

CASE STUDY

Bolstering Executive Leadership for
Class II Medical Device company

EXECUTIVE SUMMARY

A rapidly expanding Class II Medical Device company sought to bolster its leadership team by hiring two key executives: a Head of Quality and a Director of Regulatory Affairs. With increasing demands for regulatory compliance, global expansion, and collaboration with third-party pharmaceutical partners, the company needed seasoned professionals to shape strategic direction, ensure regulatory compliance, and enhance quality systems.

Talent Factory successfully identified and placed two high-level executives who have since played a crucial role in the company's growth and transformation.



"Kirk at the Talent Factory was great to work with. He communicated the key aspects of the role, the hiring company and the hiring process very accurately and effectively. He helped ensure that I went into each interview well prepared. He also ensured that the offer and negotiation phase went very smoothly and all the details were communicated and well understood."

- M.R, Head of Quality



BUSINESS CHALLENGES

The company faced critical gaps in its leadership team that needed to be filled to support its next phase of growth:

Head of Quality: The company needed an experienced leader with a strong medical device background to assess current systems, establish a scalable Quality Management System (QMS), and work closely with third-party pharmaceutical partners. This individual needed to act as a consultant initially, assess existing quality operations, and develop a strategy to transition the company to a device-focused approach.

Director of Regulatory Affairs: With recent FDA certification, the company was preparing for global expansion. They required a regulatory leader who could develop and implement strategies to navigate international markets, ensure compliance with diverse regulatory requirements, and serve as the face of the organization in regulatory discussions with external partners.

Failing to secure these key executives would have delayed critical projects, hindered compliance, and jeopardized the company's global market entry.

OUR APPROACH

Talent Factory leveraged its extensive network and industry expertise to identify and attract top-tier executives:

MARKET INTELLIGENCE Conducted an in-depth talent market analysis to identify professionals with the necessary expertise in medical devices, regulatory affairs, and quality management..	PERSONALIZED ENGAGEMENT Developed a compelling narrative around the company's vision and mission, positioning the roles as career-defining opportunities.	STRATEGIC RECRUITMENT PROCESS Engaged in a proactive, targeted search for individuals who not only met the technical requirements but also aligned with the company's culture and long-term objectives.	CONSULTATIVE SCREENING Conducted in-depth assessments to ensure candidates could effectively transition into leadership roles, drive strategic initiatives, and make immediate impacts.
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HEAD OF QUALITY

An expert in medical device quality systems, initially joined with a consultant mindset, evaluated the company's existing quality framework, and developed a strategy to shift the focus to device-related compliance while maintaining strong partnerships with pharmaceutical partners.

DIRECTOR OF REGULATORY AFFAIRS

A seasoned regulatory leader, was instrumental in shaping the company's global expansion strategy. She developed regulatory pathways to support international market entry and ensured continued compliance with evolving global regulations.



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“Partnering with Kirk Petyo at Talent Factory was an extremely rewarding experience. His transparency throughout the process built a foundation of trust and respect.

I relied on Kirk for guidance and advice on interview prep and offer expectations. The knowledge and insight he provided regarding the position contributed to my confidence going into the interviews. His communication throughout the process was excellent and exceeded my expectations.

I would recommend Talent Factory to anyone looking for a highly connected and supportive recruitment agency.”

-G.P, Director of Regulatory

THE RESULTS

The strategic hiring of these two executives yielded substantial business impact:



STRONGER QUALITY SYSTEMS:

The company now operates with a robust, scalable Quality Management System that aligns with medical device industry best practices.



SEAMLESS GLOBAL EXPANSION:

With a clear regulatory strategy, the company successfully navigated international compliance requirements, accelerating global market entry.



OPTIMIZED COLLABORATION WITH PHARMA PARTNERS:

The Head of Quality ensured effective communication and alignment between device and pharma quality systems, strengthening partnerships and reducing regulatory risks.



LONG-TERM LEADERSHIP STABILITY:

Both executives have provided stability and strategic direction, enabling sustainable company growth.

CONCLUSION & BUSINESS IMPACTS

By taking a customized, strategic approach to executive hiring, Talent Factory helped this Class II Medical Device company secure the leadership talent necessary to achieve its regulatory, quality, and global expansion goals. The impact of these placements continues to drive the company's success, positioning it as a leading innovator in the industry.



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We are leaders in Full-Time Direct-Hire employment, specializing in connecting medical device companies with the best engineering and regulatory talent.

KIRK PETYO

MANAGING PARTNER, TALENT FACTORY

