



Senior-Junior Pairings: The Rule of Two

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1. What Are Senior-Junior Pairings?

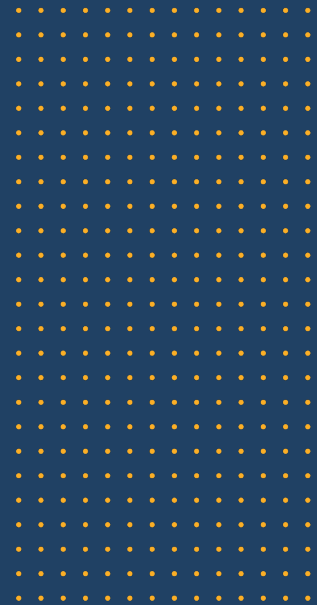
2. Benefits

- To Juniors
- To Seniors

3. Case Study

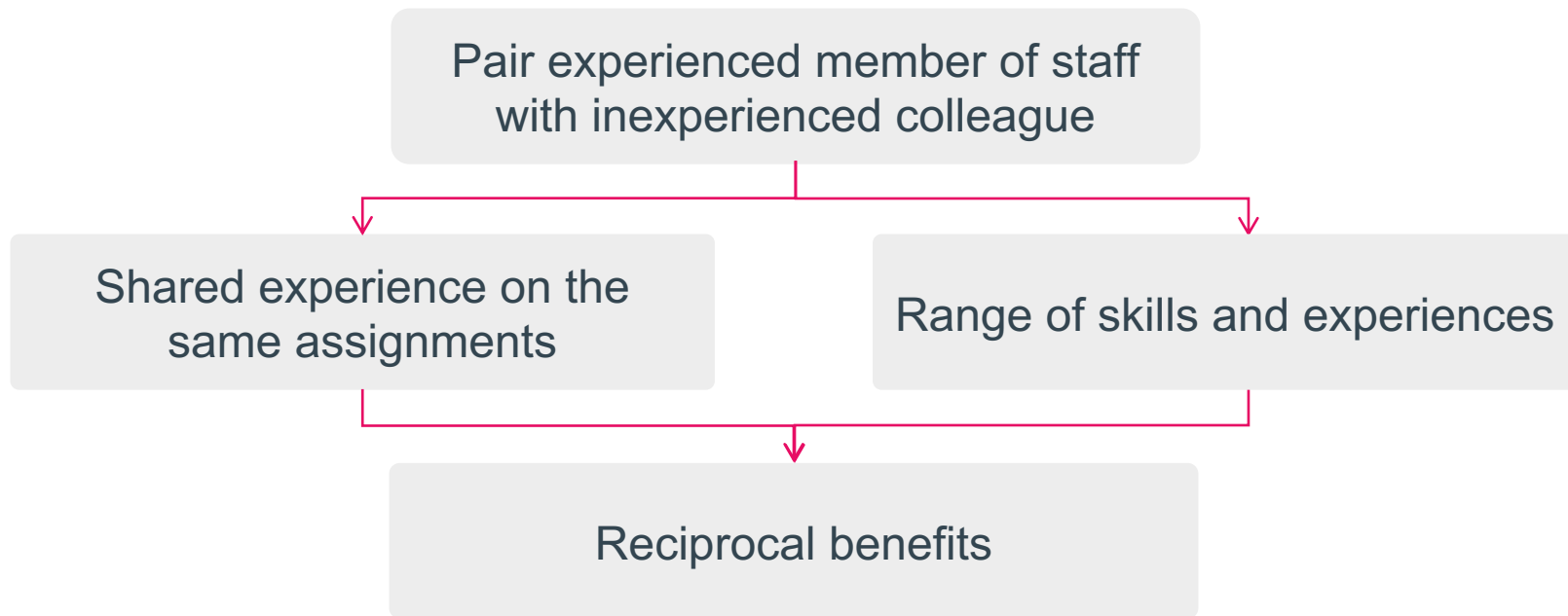
- Scenario
- Pairing Profiles
- Why the Pairings Worked

