



# Medical Device & Healthcare Newsletter

## Medical Device & Healthcare Recruitment at Antal International Network



### A Reason to be Optimistic

Every quarter Antal collates and distributes a global employment snapshot and this quarter is no different. Over 9000 key decision makers participated and the results showed a good reason to be cautious, but optimistic about the market.

This quarter 54% of medical device organisation surveyed said they were looking to hire across their group, which is increasing to 58% in the following quarter.

On the other hand 29% of respondents suggested that they were looking to let people go next quarter which is down from 38% from the previous survey.

A full breakdown by country can be found on the following pages.



Due to Antal's continual growth within the Medical Device market, we have decided to release a quarterly newsletter to provide the network with an overview of the market place, through market intelligence and feedback received from this sector across the globe.

Antal International, having established itself in 5 continents with offices in all major emerging markets has the scope and substance to delve into market untapped by local recruiters, providing a global solution applied locally. With 17 years cross border transaction experience covering all facets of company operations, Antal is continuing to partner and build recruitment solutions for many players in this sector both large and small.

The medical sector is very important for the Antal Global Network and as a result plan to invest and expand our presence even further in this market throughout 2010 and beyond.

Over the last year Antal has clearly seen its clients affected by the global market conditions. However have also seen a variety of different approaches taken by organisations to survive this tough period and as a result have helped and are helping a number of companies to move/expand into new and existing markets to drive their businesses forward. It will be interesting to see who comes out on top at the end of the day.

Our aim here at Antal is to continue to provide our clients with a market leading solution to their talent requirements. As the market starts to turn so will the demand on talent and skilled professional will once again become a commodity. Through the continued growth of our presence and network in this sector Antal will be able to continue to provide the rising star professionals in all market conditions.

It is obvious to us here at Antal that there is certainly a need for a specifically designed service to help organisations within the Medical Device sector both on a domestic and global basis. Offering market knowledge/understanding and targeted talent sourcing whether it be due to replacement, expansion, entering a new market or acquisition. Antal is able to deliver a solution that will control its service centrally whilst having the ability to delivered in local market equally well. This alongside our matrix ability to deliver across ALL disciplines is a distinct advantage to both clients and candidates.

*Antal International Team*



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### Topics we have found being discussed

- The effects the UK governments budget reductions on the Device market
- The up-skilling of teams to ensure revenue streams
- Shortage of talent
- The importance of organisations being creative in the packages they are presenting to the clients
- Short v long term cost savings ability
- A greater emphasis on organisations looking to their non-domestic markets for revenue growth
- The attraction of new, innovative, smaller, quick moving companies to key individuals



### News— DO YOU HAVE PRESENCE IN INDIA?

The central government in India is planning regulatory checks on quality of all medical devices including diagnostic equipment such as MRI scanners that are sold and marketed in the country. All manufacturers and importers will have to register with the DCGI, although this will be based on life-saving and critical nature of the devices. Manufacturers of External devices will be asked to SELF monitor, Implantable devices such as cardiac stents will be directly regulated by the DCGI. Medical Device market in India is said to be worth over \$2.1 billion.

### What Does Antal Cover?

Antal is structured within a Matrix system where our consultants work in disciplines across sectors, this is no different for medical devices and healthcare, however in this industry the disciplines go across the various areas of the medical world instead of other specific sectors.

Below you will find an summary of the disciplines Antal recruit into and the areas of the medical device world we work in, these are not exclusive and are just for example.

<u>Disciplines</u>		<u>Areas</u>	
Sales	Engineering	Patient monitoring	Neurology
Marketing	Manufacturing	Oncology	Urology
Quality Assurance	Supply Chain	Orthopaedic	Infusion
Regulatory Affairs	Finance	Surgical Instruments	Diagnostics
IT	Other	Cardiology	Other

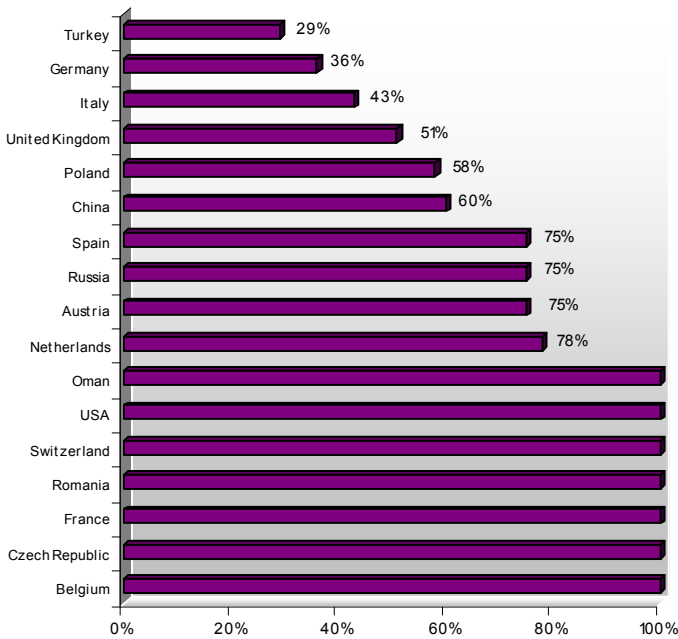
**“Bring me Solutions, Not Problems”** Famous line used many times by an Ex British Prime Minister

