

## LEARNING, GROWING, AND LEADING AT WEP CLINICAL

**By Asha Nithianandan,  
Associate Director, Project Management**



During my fourth year at the University of Virginia in 2016, I was exploring what type of career would inspire me. A close friend introduced me to the world of contract research organizations (CROs) and recommended me for an entry-level Project Associate position. That opportunity sparked my interest in clinical research and launched a career I continue to find both rewarding and meaningful today.

I joined WEP Clinical as an Associate Project Manager in June 2020, seeking an organization where I could continue to grow professionally while contributing to work that ultimately benefits patients and their families. Coming from a role with more structured responsibilities, I was both excited and apprehensive to learn that the Associate Project Manager position at WEP would require me to "wear many hats." Looking back, that challenge became one of the most rewarding aspects of my career, pushing me to expand my skillset, broaden my perspective, and gain exposure to many areas of the business.

Early in my journey, I worked closely with teams across Finance, Business Development, Data Management, Clinical Monitoring, and other functional areas, giving me a deeper appreciation for how every team contributes to successful program delivery and patient support.

Over the years, my career has evolved alongside the company's growth. As I progressed from Associate Project Manager to Associate Director of Project Management, I had the opportunity to take on increasing responsibilities, support complex global programs, and collaborate with talented colleagues across multiple departments and regions.

One of the things I value most about WEP is its culture of growth. The company's open-door environment and accessible leadership have created opportunities for me to learn, ask questions, and take on new challenges. Whether participating in cross-functional initiatives, supporting process improvements, or contributing beyond my immediate responsibilities, I have consistently felt empowered to make an impact. These experiences not only strengthened my technical and operational expertise but also shaped my leadership philosophy. I've learned that leadership is less about having all the answers and more about fostering collaboration, empowering others, and continuously seeking opportunities to improve.

Today, as an Associate Director of Project Management, I have the privilege of supporting project teams, mentoring colleagues, and helping drive operational excellence across our programs. One of the most rewarding aspects of my role is helping others develop their careers. Seeing team members build confidence, grow their skills, and achieve professional milestones is incredibly fulfilling.

The support I received throughout my journey has reinforced the importance of investing in people. Just as leaders and mentors helped guide my growth, I strive to create opportunities for others to learn, develop, and reach their full potential. Looking back, I am grateful for the mentors, colleagues, and experiences that have shaped my career at WEP Clinical. As someone who benefited from leaders who invested in my development, one of the most rewarding aspects of my current role is helping others grow in theirs. Looking ahead, I am excited to continue supporting our teams, developing future leaders, and contributing to a culture where employees are empowered to learn, grow, and succeed.

## Key Takeaways

---

**Throughout my journey, several lessons have remained constant:**

- Never stop learning and seeking new challenges
- Growth often happens outside of your comfort zone
- Strong relationships are built through trust, communication, and collaboration
- Continuous improvement creates lasting impact
- Investing in others strengthens teams and organizations
- Be proactive, adaptable, and open to feedback