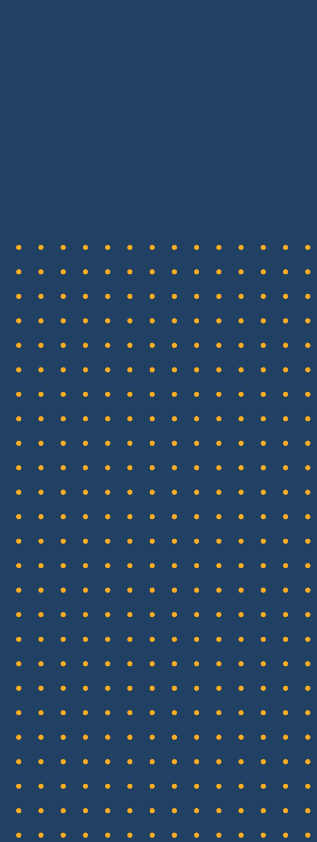
4. Implementation

A decorative graphic on the left side of the slide, consisting of a grid of small orange dots arranged in approximately 10 rows and 15 columns.

What Are Senior-Junior Pairings?

What Are Senior-Junior Pairings?





Benefits

Benefits to Juniors



Smaller team
leads to faster
development

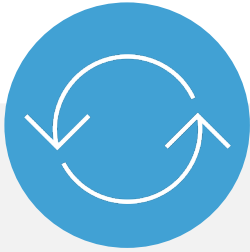


Comfortable
and safe
environment to
ask questions



Pick up more
tailored tips from
senior members

Benefits to Seniors



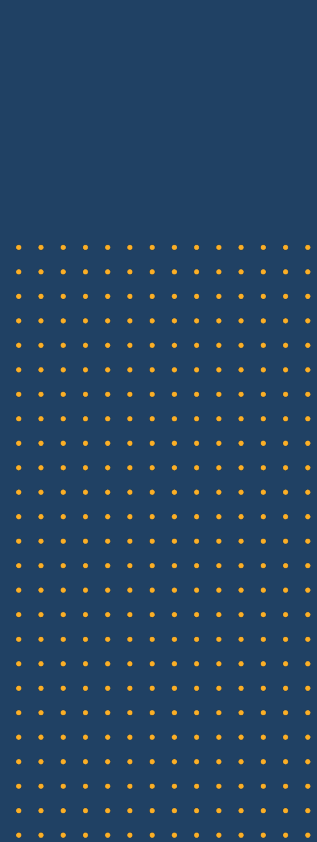
Explaining
concepts
reinforces
existing
learnings



Refresh
knowledge of
production



Challenges
established
practices



Case Study

Scenario

- 1 Pilot team using a new client environment
- 2 Varying areas of expertise within the team
- 3 Junior members beginning working within clinical trials

Pairing Profile

PROGRAMMER I

- BSc in Mathematics 2021
- Placement year at Janssen Pharmaceuticals
- Previously programmed in multiple Oncology studies

PRINCIPAL PROGRAMMER

- Worked in the industry for over 20 years
- Currently a contractor for Veramed
- Has been a contractor across the industry

Pairing Profile

PROGRAMMER I

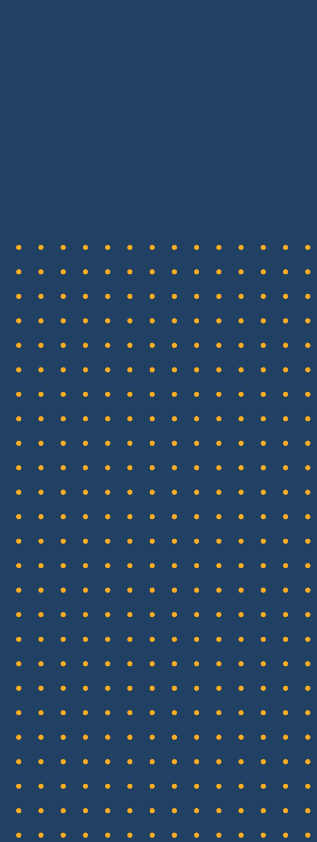
- BSc in Statistics 2021
- Currently completing MSc Medical Statistics
- Volunteer data analyst for The Neurological Alliance

PRINCIPAL PROGRAMMER

- MSc in Statistics 2022
- Initially contractor for Veramed
- Began as Statistician and migrated to Programmer

Why the Pairings Worked

- Pilot team using a new client environment
 - Exploring the system together
- Varying areas of expertise within the team
 - Junior members with existing knowledge of GitHub & R can teach senior team members
- Junior members beginning QC
 - Senior members can guide juniors through first foray into QC (within R)



Implementation

What are the optimum conditions?

Both parties are learning in a new environment

Pairing vs Mentor

Small study team set-up

**Any
Questions?**

