



PHARMA PRESCRIBED .COM

NEWSLETTER · IN CONVERSATION WITH LEIGH FELL

Corporate athleticism

Leigh Fell — founder of the CRO Caritas — on building a company that advances medicine and looks after its people, and why treating wellbeing as performance infrastructure lifted retention by 30%.

Leigh Fell came to clinical research from physiology, sports science and nutrition, ran oncology trials, and in 2017 launched Caritas — a CRO built on a deliberately double mission: advance medicine and nurture the people who do the advancing. Caritas focuses on brain disorders and oncology, areas of profound unmet need, and Leigh's leadership philosophy has drawn attention well beyond the science.



I wanted a company that advances medicine and nurtures the people doing it.

— Leigh Fell, on Pharma Prescribed

Wellbeing as infrastructure

Leigh's 'corporate athleticism' treats wellbeing not as a perk but as performance infrastructure — the way an athlete's recovery is part of the training, not separate from it. The result she points to is concrete: a 30% rise in employee retention, and a culture where wellness and performance reinforce rather than compete.

Purpose as a design choice

Caritas exists because she wanted to prove a CRO could be rigorous and humane at once. In an industry with a quiet burnout and retention problem, building the company around its people is both an ethical and a commercial bet — and, so far, a vindicated one.

Science where it's needed most

The therapeutic focus is deliberate too — brain disorders and oncology, where the unmet need is greatest. The through-line is that scientific vigour and human-centred leadership aren't a trade-off; done right, each makes the other possible.



Listen to the full episode

Leigh Fell on Pharma Prescribed — at pharmaprescribed.com and wherever you get your podcasts.

Leigh Fell *is the founder of Caritas, a purpose-driven CRO specialising in trials for brain disorders and oncology.*