

CASE STUDY



A MULTI-BILLION-DOLLAR MEDICAL DEVICE CLIENT ADDRESSES AN AGING AND CONTRACTOR-RELIANT IT WORKFORCE WITH PROACTIVE AND ACTIVE RECRUITMENT SOLUTIONS

THE PROBLEM

A medical device client based in North America had an imbalanced workforce in their IT group. As these contractors left the organization, the client continually lost intellectual property and supporting, cutting-edge IoT strategies. They needed a talent strategy to increase their full-time employee workforce from 40% to 60%.

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

They had a need for junior software engineers and senior niche skillsets in security, infrastructure and cloud strategy that previous vendors were unable to fill. In addition, 15% of the department's workforce was retirement eligible and 33% would be over the next 5 years.

THE SOLUTION

The TI team consulted and delivered a combination of core solutions, Talent Pipelining and Recruitment, to address this client's specific needs. This work was done predominantly for open roles and in anticipation for open roles in the future, 3-6 months out.

TI actively approached the local talent market to understand candidate factors like compensation, work sponsorship, seniority and title.

These roles ranged from evergreen mobile app engineer and product owners to highly technical and niche roles like UX engineers, human factors engineers, cloud architects and database architects.

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 IT placements and 5 pipelined candidates over a 7-month period. This included positions like mobile app engineer, software tester, human factors and UX manager, software product owner and database architect.

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

TI continues to be partnered 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 in their medium-term talent strategies.

