

DMP & DECCAN®

Cloud

Offshore

Offsite

Onsite

Information Technology Services

www.dmpdeccan.co.jp

DMP & DECCAN offers flexible IT Subcontracting, IT Consulting, ITaaS Managed Services, and IT system/process outsourcing solutions & services based on our **onsite-offsite-offshore** Hybrid IT business model for the Life Sciences industry IT organizations in Japan.



IT Subcontracting



IT Recruiting



IT Consulting/ITaaS

IT Subcontracting (*Ukeoi* Contracts):

DMP & DECCAN identifies and works with the Japanese-English bilingual, domain experienced, technically qualified/certified inhouse-freelance-independent IT professionals (subcontractors). We are perfectly positioned to support IT Subcontract projects of any size on short-medium-long term engagements in Japan. Such projects include IT Consulting, ERP applications development, and Infra maintenance/support which can be outsourced/contracted to DMP & DECCAN for an agreed upon fixed fee to be paid on a milestone or contingent fee basis.

Permanent IT Hiring:

DMP & DECCAN holds the Japan MHLW issued recruitment license (Recruitment #: 13-コ-310289) to undertake permanent recruiting in Japan. Our Executive Search-Specialist Recruitment practice focuses on recruiting full time IT Professionals (FTEs) into the permanent roles in the Life Sciences industry. Our IT search engagements are dedicated to the Subject/System Matter Experts (SMEs), engaged in Clinical, Regulatory, Medical, and PV & Safety functions. Our **IT Recruitment Process Outsourcing (RPO)** is when our Client company transfers all or part of its permanent recruitment to our company (an external provider).

IT Subcontracting (*Ukeoi*) Engagement Model



Customer
(Consigner)

Customer: Customer (Consigner) entrusts DMP & DECCAN (Contractor/Consignee) to complete IT projects based on SLAs and SOWs and the fixed fees to be paid thereof for the services. Contractors are hired to complete IT project as it is laid out in a contract (**Master Agreement for Client – Contractor framework**).



Contractor
(Consignee)

Contractor: Contractors are hired by Clients to perform the work in the contract on a time and materials basis only, then move on to the next project and/or contract. There are no lasting ties to the employer (Customer) and no obligations, such as social insurance or taxes.



Subcontractor
(Consultant)

Subcontractor: A subcontractor (or Independent Contractor) is hired by the Contractor or project owner to complete a certain task entrusted by the Customer and the fixed fees to be paid by the Contractor thereof for the services. Subcontractors also work under a separate contract on a time and materials basis only (independent contract) with Contractor (further specified in the Statement of Work – SOW). They are not employees or a part of the Customer or Contractor that hired them for specific tasks. There are no lasting ties to the employer (Contractor) and no obligations, such as social insurance or taxes. When the assigned task is finished, the subcontractor is off to the next project.

IT Consulting (ITaaS) Services Engagement Model



Consulting Services (Dev/Infra)

Managed IT Services (ITaaS)



Cloud Computing Services



DMP & DECCAN IT Services Engagement Model can provide flexible IT Project Management to Clients in Japan due to our forged partnership with niche domain specific IT Services & Solutions companies from our offshore delivery centers in India. Clients in Japan need not hire FTEs for demanding IT Development or Infra Maintenance & Support projects that need Subject/System Matter Experts only for a specific period or a project.

Japan Onsite Support Service

Japan Offsite Support Service

India Offshore Support Service

Significant IT Roles & Functions We Support

IT provides diverse and growing opportunity for service providers like DMP & DECCAN. Some are "High Demand" and some are important to the "Future of Life Sciences IT". With this knowledge, we strive to support following significant IT Roles/Functions in Japan.

Data Management

Cyber Security

IT Infrastructure

Software/App Development

Digital Transformation

Data Management/ Analytics

- BI Architect/Analyst/Developer
- Data Engineer
- Data Scientist
- Database Architect

Cyber Security

- Cyber/Information Security Engineer/Analyst
- Security Management Specialist

IT Infrastructure

- Network Engineer/Architect
- Network/Systems Administrator
- Systems Analyst
- Computer Support Specialist

Software/App Development

- Blockchain, Machine Learning (ML), Artificial Intelligence (AI) Designer/Developer/Engineer
- Mobile App Developer
- SW Developer/Engineer
- UI/UX Designer/Developer
- Web Developer

Digital Transformation

- Change Management
- IoT Designer/Engineer
- Transformation Consultant

IT Candidates and Consultants Talent Pool

DMP & DECCAN works with a large pool of IT Talents – Freelancers and Independent Consultants to manage your IT Subcontract Projects or qualified candidates to recruit for Full-time IT roles. Our Candidates and Consultants, apart from native Japanese, come from different countries. They all have Japan work permit, are proficient in English-Japanese, and hold relevant language and professional Certifications.

