

CASE STUDY

Procurement Rebooted: A Talent Solution That Restored Operational Control



After compliance and operational issues with a prior partner, a global leader in medical tech turned to Actalent for expert clinical talent.

The Client

The client is a global leader in medical technology driving innovation in surgical, neurotechnology and orthopedic solutions. Their offerings aim to elevate patient outcomes and healthcare delivery.

The Challenge

Ongoing issues with a previous staffing partner created significant disruptions for the client's procurement team, which in turn affected multiple other business areas. Misclassification of workers and the absence of clear protocols introduced compliance risks and operational inefficiencies. Financial tracking was also compromised, with revenue misallocated to incorrect procurement buckets—complicating both reporting and budgeting efforts.

Additional concerns included visa compliance and the use of unapproved subcontractors, exposing the client to legal and reputational risks. A swift and strategic change was needed to restore stability and ensure timely access to qualified talent.

The client was specifically seeking expert clinical talent with knowledge of the medical device space. However, their previous staffing partner struggled to source this niche expertise. Speed and precision were critical, as the goal was to onboard specialists who could immediately contribute to high-impact projects.

Actalent's Solution

Building on a history of successful collaboration, Actalent was selected as the new staffing partner to

help resolve the client's ongoing challenges. With a clear understanding of the urgency and complexity of the situation, Actalent prioritized building a strong relationship with the hiring manager — engaging them regularly to establish trust and alignment.

By showcasing deep expertise in clinical talent acquisition and a strong grasp of the medical device space, Actalent demonstrated its ability to deliver niche skill sets quickly and effectively. Through transparent communication, strategic consultation and a commitment to quality, Actalent positioned itself as a reliable partner for both the client's immediate needs and long-term success.

The Results

Leveraging Actalent's extensive network and industry reach, two highly skilled professionals were successfully placed and later converted — each bringing specialized expertise in quality, design and clinical functions within the medical device space. Their contributions allowed the client to accelerate project timelines and maintain high standards across critical deliverables.

As a result, both revenue capture and compliance with the client's facilities saw a measurable improvement. With the right people in place and a trusted partner supporting their workforce strategy, the client regained confidence in its ability to scale effectively and meet regulatory expectations.