

DE SOUTTER MEDICAL CASE STUDY

deSoutter
MEDICAL



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PARTNERSHIP WITH DE SOUTTER MEDICAL

OVERVIEW

Over the past few years, De Soutter Medical has partnered with Enterprise to source Mechanical, Manufacturing, Software, and Electronic Engineers for their family-run business. From graduate talent to highly specialised senior engineers with medical and robotics expertise, Enterprise has helped De Soutter secure the right people across all experience levels—even in the most competitive markets.

EXAMPLES OF ROLES FILLED :

- Sales Office
- Cleanroom
- Buyer
- Senior Mechanical
- Software Engineer
- Electronics Engineer
- Warehouse

We have placed 41 engineers with De Soutter Medical over the years.

ABOUT DE SOUTTER MEDICAL

De Soutter Medical is a leading UK manufacturer of powered surgical instruments, supplying cutting-edge solutions for orthopaedics, trauma, and cardiothoracic surgery.

Known for precision engineering and innovation, they work with top healthcare providers worldwide, making them a key player in the medical technology sector.



CHALLENGES

The challenge was to source both experienced and graduate engineers who were either local or willing to relocate, while also meeting De Soutter's on-site work requirements. Finding candidates with the right skills and experience in medical electronics proved particularly difficult.

- Remote Location/ Relocation Reluctance
- The UK Skill Shortage
- Experience in a specialized environment

SOLUTIONS

To overcome these challenges, we tapped into our extensive database, including passive job seekers, to access a wider talent pool. We prioritised speed and efficiency to secure top candidates, conducting thorough job briefs and using our technical expertise to understand specific role requirements. Rigorous candidate screening ensured only qualified individuals were presented. Regular site visits allowed us to understand local conditions, enabling us to effectively promote De Soutter's facilities and attract the right talent.

SUMMARY

After exploring and testing various approaches, success was achieved by creating targeted talent pools of candidates who matched De Soutter's specific needs. Each candidate was thoroughly screened to ensure they possessed the required skills and were within a reasonable distance, ultimately aligning with the company's requirements



TESTIMONIALS

Andrew Butchard – Manufacturing Director

“I can highly recommend the attention to detail and empathy shown in the collaborative approach of Enterprise Recruitment. Adam and Ben made a huge effort to deeply understand our unique needs. They visited our facility and talked with both recruiting managers and shop floor staff. This comprehensive integration into our specific requirements has resulted in a higher level of candidate success. Their professionalism and follow-up is excellent.”

Chris Azarko – Group Sterile Products Supervisor

“ De Soutter Medical sought the services of Enterprise Recruitment regarding additional operational support for our on site cleanroom facility. Candidate selection for cleanroom roles is specific and requires a particular skill set geared towards emphasis on quality, detail and adherence to strict operating procedures. Acknowledging our critical requirements for the processing of medical devices, Enterprise successfully provided us with a number of candidates which proceeded to employment as full time cleanroom operators. From the initial point of contact, through to provision of candidate profiles and the arrangement of mutually suitable interview times, the recruitment process was swift and effective. Enterprise also demonstrated their patience and understanding of our specific requirements, eventually matching suitable candidates to the role advertised. Communication is seamless and the level of professionalism generates confidence in the process. I would fully recommend Enterprise for all recruitment requirements, particularly those in niche markets.”

ABOUT US

Enterprise Recruitment Ltd are a recruitment partner, specialising in the engineering and technical sector. We have been established for over 20 years. Our consultants are technical specialists who quickly understand complex requirements and only put forward quality applicants. Appointing us to do what we do best allows our clients to spend more time on what they do best.

Let us engineer your next hire...
If you'd like to talk more about how we've helped organisations similar to De Soutter Medical- and how we can help you reach your goals – get in touch with Ben Green directly -

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