

Roger Joby - Experience

EDUCATION

June 1977	B.Sc. (Hons) Applied Biology – (CCNA)
July 2000	The Professional Certificate in Management – (Open University)
August 1974	Certificate of supplementary Study - Biochemistry
August 1973	Higher National Certificate - Chemistry

MEMBERSHIP OF PROFESSIONAL BODIES

July 1975	Licentiate of the Royal Institute of Chemistry
May 2003	Member of the Association for Project Management
October 2005	Professional Member of the Institute of Clinical Research
March 2008	Chartered Scientist

KEY MANAGEMENT POSITIONS

Sep 2003 to date	Managing Director 1to1to1 – Project Management Consultancy
Jan 2003 to Aug 2003	Director Proposals and Contract Services – Ingenix Pharmaceuticals Services (UK) Ltd.
Nov 2001 to Sept 2002	Director Clinical Operations Europe - CroMedica
Mar 2001 to Nov 2001	Senior Director Project Finance and Planning - CroMedica
Sep 2000 to Mar 2001	Managing Director 1to1to1 – Project Management Consultancy
May 1997 to Sep 2000	Director of Bids and Contracts – MDS Pharma Services
Sep 1995 to May 1997	Director Bids and Contracts Europe – Pharmaco/PPD
Sep 1992 to Sep 1995	Project Planning Manager – Qiuntiles (UK) Ltd.
Feb 1990 to Sept 1992	Project Manager Quintiles (UK) Ltd.
Feb 1978 to Sep 1992	Clinical Field Trials Officer – Pitman-Moore / GLAXOVET
Aug1968 to Feb 1978	Scientific Officer – GLAXO Research

COMPETENCIES

Project Management

- Project manager on several clinical studies including a global phase III study in post-menopausal osteoporosis with a team of over 25 individuals, anti-infective phase III studies, Gastrointestinal Phase II and III studies.
- Project management of clinical trials in domestic farm and companion animals.

Project Management systems and tools

- Programming and development of a clinical trial tasked based pricing models (including models used by Quintiles, Pharmaco, MDS, Ingenix and CroMedica).
- CRO based models for forecasting Full Time Equivalent (FTE Models) requirements.
- Pharmaceutical based models for forecasting the internal FTE requirement for outsourced clinical studies (Phases I to IV).
- Programming and development of a model to calculate profitable billing rates for CRO staff.
- Development of an Earned Value Analysis (EVA) model for clinical studies based on deliverable budgets which allows:
 - Accurate monitoring of project progress (which includes all of the suppliers) and programme progress.
 - Schedule and cost variances.
 - Schedule and cost forecasting.
 - Project accruals / Income recognition (Sarbane / Oxley compliant)
 - FTE forecasting.
- Development of project feasibility methodology.
- Project Risk Analysis and Management
- Stake holder analysis

Contracts and proposals

- Contract Negotiations (including fixed, fixed unit priced and variable contracts for Phase I to IV clinical trials and subsequent 'change orders').
- Proposal generation.
- Development of incentive based contacts.
- Development of partnership agreements designed to increase cooperation improve process performance between sponsors and suppliers.

Management

- Project manager for several clinical projects
- Line manager of several Bids and Contacts group within CROs including building a proposal and contracts department for the European arm of a major CRO.
- Line manager of a clinical operations group which included several offices in the UK and the rest of the world.
- Strategic input to the management steering committees, including introduction of financial tracking (EVA) risk and stakeholder analysis and quality audits.

Biochemistry / Chemistry

- Development of insoluble enzymes used in the manufacture of antibiotics.
- Pilot plant isolation and purification of fermentation metabolites.
- Steroid synthesis.

Training (both public and client specific courses).

- CRO Selection
- CRO management
- Project team motivation
- Risk analysis
- Stakeholder analysis
- Project tracking and finance
- Negotiation skills and conflict resolution
- Project life cycle
- Use of MS Project
- Use of EXCEL
- Project pricing
- Types of contracts

REFEREED JOURNAL PAPERS

- Bryde, D.J. & Joby, R. (2007) "Incentivising Project Performance in the Construction of New Facilities: Utilising the Earned Value Method". Journal of Facilities Management Vol 5 No 2 pp 143-149
- Bryde, D.J. & Joby, R. (2007) "Transaction or Collaboration? The Effect of the Contract on Managing Service Providers". Clinical Research Focus Vol 18 No 10 pp 23-27.
- Joby, R, Parrett, A. & Sinclair, S. (2003) CRO Selection in Outsourcing Survey (2002) Clinical Research Focus Vol14 No 5 2003
- Bryde, D.J. & Joby, R. (2007) "Product-based planning: the importance of project and project management deliverables in the management of clinical trials" R & D Management Vol 37 No 4 pp 363-377

CONFERENCE PAPERS

- Bryde, D.J. & Joby, R. (2005) “Performance Measurement of Clinical Study Projects using Earned Value Methodology” British Academy of Management Annual Conference, September 2005, Oxford, UK

OTHER RELEVANT ACHIEVEMENTS

Invited Book Chapters/Monographs/Papers

- Bryde, D.J. & Joby, R. (2008) “Shifting financial risk to the CRO with fixed priced contracts may not help performance” CCRA Membership Directory & Industry Yearbook 2007/8
- Bryde, D.J. & Joby, R. (2007) “Project Risks and Contracts in Clinical Trials” in Drug Development 2007
- Bryde, D.J. & Joby, R. (2007). “Outsourcing Clinical Research Projects” The Institute of Clinical Research, Marlow, Bucks.
- Bryde, D.J. & Joby, R. (2007) “Clinical research and contracts: key questions when dealing with project risk” PCMG The Bulletin (2)
- Joby, R. & Webber, D. (2006) “The importance of outsourcing in obtaining ‘Best Value’” CCRA Membership Directory & Industry Yearbook 2006/7