

A female scientist with dark hair tied back, wearing a white lab coat and clear safety goggles, is shown in profile. She is holding a small glass vial in her gloved hand. The background is a bright, out-of-focus laboratory setting with other people working.

# SGS Scientific Insourcing

Health Inspired, Quality Driven

**SGS**

# About SGS

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SGS is the world's leading testing, inspection and certification (TIC) company. Globally recognized as the benchmark for quality and integrity, we help businesses meet their quality, safety, performance, sustainability, and compliance goals through tailored testing, inspection, certification, consultancy, and training services.

## Key focus areas:

- Health & Nutrition
- Connectivity & Products
- Industries & Environment
- Natural Resources
- Business Assurance

## Sustainability Ambitions 2030

- Better planet
- Better society
- Better governance

## Our business principles

- Respect
- Sustainability
- Leadership
- Quality & professionalism
- Health, safety & environment
- Integrity





# Our Pharma solutions

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We offer end-to-end support to pharmaceutical and medical device companies, from the earliest stages of drug development through to commercial production. Our services include cutting-edge analytical testing, clinical research, formulation development and manufacturing support, as well as specialist staffing.

With over 30 ISO, GMP and GLP certified facilities worldwide, we deliver flexible, GxP compliant insourced staffing solutions tailored to your scientific and operational needs.

Agile and strategic resourcing is critical for meeting regulatory requirements and market demands.

We help you maintain compliant, efficient and high-performing operations through streamlined recruitment, onboarding and staff development – all backed by deep technical expertise and a robust, globally integrated infrastructure.



# Service delivery models

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We support our clients through three service delivery models, fully customizable to meet specific needs. These can be used individually or combined to provide the right capability and capacity:

- Fee-for-Service (FFS) – Testing is conducted at our laboratories on your behalf. Services are priced according to the defined scope of work
- Outsourced Full-Time Equivalents (FTEs) – Our dedicated technical staff work exclusively for you within one of our facilities
- Scientific Insourcing – Our staff work along side your employees within your facility, supported by dedicated project management and technical teams





# Scientific Insourcing

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## Expertise

- Scientific and technical recruitment on a global scale
- Skills gap analysis
- Technical consulting

## Performance

- Performance management through KPIs
- Development and training

## Convenience

- Contract and payroll solutions
- Flexible timescales
- Functional teams in your facility



# Scientific and technical functions

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We leverage our expertise in laboratory operations to provide cost-effective, scalable resource solutions where you need them.

Our insourced teams support a wide range of activities, from research and development to commercial manufacturing, including:

- Method development and validation
- Microbiology QC
- Chemistry QC
- Biochemistry QC
- Sample/Reference Standard management
- Environmental monitoring
- Manufacturing support
- Stability program management
- Regulatory administration
- Project management





# Why choose SGS insourcing solutions

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## Performance

- **Performance framework:** Performance tracking and continuous improvement embedded in delivery
- **Ongoing skills development:** Supporting off-site technical training and upskilling

## Increased flexibility

- **Industry-leading onboarding:** Resources deployed in best-in-class timeframes
- **Operational flexibility:** Adapt quickly without compromising quality
- **Scalable team size:** Flexible resourcing to meet changing needs
- **Minimal client effort:** Only onboarding over sight and governance touchpoints required

## Flawless compliance

- **Employment compliance:** Full adherence to local labor laws and regulations
- **Regulatory compliance:** Ensuring all requirements are met (visas, work permits, medical screening)

## Strategic deployment of resources

- **Full strategic resource alignment:** Talent matched to your long-term goals
- **Optimized cost structure:** Efficiency through transparent, tailored pricing



# Insourcing case study

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## Client challenge

A global pharma company needed skilled QC analysts to support method validation, product release and stability testing for its development pipeline.

## Our approach

- **Collaborative planning:** Aligned scope with operational and quality needs
- **Targeted hiring:** Provided tailored job descriptions and jointly interviewed shortlisted candidates
- **Fast deployment:** Onboarded initial QC team in 6–8 weeks
- **Scalable model:** Expanded from 8 to 40 FTEs in 12 months

- **Integrated delivery:** Analysts worked onsite under client systems, employed and managed by SGS
- **Ongoing support:** Delivered technical oversight, managed performance, and drove improvements through KPIs and regular reviews.

## Results

- 6+ year partnership
- Fully integrated, SGS-managed workforce
- Scalable, compliant, and high-performing team
- Continuous value through strong governance and results-driven management

Contact us to schedule a presentation or site visit and explore our approach to insourcing solutions.

## Benefits

- Optimized cost structures
- Increased flexibility
- Flawless compliance
- Enhanced risk mitigation
- Strategic deployment of resources





# SGS Scientific Insourcing

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Quality Driven

Contact us

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**SGS**

When you need to be sure