Language Proficiency

Language Proficiency

Native Japanese (English Language Proficiency)

Native or Bilingual – 30%

Full Professional – 50%

Limited Working – 20%

Non-Native Japanese (Japanese Language Proficiency)

Native or Bilingual – 30%

Full Professional – 50%

Limited Working – 20%

Non-Native Japanese Nationality Profile

Asia (India, China, Vietnam, South Korea, etc.) – 50%

US-EU (USA, Canada, UK, Germany, France, etc.) – 35%

RoW (Rest of the World) – 15%

Licenses & Certifications

JLPT Level (N3 to N1) | TOEIC Score (750 to 950)

Project Management Professional (PMP)

ITIL Foundation

AWS (Amazon Web Services) Certified

VMware Certified

Citrix Certified

Microsoft Certified

Cisco Certified

Six Sigma

Certified Scrum Master (CSM)

Certified Ethical Hacker (CEH)

Certified CGEIT/CRISC/CISA/CISSP/CISM, etc.

Licenses & Certifications

Multinational Talents

Pharmacovigilance/Drug Safety System Support Services



ORACLE
ORACLE ARGUS SAFETY

Global Safety Database Implementation



Global Safety Data Migration



Cloud Computing Services

Global Safety Database Implementation

- Validation
- Data Migration
- Project Management
- Production Support
- On-premise to Cloud
- End User Training

Global Safety Data Migration

- ARISg/ARISj (LSMV10)
- Argus/ArgusJ
- ClintracePerceive Ace/PV
- AERS/Emperica Trace/RxLogix
- Home grown system, Excel, XML
- Single Tenant/Multi Tenant Migrations

Cloud Computing Services

- On-premise to Cloud
- Microsoft Azure Platform
- Amazon Web Services (AWS)
- Salesforce.com
- IBM/Gogol/SAP/Oracle
- VMware/ServiceNow/Workday

DMP & DECCAN provides IT services & solutions to help Life Sciences companies in Japan to manage and maintain their drug safety and other critical applications/tools. We support Global Safety Database Implementation, Global Safety Data Migration, and Safety Cloud Computing services using our flexible *Onsite-Offsite-Offshore* hybrid business model.

ERP & CRM IT Support Services for the Life Sciences Clients in Japan

DMP & DECCAN provides IT services/solutions to help Life Sciences companies in Japan to manage and maintain their **Customer Relationship Management (CRM)** and **Enterprise Resource Planning (ERP)** systems/applications/tools. We work with a large pool of IT talents – freelancers/independent consultants to manage your IT subcontracting/business outsourcing projects or recruiting full time employees (FTEs) into the permanent roles in the ERP & CRM space.



Freelancer/Experienced Consultants

Global ERP/CRM Support



Freelancer/Experienced Consultants

- Development and Customization
- Technical and Solution Architecture
- Process Business Consulting
- Configuration, Admin and Testing
- Project/Program Management
- On-premise to Cloud Transition

Global ERP/CRM Support

- SAP ERP
- NetSuite
- Oracle ERP
- Microsoft Dynamics
- Salesforce HealthCloud
- Veeva CRM Suite
- Data+/Aurea CRM/CRMNEXT, etc.

ERP/CRM Services

- Contingent Project Management
- ERP/CRM Technical Advisory
- Permanent Hiring/Recruitment
- ERP/CRM RPO Services

ERP/CRM Services



Custom Technology Solutions and Software Services via India Offshore Business Partners

Our offshore business partners' background comes from industry experience as well as life science consulting, safety database implementation, maintenance, cloud solution analytical services. The team is experienced with various regulatory agencies (including PMDA Japan) which place us in the unique position to support our clients in Japan with an end-to-end solution to Safety Database management.

Application Development

Application Maintenance

IT Security

Infrastructure Support

Software Migration

Application Development Services

We rely on our technological expertise and specialized industry experience to develop any type of web, mobile, desktop, and hybrid app per your business requirements.

Application Maintenance Services

Our application maintenance efficient modernized services are designed to ensure the scalability, performance, and sustainability of your entire software infrastructure as your business grows.

IT Security Services

Our business conscious threat audits help us identify your infrastructure's most pressing vulnerabilities, allowing us to integrate the encryptions, security services as per business need.

Infrastructure Support Services

We address client's key business assets from multiple perspectives, that requires to allow an organization to become an effective digital enterprise with the help of our end-to-end infrastructure services.

