

# THE TRUE VALUE OF RECRUITMENT IS THE COST OF GETTING IT WRONG

**Get it right first time with Prospect Health –**  
Global Med-Tech & Life Science Recruitment Partners

**Prospect Health** / 01423 813 456/  
MedicalSales.Info@prospect-health.com / [www.prospect-health.com](http://www.prospect-health.com)

# Recruit right – Achieve results – Generate success

Prospect Health are global recruitment specialists supporting Med-Tech & Life science businesses to deliver talent solutions and drive performance across all job functionality. We work in partnership with our clients, acting as brand ambassadors to consistently deliver the highest calibre industry professionals. Our global team support some of the biggest names in the Med-Tech industry to deliver; Efficient, cost effective and proven process with unrivalled service levels.



Established in  
**2007**



**10**

Specialist  
healthcare  
divisions



**92**

Full time  
employees



**Team of 5**  
Global  
Consultants



Med-tech, Bio-Tech, clinical  
research & Life Science Specialists



**Global  
reach**



**Process  
orientated**



**German, Spanish,  
Dutch & French  
speakers**



**Award  
winning**  
recruitment partner

# Good people are great for your business

In the highly competitive Med Tech & Life Sciences market you need to secure the best talent to lead your business. The best talent builds relationships with your customers and produces the very best results. We understand the need to recruit high performers into your roles and the impact it can have on the productivity of your team.

A great sales professional or manager will build long term, trusting relationships with your customers whilst making excellent business decisions and drive the reputation and performance of your company forward

## **The right professional can provide your organisation with numerous benefits...**

- Hit and exceed sales targets
- Increase confidence and motivation of your team
- Build ethical, long term relationships with your customers
- Drive new product ranges with your customers, maximise your sales and increase your market footprint
- Increase profit and reduce your costs
- Increase longevity of tenure within your team
- Penetrate previously impenetrable opportunities and relationships
- Grow their professional knowledge ensuring they relate to their target audience and drive credibility with your customers

# Don't just take our word for it...

## **Here is what Gill Usher - International Human Resource Manager at Rocket Medical said about our service:**



In a world where HR Professionals are often inundated with Recruitment organisations who seek to work with you and claim they offer so much more than the competition it is so refreshing to find a truly bespoke and personal approach David & all those at Prospect take the time to really understand the company, the role and the person specs needs to fill the vacancy, its not a rush approach, but delivers results in a timely manner, When David refers a candidate I guarantee you will wish to meet/interview the candidate. David is honest and offers both the company and importantly the candidate the highest level of service and remains a valued partner to recruitment at Rocket Medical.

**Knowledge & Experience | Partnership | Passion | Service | Success**

## The results we achieve

Our intimate understanding of our clients allows us to deliver unrivaled delivery and conversions.

**Since 2007 we have placed over 950 device professionals, achieving the following:**

**66%**

Of our candidates are invited to interview

**89%**

Have prior clinical/industry experience

**98%**

Of offers to our candidates are accepted

**We have a 53% fill rate with Stryker**

**#1**

PSL Partner for Stryker, Boston Scientific, Analytik Jena

**20 days**

Average time: Brief to accepted offer

**Over 80% of candidates we place stay beyond 2 years**

**62%**

Promoted from original starting position

**16%**

Placements via recommendations

# OUR CORE JOB FUNCTIONS



Theatre

Hospital

Sales

Territory Sales

Business Development

Man Management

Graduate Sales

R&D

Service Engineer

Design Engineer

Service Management

Operations Management

Tender Specialists

Medical Science Liaison

Training

Medical Affairs Management

Quality & Regulation

Regulatory Affairs Specialist

Clinical Support Specialist

Klinischer Berater

Clinical Applications Specialist

Product Manager

Marketing Manager

Marketing Associate

**GLOBAL SPECIALISTS**

**Clinical Training**

**Engineering**

**Marketing**

**Internal**

Regulatory



Laboratory

Research

Delivering an executive search model across

Specific project and targeted assignment on request

# Delivering success for Stryker



One of our key relationships in the device market is with Stryker, a global device business that is constantly driving forward in the market thanks to innovative products, business strategy and having a workforce that can deliver their ambitious goals.

## Our work with Stryker from Jan 17 to Jan 24

166

**166 PLACED CANDIDATES - AVERAGING 4 CV'S SUBMISSIONS PER ROLE**

73%

**73% OF SUBMITTED CANDIDATES HAD INITIAL INTERVIEW**

98%

**98% OF EXTENDED OFFERS WERE FORMALLY ACCEPTED, RESULTING IN PLACEMENT**

66%

**66% FILL RATE ON ALL ROLES WORKED ACROSS EMEA**

25

**25 WORKING DAYS TIME TO HIRE FROM INITIAL BRIEF TO ACCEPTED OFFER**

## Stryker facts:

- Stryker employs over 53,000 people worldwide
- Annual sales of over \$20.4 billion
- Fortune 500 company
- Times top 100 employer
- Has delivered continuous growth for the past 40 years

## Stryker rely on us to provide recruitment services in the following areas:

- All level of sales professionals – Graduate to senior sales
- Clinical training specialists
- Marketing / Product Managers
- Service Engineers

## Recruiting for Stryker:

Some may think that recruiting for such a highly regarded global business would be easy but that is not the case.

