

Rapidly reducing time to hire for a US surgical robotics company

THE SITUATION

A surgical robotics company that specializes in Gyroscopic Radiosurgery were planning the next iteration of their product. Using HD imaging systems for guidance and computer-controlled robotics, the product delivers high-dose radiation to brain tumors with pinpoint accuracy that protects healthy cells and tissue near the treatment site.

Their ongoing client commitments had created challenges as the team was thinly spread across maintaining their high standards of service, leaving little space to invest in continuous innovation and improvements. They identified a need to develop their software engineering team, with a specific aim to increase their in-house expertise in motion control and robotics and ease the pressure on the team.

These strategic hires were critical to their 12-month development plan, but they were limited in their searches as the engineers needed proven radiotherapy and surgical knowledge.

The hiring manager (VP of Software) reached out to our Director of MedTech to see whether Hobson Prior could help source these urgent hires. They had had issues with other agencies that struggled to find candidates with the requirements they needed and were reassured by Hobson Prior's specialist focus.

After the initial conversation and understanding of the brief, our MedTech team had a clear understanding of their ideal candidate as well as how best to represent the company and their development plans to the market.

THE SOLUTION

There were three strategic hires required: a senior technical lead with experience in radiotherapy robotics, a UI & API focused engineer and a senior "treatment planning systems" (TPS) generalist. These vacancies required niche skillsets and our task was to ensure our shortlisting reduced the pressure on the already stressed engineering team, but also did not delay their tight development deadlines. We went to our network and began shortlisting potential candidates.

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After a short process, one was offered the position and from job brief to offer acceptance, the total time to hire was 2.5 weeks.”

TESTIMONIAL

The first role we hired for them was the technical lead role. We delivered 6 high-quality resumes within 4 working days. These had been well-vetted before submission and resulted in all 6 progressing to the interview stage. After a short process, one was offered the position and from job brief to offer acceptance, the total time to hire was 2.5 weeks.

It was due to this efficient hiring process and qualified shortlisting that we became their exclusive engineering recruitment team. Through this recruitment partnership, we have been able to effectively represent them in the engineering market and have filled both the other roles.

The TSP generalist position resulted in 7 candidates within 3 working days. This urgent hire was completed within 2 working weeks. We also successfully submitted a strong candidate for the UI & API engineering vacancy.

Both the candidate and company were unsure of how the candidate would manage the switch from global pharma to the fast-paced start-up culture so we developed a solution where the candidate joined the business as a contractor managed through our US entity so both parties could trial working together before committing to permanent employment.

Our MedTech teams expertise and swiftness have dramatically reduced the burden on the company’s engineering team and we continue to work closely with them as their exclusive and trusted recruitment partners.

THE RESULT



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