Software Migration Services

We perform cloud-based migrations, system upgrades and other vital software modernization services with utmost focus and prioritizing system uptime and data integrity.

DMP & DECCAN®

RPO

Retainer

Contingency

Executive Search-Recruitment
and RPO Services

www.dmpdeccan.co.jp

DMP & DECCAN Executive Search-Specialist Recruitment practice focuses on recruiting full time employees (FTEs) into the permanent roles in the Life Sciences industry in Japan. Our search engagements are dedicated to the following two Functional Categories:



Life Sciences Core Functions



Life Sciences Back Office Functions



We support a range of Life Sciences industry clients such as Pharma Sponsors, Clinical Manufacturing Organizations (CMOs), Clinical Research Organizations (CROs), and domain specific technology MNCs, specializing in both Business operations/Back Office and Digital cloud space (Life Sciences ICT) across departmental functions.

Life Sciences Core Functional Specializations:

Key Opinion Leaders (KOLs), Subject/System Matter Experts (SMEs), and Health Care Professionals (HCPs) engaged in Clinical, Regulatory, Medical, and PV & Safety functions.

Life Sciences Back Office Functional Specializations:

Supply Chain & Procurement Specialists (SCM), Human Resources & General Affairs Specialists (HR & GA), Finance, Accounting, and Audit Specialists (F&A/Audit), and Environmental/Occupational Health & Safety Specialists (EHS).

At DMP & DECCAN, we offer three different Recruitment Engagement Models (fee structures) depending on the Client's requirements:

Recruitment Engagement Model

Success Based
Engagement



Retainer Based
Engagement



RPO Based
Engagement



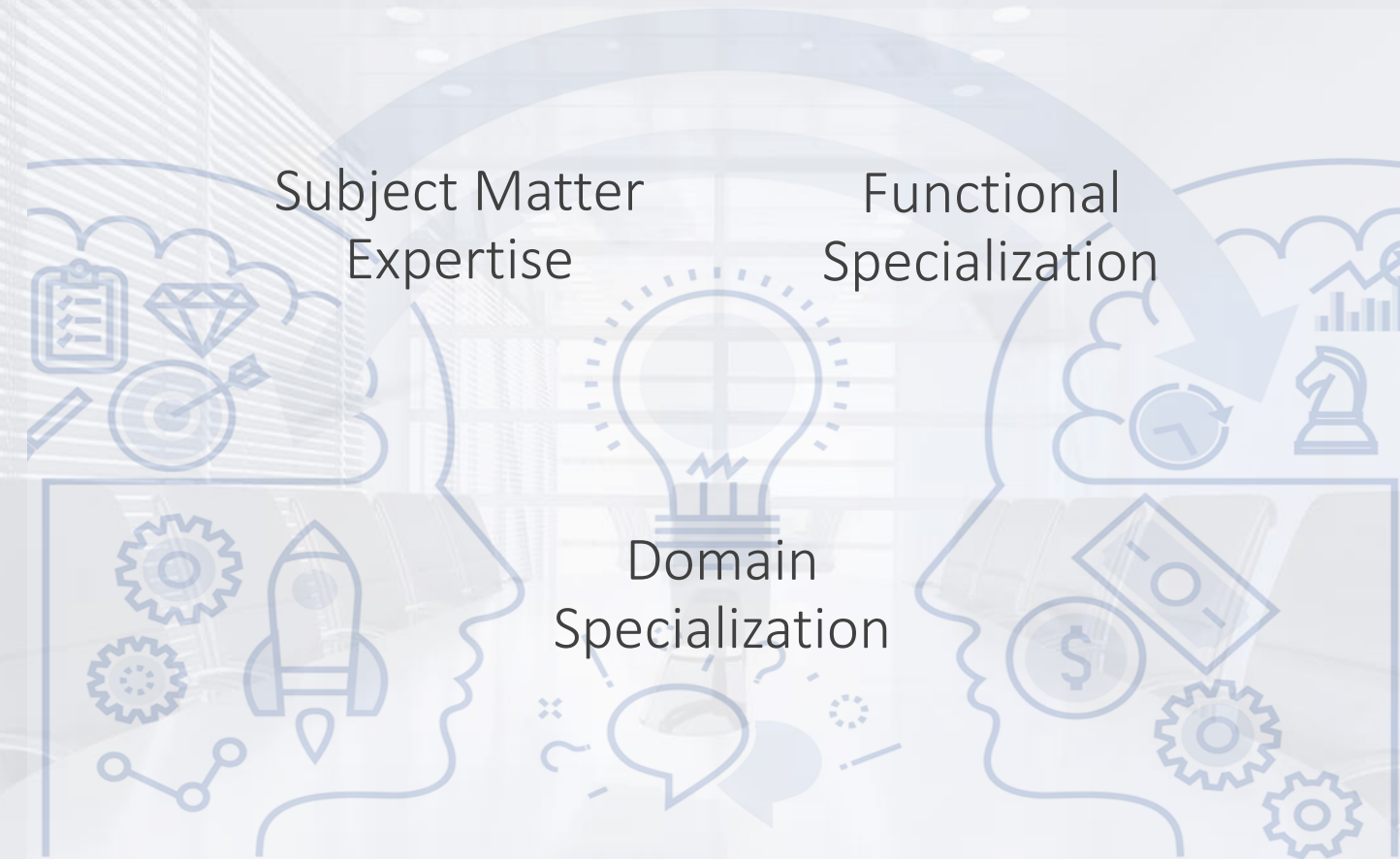
Success Based (Contingent Search) – by which we charge a percentage fee contingent upon the candidate is hired.

