciences industry Key Opinion Leaders (KOLs), Subject Matter Experts (SMEs), and Health Care Professionals (HCPs), you can be a part of the referral partner program upon signing the Referral Partner Program Confidentiality Agreement. Through this program, you would:

- Refer DMP & DECCAN to your known contacts: (a) Hiring Manager (Employer); (b) Job Seeker (Employee). If the person you're referring is already well known to and registered with our company, we'll inform you promptly.

- Refer DMP & DECCAN to your known contacts: (a) Company looking for outsourcing partner for supporting short-term temporary consulting projects; (b) Independent contractors or consultants looking for freelance consulting engagements within our service scope.

- DMP & DECCAN will share What We Need Referrals For on a weekly or biweekly basis with our referral partners as long the Agreement is active.

Q. What benefit can I get from this referral partner program?

To show that we appreciate your time and thoughtfulness for referring Clients (and projects) and Candidates (and independent contractors or consultants), we have a **written referral scheme which rewards you financially contingent upon success or result** for taking the trouble to recommend/refer our services and allows you to considerably increase your income during a year.

The details of the rewards structure and payment scheme is clearly outlined in the Referral Partner Program Confidentiality Agreement.

Q. How to join the Referral Partner Program?

You can get in touch with us to receive the Referral Partner Program Confidentiality Agreement.

If you are a Referrer who is not yet known to DMP & DECCAN, we request you to meet with us first time to get to know face-to-face.

Please send us an email at: contact@dmpdeccan.co.jp
Urgent need? Give us a ring on: +81 80-9085-6658

Q. How do I refer someone?

Ask your referee to contact DMP & DECCAN, quoting your name and the job/project reference (if any). Alternatively, you can get in touch with us directly and pass on your referee's contact details (**please make sure you have their permission first**), and we'll handle further discussion on our end.

Please send us an email at: contact@dmpdeccan.co.jp
Urgent need? Give us a ring on: +81 80-9085-6658

Q. How does DMP & DECCAN track Referrer-Referee information?

We track the Referrer-Referee information in our company database using following format so that we all know who has referred whom and when, so we can stay honest and reinforce our referral tracking habit.

REFERRER NAME		REFEREE NAME		INITIAL CRD* (Date & Time)
Given Name	Family Name	Given Name	Family Name	
K--ji	Kubota	Mi--ko	Moriya	dd/mm/yyyy (00:00 am/pm)
*CRD means, "Client/ Candidate/ Consultant initial (referral) received date and time."				

Q. Can you give few examples of What DMP & DECCAN Need Referrals For?

DMP & DECCAN need referrals which are relevant to the Life Sciences industry – Pharmaceuticals, Medical Devices, Biotechnology, Cosmetics, and Nutraceuticals.

Below are the referral opportunity core areas across functions and projects:

❖ Life Sciences Industry Enterprise Cloud IT Specialists

|| Business Configuration | Data Migration | Technology & Deployment | Application Support | Validation, etc. ||

❖ AE Case Management (PV/Drug Safety) Specialists

|| Data Entry (DE) | Quality Control (QC) | Safety Control Manager (SCM) | Project Manager (PM) | Engagement Manager (EM) | Service Delivery Manager (SDM), etc. ||

❖ Clinical Development Specialists

|| Clinical Research Manager (CRA/CRM) | Clinical Field Operations and Data Management | Clinical Project Manager, etc. ||

❖ Quality, Safety and Compliance Specialists

|| Quality Compliance and Process Training | Quality Management | ISO/GMP/GVP Quality Auditor | QMS (Supplier Management), etc. ||

❖ Regulatory Affairs Specialists

|| CMC Regulatory Affairs | APAC Regulatory Affairs | Regulatory Policy and Intelligence | Regulatory Affairs --Submission | Global Regulatory Affairs --Clinical Safety, etc. ||

❖ Medical Affairs Specialists

|| Medical Information & Communication | Medical Writing/Translation | Medical Review | Pharmacovigilance & Medical Information | Medical Scientific Liaison | Labelling & Risk Communication, etc. ||

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