

# CASE STUDY



**A multi-billion-dollar medical device client addresses an aging and contractor-reliant software engineering workforce with proactive recruitment solutions**

## THE PROBLEM

A medical device client based in North America underwent a technology transformation initiative while simultaneously trying to replace an aging and contractor-heavy workforce in their software engineering organization. As these contractors left the company, the client continually lost both intellectual property and specialized engineers. They needed a talent strategy to both increase their full-time employee workforce from 40% to 60% of total staff and also attract software engineers with skills in microservice architecture, data engineering, on-prem-to-cloud migration, and infrastructure-as-code.

The client faced recruitment challenges due to their lack of market visibility, open vacancies, specialized roles, low local unemployment rate, and industry regulatory restrictions.

They had needs for both junior and senior software engineers, as well as niche requirements in information security, CI/CD, and infrastructure orchestration that previous vendors were unable to fill. In addition, 15% of the department's workforce was retirement eligible and that number would more than double over the next five years.

## THE SOLUTION

The TI team consulted with the client's senior technical leadership to deliver a bespoke com-

ination of core solutions: Talent Pipelining and Recruitment, to address this client's specific needs. This work was done primarily for open roles, and secondarily, in anticipation of incipient needs 6-12 months in the future.

TI actively engaged the local talent pool to understand candidate factors including skill alignment, compensation, visa sponsorship, seniority and career development.

These roles ranged from evergreen mobile app engineers and product owners to highly technical needs for Big Data, DevOps and cloud architects, product development roles like UX designers, human factors engineers, and leadership roles for QA and Product Managers. TI offered a unique solution with a dedicated solutions team that does not include typical placement fees.

## THE RESULTS

In a highly regulated industry with a tight talent market, the TI solutions team facilitated 13 specialized engineering placements and 5 pipelined candidates over a 7-month period. This included positions like mobile application developers, SDETs, QA and UX managers, data engineers and database architects.


By engaging with Talent Intelligence, instead of a standard search firm, the client achieved a projected ROI upwards of \$250,000.

TI continues to partner with the client to pipeline technology talent to ensure they achieve their flip in contractor-to-FTE ratio, from 40:60 to 60:40. TI continues to consult the client regarding their medium-term talent acquisition strategies.

 **7**  
MONTHS

 **13**  
HIRES

 **5**  
PIPELINED

 **\$250K**  
ROI