Retainer Based (Confidential Search) – by which we charge an agreed upon fee in three stages: at the start, upon acceptance of the short list and at the end of the search.

RPO Based (Managed Search) – Recruitment Process Outsourcing (RPO) is when our Client company transfers all or part of its permanent recruitment to our company (an external provider).

We focus on building a rich pipeline of niche domain expertise to support our clientele by leveraging the Life Sciences industry Business-Alliance-Partnership 「MED/Talent™」 engagement experience through a network of Key Opinion Leaders (KOLs), Subject/System Matter Experts (SMEs), and Health Care Professionals (HCPs) engaged in Clinical, Regulatory, Medical, and PV & Drug Safety system and process operations functions.

Life Sciences Core Functional Specialization



Subject Matter Expertise

- Key Opinion Leaders (KOLs)
- Subject/System Matter Experts (SMEs)
- Healthcare Professionals (HCPs)

Domain Specialization

- (Bio) Pharmaceuticals
- Medical Devices/Technology
- Cosmetics/Neutraceuticals

Functional Specialization

- Pharmacovigilance/Drug Safety
- Japan GxP Compliance (RA)
- CRO Clinical Affairs

Life Sciences Core Functional Search Engagements

- Enterprise-Solution-Infrastructure-Cloud IT Specialists
- Pharmacovigilance/Drug Safety Specialists
- Quality, Safety and Compliance Specialists
- Clinical Development Specialists
- Regulatory Affairs Specialists
- Medical Affairs Specialists

Life Sciences Back Office Functional Specialization



Supply Chain & Procurement

Human Resources & General Affairs

F&A, Legal, EHS Compliance

Supply Chain & Procurement

- Supply Chain Director/Manager
- Logistics Planning
- Demand Forecasting/Supply Planning
- Import Operations/Inventory Control
- Warehouse Management/Distribution
- Order Management
- Purchasing/Sourcing
- Indirect Procurement

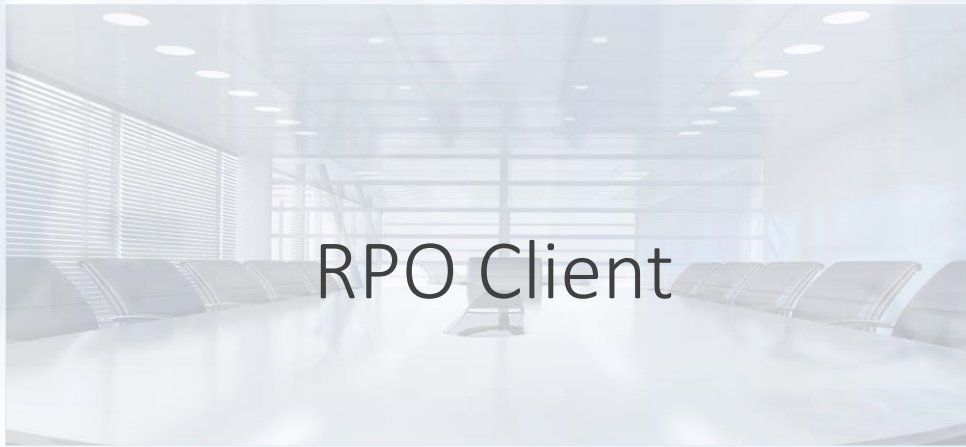
Human Resources & General Affairs

- HR/GA Director
- HR Business Partner (HRBP)
- Talent Acquisition Specialist
- Compensation & Benefits Specialist
- Learning & Development Specialist
- Organizational Development (OD)
- Leadership Training/Coach
- HRIS and HR Operations

