

A Global Medical Device organization, sought a search partner to source, vet, and fill several open positions in their organization. Given several corporate goals and initiatives, it was critical to the client that the roles be filled by highly qualified diverse candidates.

The Client

- A \$20 Billion Global Medical Device company
- 90,000+ employees
- 130+ countries around the globe
- 50+ manufacturing sites



The Challenge

The organization's challenge was to increase the number of hires with diverse backgrounds in highly specialized management positions in International Trade Controls, Global Compliance and Regulatory; fields that were historically dominated by majority individuals.

The Solution

We began by interviewing company stakeholders to define the ideal candidate profile and target profile organizations. We also worked closely with the General Counsel of the Americas to identify diverse attorneys with significant in-house healthcare experience.

Ultimately, Equity Solutions created a unique recruiting strategy which targeted American expatriates living abroad and diverse legal talent in the US prepared for a leadership role.

THE RESULTS

Through extensive research in the overseas markets, Equity Solutions identified candidates who were in roles that would be ending within a 6-month period. Those candidates ultimately composed the pools from which the hires were selected.

Equity Solutions' endeavor to identify, develop, and hire diverse talent in highly specialized roles over a long period of time was extremely successful. Moreover, retention rates for those hires were higher than average, yielding excellent client confidence and satisfaction.

This engagement kicked off a 7-year partnership with Equity Solutions to place diverse candidates in a variety of roles using this and other unique strategies.