

Hybrid Delivery: Where agility meets innovation



Start your FSP journey toward smarter,
faster global trials



Your FSP challenges solved

What's slowing you down?

- Complex trial designs, diverse patient populations and advanced technologies making rigid, traditional delivery models obsolete?
- Need to keep control over some functions, but lack bandwidth or experience in other functions (e.g., study management or biometrics)?
- Fluctuating portfolio demands require agile and flexible resourcing that can expand or contract quickly without disruption jeopardizing timelines?
- Aiming to support your company's long-term goals and growth by developing internal capabilities or building direct site relationships, but finding it challenging due to current business constraints?



What is Hybrid Delivery?

Hybrid Delivery isn't just outsourcing. It's **flexible, scalable and consultative**, designed to give you control where you need it, and efficiency where it matters most.

Fortrea's **Hybrid Delivery** model offers a flexible approach that combines elements of Full Service Outsourcing (FSO) and Functional Service Provider (FSP) models to create a tailored solution aligned with your goals, governance and culture. It can also be a mix of FSP models that blend embedded functional teams with centralized and unitized services (where delivery is based on a task/work product as a unit, not by FTE), supported by consultative planning, KPI-driven governance and scalable global resources.

Co-designed in collaboration with you, this model aims to deliver a personalized, tailored solution that reflects your operating needs and preferences.

Unlocking tangible benefits for your business

Hybrid Delivery models provide a customized solution that balances control with efficiency and can mitigate risks during transitions:

- **Tailored design:** Co-created with you to align to your systems, governance, culture and priorities
- **KPI driven governance:** Transparent performance from day one with agreed structured playbooks and transition frameworks, for transparent accountability
- **Agility and scale:** Rapidly expand or contract resources—onshore, nearshore or offshore—without disrupting timelines
- **Speed and efficiency:** Centralized hubs and output-based workstreams can cut cycle times and reduce fixed FTE costs, improving productivity and budget efficiency
- **Access to specialized skills:** Embedded functional teams plus full-service leadership and specialized knowledge close capability gaps fast
- **Better patient and site experience:** Tackles modern pressures such as D&I, tech integration and compliance risks head-on

Hybrid Delivery in action

Challenge: A mid-size biopharma needed to run increasingly complex, multi-country trials, but their existing model was holding them back. Their model wasn't built for global growth, functional depth or the pace modern trials demand. They struggled with inflexible resourcing during portfolio shifts, fragmented execution caused by limited internal capacity and disparate vendors and ongoing pressure to accelerate timelines without quality trade-offs.

Goal: Design a future-ready outsourcing model that:

- **Blends control with scale** to embed technical experience where it matters (CTAs/CRAs, PM/start-up oversight) and outsource high volume functions end-to-end

- **Accelerates delivery** via standardized playbooks, KPI-driven governance and mature transition frameworks
- **Scales globally with confidence** to rapidly expand countries, sites and studies without quality erosion
- **Lifts performance and stability** for faster hiring, stronger retention and measurable quality gains across audits and metrics

Solution: Fortrea and the sponsor co-designed a hybrid model with a tailored blend of embedded FTE teams with dedicated oversight, and fully outsourced services supported by KPI-driven governance and continuous process improvements.

Value delivered:

Rapid scale

470% headcount growth in three years, increased studies (6→13), expanded across countries (8→26) and >440 EC submissions

Quality excellence

<1% performance-related replacements and excellent audit results

Efficiency

Fast recruitment and CRA retention above industry standards

Fortrea FSP: Innovative solutions, powered by experience

Our **Hybrid Delivery** model is one of our innovative clinical FSP solutions, powered by deep industry experience.

With over 6,400+ FSP staff across 70+ countries, Fortrea is one of the largest FSP CROs in the world. Our global infrastructure supports in-country, regional, on-, near- and off-shore models. We can help you

accelerate timelines, reduce risk and maximize portfolio performance where you need it most.

Backed by 120+ cross-functional relationships and a dedicated recruitment team, we bring deep knowledge and proven capabilities to every engagement. Long-term, decade-plus alliances and industry recognition underscore our commitment to quality and innovation. This commitment is reflected in our continuous investment in technology, enabling us to deliver efficient, high-quality solutions.

Contact our clinical FSP team today

When one-size-fits-all doesn't fit your unique challenges, Fortrea's hybrid model offers a tailored, consultative solution that balances control with efficiency. Let Fortrea's **Hybrid Delivery** achieve the speed, cost optimization and compliance your business requires.

Contact your Fortrea representative today to start your journey toward smarter, faster global trials.

LEARN MORE at fortrea.com