

Collins McNicholas

Recruitment & HR Services Group

Talent Plus™

Retained

**RETAINED RECRUITMENT SOLUTION FOR
BLUEWIND MEDICAL**

CASE STUDY



" They are responsive, passionate, caring and professional, understanding the needs of our organization and providing us with advice every step of the way throughout the recruitment process. "

~ Lisa Mead, VP Human Resources, BlueWind

INTRODUCTION

BlueWind Medical is an innovative **medical device company** based in Galway that aims to transform neuromodulation therapy for Overactive Bladder. BlueWind partnered with Collins McNicholas on a **retained recruitment assignment** for a **Vice President of Quality Assurance (QA)** and chose **'Talent Plus'** as the recruitment solution for their executive search needs. Since the client is a **start-up company**, maintaining confidentiality was of utmost importance.

"CONFIDENTIALITY AND DISCRETION"



WHY BLUEWIND CHOSE RETAINED SEARCH

For senior appointments such as this highly skilled QA role, **Talent Plus** was the ideal recruitment solution. As it was **retained**, this allowed Collins McNicholas to dedicate **significant time and resources** to thoroughly understand the specific skill sets, qualifications, and experience required for this role and proactively search for the most suitable candidates.

While Collins McNicholas conducted the recruitment process discreetly, **safeguarding the company's identity**, BlueWind could preserve **confidentiality and discretion** regarding their hiring activities until they were ready to reveal details to a handpicked group of qualified candidates.

With Talent Plus, BlueWind was able to leverage the expertise of experienced recruitment consultants who were **skilled in salary negotiation and offer management**. This helped to mediate between the company and the candidate, ensuring a fair and smooth negotiation process. This expertise is particularly valuable when hiring for specialised QA roles in the medical devices field, where competitive compensation packages and benefits are often involved.

Outsourcing the executive search campaign to a specialist in Medical Devices allowed BlueWind's HR team to tap into a wider pool of talent, including passive candidates, while continuing to focus on their own core business operations.

"BESPOKE TARGET SEARCH"

WHAT ARE THE STAGES OF TALENT PLUS?

As a retained recruitment solution, **Talent Plus** effectively addressed each of BlueWind's challenges with the following:

- Search Proposal and Terms of Variance agreed upon for the particular role
- Dedicated Recruitment Team to conduct a bespoke target search
- Agree on full parameters of the search with all decision-makers and stakeholders
- Confidentiality of the client name throughout the search with NDAs in place if required
- Full Transparency – share and discuss every candidate identified in the process
- Competency-based assessments and psychometric tests, if required
- Market Analysis – Salary and package details, market insights, perception of the client in the market, how the competition sets up their team etc
- Weekly updates provided to the client
- Manage Offer negotiation, counter offers and contract agreement to final signatures
- Continue candidate and client engagement to start date, probation period and throughout the year



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"TARGETED AND COMPREHENSIVE RECRUITMENT STRATEGY"

WHAT ARE THE CHALLENGES WHEN HIRING IN A COMPETITIVE MARKET?

Recruiting highly skilled candidates in a tightening employment market requires a targeted and comprehensive recruitment strategy.

Finding qualified and technically experienced professionals with specialised knowledge and skills can be particularly difficult without access to an existing database of both active and passive candidates.

- Short timelines to hire
- Niche industry with limited talent pool
- Specialised skill set
- Senior appointment
- Competition for talent
- Retention: Multiple job opportunities and counter offers
- Limited brand presence



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02

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THE RESULTS

Vice President of Quality Assurance successfully sourced within 10 weeks with similar projections going forward.

Collins McNicholas forged an exclusive partnership with BlueWind. BlueWind was so impressed with the Talent Plus Model that they applied the same retained search process with our **International Division** for a **VP of Operations, which was sourced within just 6 weeks.**

Collins McNicholas continues to support BlueWind's executive recruitment needs and has since placed a **Senior Buyer Planner** and **Senior Engineer**. Collins McNicholas is currently undergoing further executive search campaigns, including a mandate for a **Supply Chain Manager.**

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**CONTACT COURTNEY RUSSELL, PRINCIPAL RECRUITMENT
CONSULTANT**

Phone: +353 71 9108062

Email: courtney.russell@collinsmcnicholas.ie

Website: www.collinsmcnicholas.ie

