

# SUCCESS STORY

## GLOBAL LEADER IN R&D



## ••NORDBERG MEDICAL

UNIQUE SCIENCE. MULTIPLYING VALUE.

AS A PIONEERING FORCE IN THE SWEDISH MEDICAL TECHNOLOGY SECTOR, NORDBERG MEDICAL SPECIALISES IN ADVANCED BIOTECHNOLOGICAL PRODUCTION PROCESSES AND THE CUTTING-EDGE COMMERCIALISATION OF FUTURE-ORIENTED BIOMATERIALS.



**Imagine a world where medical advancements redefine what's possible.**

Nordberg Medical is at the forefront of this transformation, revolutionising fields like aesthetics, plastic surgery, and sports medicine through their biofunctionalised materials. As a small startup, facing a high growth, Nordberg faced challenges in attracting top talent and establishing an efficient infrastructure. With limited brand recognition across multiple countries, they needed a recruitment partner who could help them overcome this hurdle. That's where we stepped in.

With ambitious expansion plans, Nordberg Medical aimed to recruit exceptional professionals across key countries like Sweden, Germany, Spain, and the UK. Together, we set out to attract the brightest minds, enhance their expertise, and build a robust team that would drive their growth and bring their vision to life.

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Thor has been able to meet our needs for an international recruitment partner, with good communication and an agile approach to the recruitment process.

### **HEAD OF HUMAN RESOURCES**

JONAS LEJONTAND



# THE SOLUTION

## FRAMEWORK AGREEMENT

Nordberg's global reach led them to seek an additional talent solutions partner to fuel their European growth. They saw the unique benefits of our niche market approach, tailored to their specific needs in Spain, Sweden, and the UK. With our Full Partnership: Fixed Term model we set up a common goal to fill 10 positions across different skill sets and locations within the upcoming 12 months.

Through our dynamic framework model, we built a strong network and consistently showcased Nordberg Medical to top-tier talent in the industry. Our deep expertise in talent acquisition allowed us to identify and attract the perfect candidates for Nordberg, leveraging our extensive network and targeted strategies.

By understanding their unique requirements and working closely together, we successfully onboarded individuals who seamlessly integrated into their organisation. This laid a solid foundation for future expansion, with four notable achievements arising from our collaborative partnership.



### MULTINATIONAL RECRUITMENT NEEDS

Thor's international presence and remote capabilities played a crucial role in their selection of partners. With their strategic focus on Sweden, Spain, and the UK, our expertise spanned across these key markets. This allowed us to offer a well-balanced distribution of recruitment efforts, effectively meeting the client's requirements.



### BUILDING THEIR REPUTATION

By effectively communicating Nordberg's vision, values, and potential for growth, we captured the attention and enthusiasm of exceptional candidates. Our tailored recruitment campaigns showcased Nordberg as a promising career opportunity, encouraging talented professionals to envision themselves as integral contributors to the company's future success.



### SPEED IN PLACEMENTS

Outside of day-to-day recruitment requirements, we supported our clients with a high volume of candidates within a tight timeframe for their Spanish locations. However, it's not just about finding as many candidates as possible, the quality of candidates is just as important to ensure we delivered the right person at the right time.



### NICHE MARKET EXPERTS

After doing research with their Talent Acquisition, Nordberg's team got referred to us as a Niche Market expert that operates in several different countries. With our mission to serve our clients with international expertise, seamlessly navigating multiple countries while maintaining industry excellence this collaboration was a match made in heaven.

# THE RESULT

## STRIVING FOR EXCELLENCE



Over the course of our partnership, we have successfully placed a highly qualified RA Manager, two Key Account/Sales Managers, Medical Affairs talent and one Marketing professional in their team. These key hires have not only fulfilled our client's immediate staffing requirements but have also played a vital role in driving their organisational growth and overall success. Here is an overview of some key statistics that highlight the impact of our collaborative efforts so far:

TALENT  
PRESENTED

**56**

CANDIDATES  
REQUESTED FOR  
INTERVIEW

**34**

CANDIDATE  
QUALIFIED TO  
PLACED IN DAYS

**16**

OFFERS  
MADE

**7**

OFFERS  
ACCEPTED

**6**

ACCEPTANCE  
RATE

**85.7%**

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Effective communication has been a cornerstone of our collaboration including frequent follow-up meetings, and has driven our progress forward. The team's well-organised summaries, clear CVs, and transparent discussions on expectations have fostered a seamless recruitment process.

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# LATEST FROM THE MARKET

## DIRECT INSIGHTS

In the rapidly expanding life sciences industry, the demand for highly skilled professionals is at an all-time high. With projected employment growth of 14% from 2020 to 2030, according to the Bureau of Labor Statistics, securing the right talent is crucial for your company's success.

We specialise in identifying and connecting with top candidates in niche markets, ensuring you access sought-after talent that can drive your organisation forward. Our commitment extends beyond just filling immediate positions – we cultivate long-term relationships with industry professionals, supporting their career growth throughout their career journey.

## HOW WE WORK

### TAILORED TO YOU

We are dedicated to unleashing the potential within individuals and enhancing the world of work with our innovative products and services. With a decade of experience in the recruitment industry, we specialise in removing the recruitment hassle and empowering our clients, candidates, and employees to succeed and thrive.

Don't let talent shortages hinder your organisation's growth in the life science industry. Connect with our team today to explore how we can help you develop a robust recruitment strategy aligned with your business objectives, ensuring you have the right talent to drive your success.

**Together, let's drive life science advancements with an exceptionally talented team. Contact us to get started:**



### ALEXANDER STYLES

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