***“A Global Solution Applied Locally”***

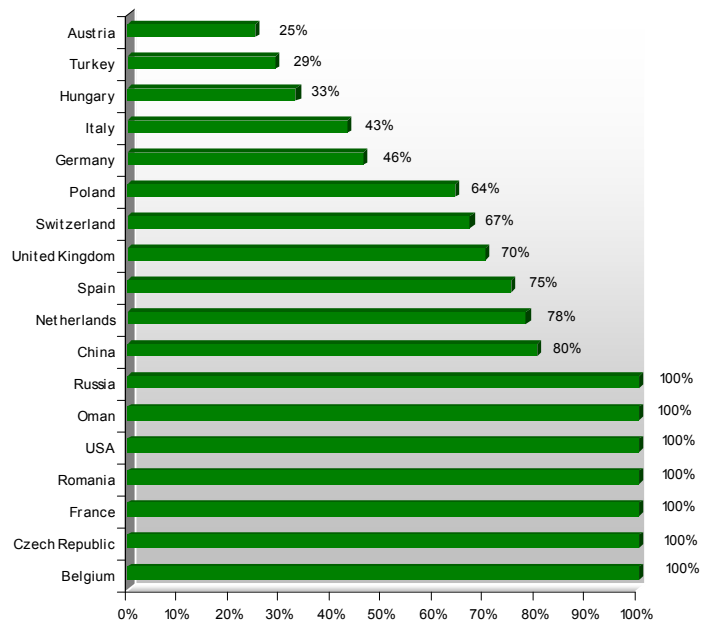


## GLOBAL EMPLOYMENT SNAPSHOT RESULTS

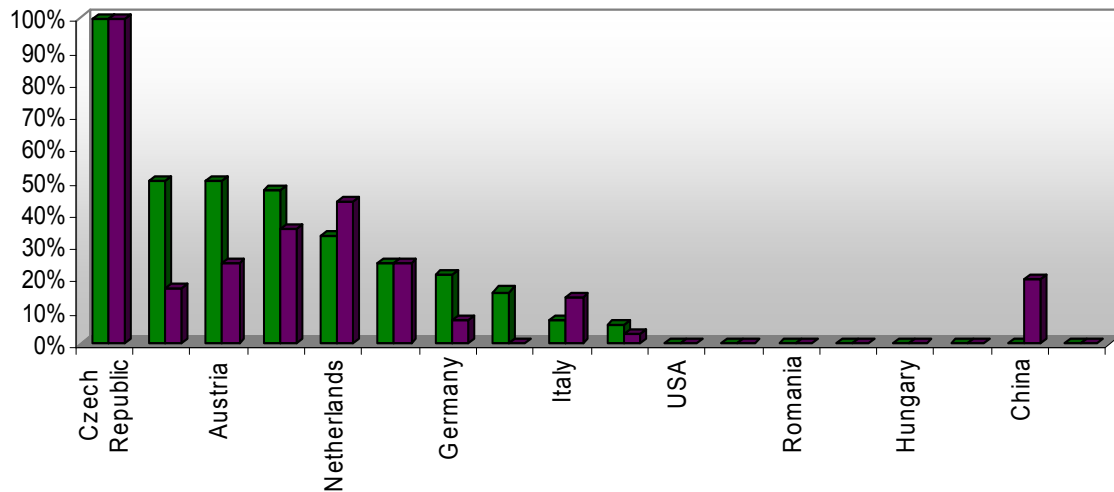
Companies who are currently hiring



Companies who are looking to hire in the next Qtr



Companies who are letting people go now and those who are looking to in the next quarter



■ Companies NOW  
■ Companies Next Qtr



## How can market experts add Value to your organisation

Antal's organisation is based around a matrix system and as a result we have built a company with local market experts across many different sectors and disciplines worldwide.

We have found over the last 17 years that offering our clients a partner who truly understands their market, sector and culture can add real value to your business.

The big obstacle that we as headhunters face in today's market is the perception that this job is easy and as a result our fees are questioned.

Now I understand that market conditions are tough and costs need to be controlled and reduced, however it is in these times that you need experts to ensure they introduce to you the best in the market place and when you do have a requirement, to ensure that that individual fulfils their potential.

It would be interesting to take a poll on what companies would opt for;

A: Lower fees, but lower potential results.

B: Same fees, but superior service to ensure quality of results

Recruitment is about partnerships, relationships and providing your client with a service that will save them time and money in the long run, but also to make them money and enhance their reputation and their position in the market place, and that is what we aim to do.

**David Crossley**, *Managing Partner, Antal International Network*

## Continuous Improvement

Antal philosophy is always to improve and the contents of this newsletter is no exception.

If you have any constructive suggestions of what you would like to see in this newsletter then please drop use an email with the details and we will endeavour to compile.

