

CASE STUDY

Critical Talent, Critical Timing: Scaling for MedTech Success



Actalent helped a global MedTech leader rapidly hire 40 technicians, cutting time-to-fill by 40% and boosting retention to 92%, ensuring timely surgeries and expanding support across divisions.

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

Faced with a surge in caseloads, the client urgently needed to scale their workforce through mass hiring. Due to the cyclical nature of these caseloads, the roles required were contract-based, allowing for flexibility without long-term commitments. However, without securing the right contracted talent in time, the client risked falling behind on critical workloads — potentially delaying surgeries and impacting patient care.

The client was looking to partner with a talent solutions provider, allowing for a strategic advantage by helping them identify and refine the candidate profiles best suited to meet their operational demands. A more targeted hiring approach would enable the client to quickly onboard qualified professionals.

Actalent's Solution

Actalent partnered with the client to deliver a strategic hiring solution tailored to their urgent and cyclical workforce needs. Leveraging our proven track record of sourcing high-quality candidates quickly, we ensured the client could maintain operations and meet critical caseload demands. Our team aligned every step of the process with the client's goals and expectations.

To streamline talent acquisition, Actalent organized a targeted hiring event that helped the client's hiring managers connect directly with qualified candidates. We prescreened applicants to ensure alignment with the client's required skills and interests, and further refined our pipeline through custom assessments focused on segmentation tools and regulatory compliance. This tailored approach helped secure the right talent while reinforcing the client's long-term vision.

The Results

Within a short timeframe, Actalent successfully placed 40 technicians to support the digital manufacturing of pre-operation surgical plans, allowing the organization to execute a large-scale hiring initiative with speed and precision. This accelerated the client's hiring process, reduced time-to-fill by 40% compared to internal efforts, while maintaining a 92% retention rate—underscoring the quality and fit of the candidates sourced.

Beyond staffing, Actalent's consultants seamlessly integrated into the client's workflows, enhancing operational efficiency and contributing to faster data annotation and improved model accuracy. With 100% of project milestones delivered on time, the partnership not only met immediate needs but also laid the foundation for broader collaboration. Encouraged by the success, the client has expanded Actalent's involvement into additional divisions, including robotics and surgical navigation.