What is the average lead time required from identification of need, until trained and ready to work for each role?

TCS has a very robust mechanism for hiring the associates. TCS has been into Life Science industry for more than 10 years and has expertise in ramping up to the team size of 350-400. TCS have been involved in setting-up accounts where we have started with size of 25 resources and ramp-up to the size of 80-100 resources.

Given the expertise TCS understand the challenges of onboarding, training and preparing the associates production ready. Based on the experience below is the overall time required to onboard the associate.

Location	Role/Lead Time required for resource	Screening & Hiring	TCS General Training	Project Training
United States	Statistical Programmer Analyst	1 month	1 week	2 weeks
United States	Senior Programmer Analyst	1 month	1 week	1 week
United States	Programming Manager	1.5 months	1 week	1 week
United States	Senior Statistician	1 months	1 week	1 week
United States	Principal Statistician	1.5 months	1 week	1 week
United States	Associate Director	2 months	1 week	1 week
Europe	Statistical Programmer Analyst	1 month	1 week	2 weeks
Europe	Senior Programmer Analyst	1 month	1 week	1 week
Europe	Programming Manager	1.5 months	1 week	1 week
Europe	Senior Statistician	1 months	1 week	1 week
Europe	Principal Statistician	1.5 months	1 week	1 week
Europe	Associate Director	2 months	1 week	1 week
India	Statistical Programmer Analyst	3 months	1 week	2 weeks
India	Senior Programmer Analyst	4 months	1 week	1 week
India	Programming Manager	5 months	1 week	1 week
India	Senior Statistician	5 months	1 week	1 week
India	Principal Statistician	6 months	1 week	1 week
India	Associate Director	6 months	1 week	1 week
APAC	Statistical Programmer Analyst	3 months	1 week	2 weeks
APAC	Senior Programmer Analyst	4 months	1 week	1 week
APAC	Programming Manager	5 months	1 week	1 week
APAC	Senior Statistician	5 months	1 week	1 week
APAC	Principal Statistician	6 months	1 week	1 week
APAC	Associate Director	6 months	1 week	1 week