- Highly competitive – Only the very best talent join the business
- 4 stage process with profiling pass/fail exercise at stage 3
- Internal recruitment team and 4 other preferred suppliers
- Identifying and engaging the Stryker 'Culture fit'



## Step 01

### **Knowledge**

Educate ourselves  
about your  
organisation.

## Step 03

### **Support**

Full advisory  
service to ensure  
your new recruit  
settles into their  
new job as  
quickly as  
possible.

## Step 02

### **Attract & Recruit**

Find and assess exclusive  
candidates on your behalf.

We are proud to be working with some of the biggest names in the industry across the globe:

**stryker**<sup>®</sup>

**HC**  
Healthcare **21**

**Boston  
Scientific**

 **starlab**

**CYNOSURE**<sup>®</sup>

**analytikjena**  
An Endress+Hauser Company

 **bioventus**<sup>®</sup>  
Active Healing Through Orthobiologics

**eppendorf**

  
Cerba HealthCare

  
**ARGON**  
MEDICAL DEVICES

 **Rocket**medical

  
**BRAND**<sup>®</sup>

Knowledge & Experience | Partnership | Passion | Service | Success



## Don't just take our word for it... Read what our satisfied clients and candidates say about us:



**Adam Hurdus**  
**Talent Acquisition**  
**Partner at Stryker**



"In my 1st year at Stryker, I have worked almost constantly with David as a supplier. David has proved to be a valued supplier through consistent performance, collaboration and though his honest and down to earth approach. It has enabled a strong relationship focused on the same objectives. David's honesty has driven some good outcomes, and in more challenging situations has enabled us to get to the best possible outcome. He is a high performing and highly valued supplier."



**Robin Adriaensen**  
**RA/QA Manager Benelux at**  
**Guerbet**




"David is a very pleasant professional to work with. He helped me secure a position with a new company. Being very open and honest, he goes the extra mile to ensure a good agreement between employee and employer, with respect for both sides. Always ready to pick up the phone or answer your email, closely following up the process, completed with a healthy dose of good advice. I would definitely recommend David if you're looking for a new challenge!"



**Charlotte Michel**  
**Head of Human Resources**  
**at Cerba Research**



"I recently worked with David on a recruitment assignment for a critical and key leadership position. David had never worked with us before, and our specific industry was new to him. But thanks to his business acumen and true listening skills, he was very quick in understanding our context and the requirements of the role. Within just 2 weeks after the intake meeting, David presented first profiles that were spot on, which shows strong sourcing skills. Besides his professionalism, availability and flexibility, David has a good sense of humour and a positive mindset, which made working with him even nicer. I would definitely recommend working with David!"



**WE ACT AS BRAND YOUR AMBASSADORS,  
PASSIONATELY DELIVERING YOUR ETHOS  
TO HIGH CALIBRE PROFESSIONALS.  
UTILISING OUR INDUSTRY KNOWLEDGE,  
FOCUSSING ON SERVICE EXPERIENCE  
AND DELIVERING SUCCESS.**

David Thomas | **Director of Medical Devices at Prospect Health**

**Knowledge & Experience | Partnership | Passion | Service | Success**

# Meet our Medical Device Sales Director

## David Thomas

Divisional Manager of Medical Devices at **Prospect Health**  
Harrogate, United Kingdom

- ★ 12 years Medical Devices experience
- ★ Over 400 Medical Device placements
- ★ Extensive market experience supporting major brands
- ★ #1 for Stryker on five separate occasions
- ★ Comprehensive understand of the device market
- ★ 56+ LinkedIn recommendations



**5000+**  
connections

**d/d:** 01423 850 416

**e:** [David.Thomas@prospect-health.com](mailto:David.Thomas@prospect-health.com)



**Phoebe Towers**



**Robert Krech**



**Alex Male**



**Katie Turnbull**



**Ben Ward**

If you are interested in attracting the best people for your organisation, then our refreshing approach to recruitment could be just what you need. To discuss this in more detail, please reach out to one of our specialist team today. You can call us on **01423 813 456** or email **[MedicalSales.Info@prospect-health.com](mailto:MedicalSales.Info@prospect-health.com)**

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# GET AHEAD OF YOUR COMPETITION



**Call us on:**

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**Email us at:**

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**Visit our website:**

[www.prospect-health.com](http://www.prospect-health.com)



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