

## Case Study: Medical Devices Industry Client – Eastern Europe

### Outline:

This client was facing significant issues with their recruitment strategy due to a severe shortage of staff with the key skills needed by the business. Candidates needed a minimum 4 -5 years of experience as Medical Devices professionals (product manager, technical managers, ISO 13482 Certified Medical Devices auditors and medical reviewers with background as surgeons in orthopedy). **Rare skills indeed.**

### Challenges faced:

With the number of years as minimum requirement – because there is such talent around, not that much specialised on a specific niche (for instance in Medical Devices they could do both sales and product development or both product developer and technical specialist which is mostly uncommon in western EU. And certainly NOT with that many years as this industry is very young around here.... (started more or less 3 years ago as importing one, and very little focus on the medical devices producers here, not even a local specialised engineering part etc).

We also found there was a lack of knowledge on a real potential of the Eastern European labour markets and understanding on the salary expectations in the market. The company was not flexible in accepting relocation candidates which excluded a vast source of talent from other EU countries. The company was also reluctant to consider different working models such as interim /part time cooperation.

### The Antal solution:

- We offered market research to demonstrate the limitations on the local resource, suggesting a compromise on the no of years' experience they sort and a review of the salaries & benefits to make the opportunity more attractive.
- We presented talent comparison with CVs of some foreigners who were willing to relocate and had the experienced needed. We suggested these as interim consultants, to come along on a project base, to support training and project transitions, locally.
- Offered some part time surgeons available that could be part from their surgery role 50% of time to help this corporation. This was a new concept for the client to consider surgeons on flexible time, so this solution was unique.



### The outcome:

- We were successful in helping the client overcome their critical skill shortage with 2 candidates.
- We renegotiated favourable terms with the client to assist them on the remaining staffing projects.
- We developed a closer working relation with the client and gained a deeper understanding of the project enabling us to source candidates even closer to their requirements.
- Our service delivery based on feedback from the client was highly commendable especially on our time to source candidates and the quality of the profiles presented.

### Source:

Case study submitted by our team in Romania, December 2020 – led by Managing Partner, Irina Vasile.