F&A, Legal, EHS Compliance

- Finance Director/Controller/CFO
- FP&A Specialist/Analyst
- Tax Accounting/Audit Specialist
- Legal Compliance Specialist/Counsel
- Regulatory Compliance
- EHS Specialist (Manufacturing/Facilities)
- Occupational Health & Safety
- Field/Process Safety Specialist

Recruitment Process Outsourcing (RPO)



Recruitment Process Outsourcing (RPO) is when our Client company transfers all or part of its permanent recruitment to an external provider such as DMP & DECCAN. We can act as an extension of our Client company's HR or Resourcing/Talent Acquisition function, sitting on site with the client providing a holistic hiring solution.

DMP & DECCAN®

Business
Advisory

GxP
Compliance
Advisory

AE Case
Management

Project Consulting and Process Outsourcing Services

www.dmpdeccan.co.jp

Life Sciences Project Consulting Services



Business Matching Services



Regulatory Consulting Services



Pharmacovigilance/Drug Safety Services

Japan PV/Drug Safety Consulting Services

DMP & DECCAN offers business expertise and industry knowledge through A Step-by-Step project consulting support to kick-start your Pharmacovigilance/Drug Safety Strategic Business Unit (SBU) in Japan in the following areas of expertise:

- Japan Pharmacovigilance Market Snapshot (Executive Report)
- Go-To-Market (GTM) strategy advisory
- Pre-Sales support
- Request for Proposal (RFP) writing in English and Japanese
- PV Capabilities Presentation Deck creation in English and Japanese
- Japan PMDA Regulatory specific E2B (R3) and Green Book (J-Items) AE Reporting Requirements guideline in English
- Bilingual (E-J) Concise Japanese PV Glossary (excel) for onshore/offshore AE Case Management team
- Service Supplier (PV Outsourcing Vendor) Qualification Audit checklist orientation
- J-GVP Quality Self-Inspection Implementation and CAPA management regulatory guideline training
- QC check of AE Case Management project related SOPs, PMP, BCP, SOW, SLAs.

Pharmacovigilance AE Case Management Services

AE Case Management Engagement Overview

Transition | Training | Go-live | Retrospective Review | Post Go-live



DMP & DECCAN has the capability to provide the necessary resources for Comprehensive AE Case Management of all serious and non-serious adverse event cases as requested by Sponsors, including but not limited to: **spontaneous post-marketing cases, clinical trial cases, cases forwarded by the regulatory agencies, literature cases, and legal cases.** DMP & DECCAN uses stringent metrics for the case processing team, which will be reviewed during the transition period.

Comprehensive AE Case Management

- Spontaneous Post-marketing Cases
- Clinical trial cases
- Regulatory Agency forwarded cases
- Literature cases
- Legal/Offlabel cases

Case Processing Workflow

- Case Intake/Triage
- Data Entry (DE) / Coding (MedDRAj)
- Quality Review/Check (QC)
- Case Assessment/Translation
- Case Report Preparation

Local/Global Safety Database

- ARGUSg/J
- ARISg/J
- Percieve Ace/PV
- AERS/Empirica/Clintrace/RxLogix
- Homegrown Systems/Excel/XML, etc.

Japan Regulatory Submission Support

DMP & DECCAN will act as a Single Point of Contact (SPOC) for providing local Regulatory Consulting support from time to time through our Partner Consultants (SMEs), local Regulatory Affairs Consulting firms and CRO partners, in areas of Drugs, Medical Devices, Cosmetics, Food & Dietary Supplements, Biotech, OTC and their registrations/submissions.



Japan Regulatory Submission Support



Japan Business Matching Services

Japan Regulatory Submission Support

Our support includes but not limited to following:

- Pre-Sales support
- RFI/RFP documentation support
- Assisting Client teams for the Proposals/ Quotes of the service requested by end customers (service buyers)
- Identifying License Holding/ Legal Representative –
- In-Country Clinical Caretaker (ICCC) and Designated Marketing Authorization Holder (DMAH) facilitation
- Identifying Distribution partners

Japan Business Matching Services

Using our Business-Alliance-Partnership engagement model, DMP & DECCAN will act as a Single Point of Contact (SPOC) for facilitating Business Matching Support for both Japanese and foreign Biotech companies seeking desired business partners for expansion in the following areas of activities:

- Joint Venture and M&A Partnership
- In-Licensing and Out-Licensing
- Joint Research and Development
- Manufacturing Service
- Sales of Reagents
- Product Licensing
- Technology Licensing
- Distributorship Agreement, Agency Agreement
- Testing Services

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