If in fact you will like to participate in the next newsletter by the way of news or article then also contact us as this will be sent out to individuals throughout the industry world-



## Global Employment Snapshot

Antal produces every quarter a global employment snapshot taken from over 3000 of our clients worldwide covering their hiring and firing trends. If you would like to have a copy of this survey please drop an email to [dcrossley@antal.com](mailto:dcrossley@antal.com) and David will forward the most up to date. If you would like to participate in this snapshot, here are the basic questions asked;

1. Are you hiring at managerial/professional level now? YES/NO
2. Are you making people at managerial/professional level redundant? YES/NO
3. Do you intend to hire at managerial/professional level within the next three months? YES/NO
4. Do you intend to let managerial/professional level go in the next three months? YES/NO
5. What country or countries do your answers above apply to?
6. What is your organisation's industry sector?
7. What functional area/discipline do you work in?
8. What size is your organisation? Staff 1 to 10 / 10 to 100 / 100 to 500 / 500 +
9. What is your position? Director/Manager/Employee
10. Any other comments?

If you would like to send your answers to [dcrossley@antal.com](mailto:dcrossley@antal.com) he will include them in our next survey. **Please Note** this information is taken in complete confidentiality and participants details **WILL NOT** be disclosed.



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## Newsletter

### Global Medical Device Candidates

#### QUALITY ASSURANCE MANAGER

Quality Assurance manager with 10 years experience covering compliance, systems and assurance. Excellent working knowledge of ISO 13485, FDA Quality Systems Regulations and Medical Device Directives. Successful history turning around a quality team within both a manufacturing and distribution environment within the medical device sector. Speaks three languages and globally mobile.

#### SUPPLY CHAIN MANAGER

Supply Chain Manager who has 9 years experience within a medical device organisation. Has been successfully controlling their European S&OP program and increasing their accuracy. Accustomed to complex supply chain processes and holding responsibility for implementing ERP and MRP systems. Currently European widely mobile and speaks two languages.

#### ENGINEERING MANAGER

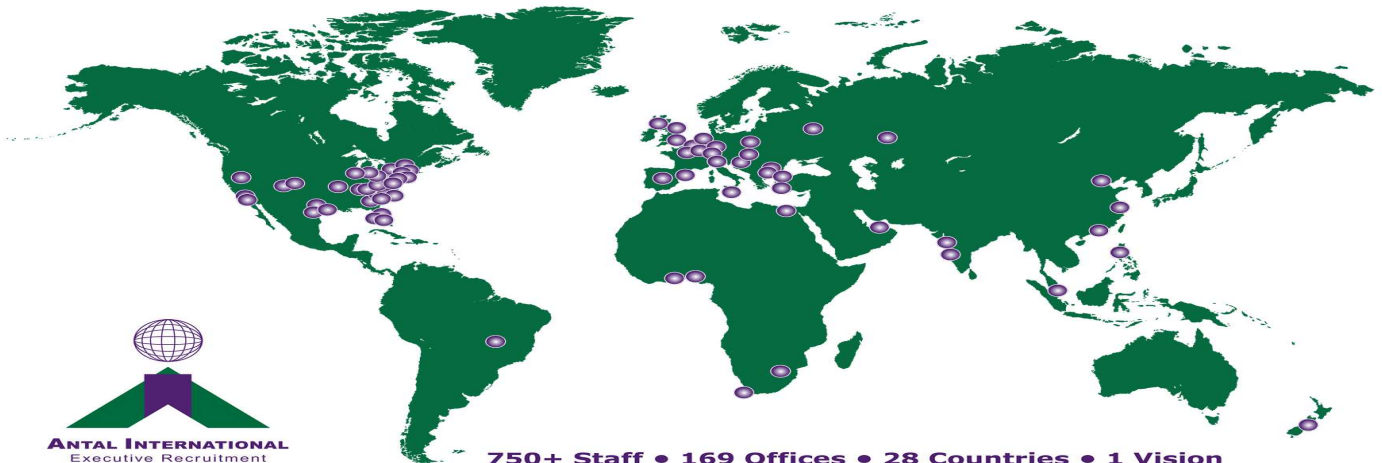
Engineering professional who has vast experience of taking R&D projects through FDA approval, manufacturing and market launch. Excellent managerial skills with large teams and has experience working in a variety of device areas. Currently working with a large blue chip but also has start up knowledge and understanding of these challenges.

#### SALES MANAGER

A sales professional with over 8 years of medical devices sales experience who has gained excellent knowledge of working with the direct and indirect model. Currently responsible for managing various high profile accounts and successfully increasing revenues through 2009 and on target for 2010. Has exposure to both Capital Equipment and Orthopaedic Sectors.

*If you would like to discuss any of the above discipline areas or in fact others not shown above, please do NOT hesitate to contact us. We are very interested in speaking with anyone with this sector either on a candidate basis or if you are a potential client looking for market intelligence in location you are venturing or expanding into.*

## Global Coverage of Antal International



**750+ Staff • 169 Offices • 28 Countries • 1 Vision**  
Accounting & Finance • Engineering • HR • IT Technical • Legal • Logistics • Operations • Sales & Marketing

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