

CASE STUDY

First Call for the Right Fit: The Power of a Proven Talent Partnership



Actalent's long-standing relationship with a hiring manager led to rapid, high-impact talent delivery for a global MedTech provider.

The Client

The client is a global medical technology service provider delivering end-to-end solutions for medical device companies, including product design, clinical research, regulatory support and commercial strategy.

The Challenge

In the fast-paced medical device industry, especially within software development, securing the right talent is a persistent challenge. This was particularly apparent for the client, who was rapidly scaling with new projects, but lacked the internal expertise to support them. Embedded software development is already a niche field, and when combined with the rigorous requirements of FDA regulations, the talent pool becomes even more limited.

Without a swift, strategic solution, the risks were substantial: missed deadlines, strained client relationships, delayed clinical trials and FDA approvals, and ultimately, slower delivery of lifesaving medical devices. In an industry where time directly impacts both financial outcomes and patient lives, finding a reliable talent partner was not just important – it was essential.

Actalent's Solution

When the client faced a critical talent gap, they turned to a trusted partner—Actalent. As a result of a strong, pre-existing relationship with the hiring manager – who had previously worked with Actalent at another organization – Actalent was the first call made to help build the client's new team. This foundation of trust enabled a highly collaborative and efficient engagement.

Actalent partnered closely with the hiring manager and their team, who were actively involved in the hiring and decision-making process. By gaining a deep understanding of the client's technical needs and gaining insight into their previous interview process, Actalent was able to fine-tune its candidate screening approach. This proactive alignment allowed Actalent to present highly qualified candidates who were well-matched not only in skill but also in cultural fit—streamlining the hiring process and accelerating team formation.

The Results

Actalent successfully placed five highly skilled consultants across key roles, including a principal embedded software engineer, embedded software engineer, software test engineer, and verification and validation engineer. The client was impressed with the quality of talent delivered, noting how seamlessly the new team members integrated and contributed.

With the right expertise in place, the client met all critical project deadlines—resulting in increased revenue and stronger client relationships. The impact of Actalent’s partnership extended beyond immediate project success. The hiring manager was so satisfied with the results that they referred Actalent to other teams within the organization. This led to expanded partnerships and further solidified Actalent’s role as a trusted talent solutions provider.



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