

## Challenge

A leading vascular device company was launching its Clinical Specialist program nationally, with New York as one of the first territories to pilot the initiative. The existing team was high-performing and well-established, but overextended. Leadership needed a Clinical Specialist who could balance humility with initiative, support high case volumes, and grow rapidly within a newly forming function. While prior vascular experience was ideal, the priority was finding someone with grit, adaptability, and long-term potential.

## Approach

Expanded Talent partnered closely with the client to understand the territory's performance standards, team dynamic, and strategic objectives. The right hire would require not only clinical competence, but also the ability to complement an elite, fast-paced team and quickly absorb the vascular skillset.

Within two weeks, Brandon was identified, a candidate who brought:

- Solid industry background and procedural exposure outside vascular
- Strong growth mindset and eagerness to be mentored
- Cultural alignment with the high-performance ethos of the New York team
- Enthusiasm for taking on a foundational role in a pioneering territory

After further vetting and a successful client interview, Brandon emerged as the ideal choice, demonstrating the ability to:

- Accelerate onboarding by shadowing live cases in their first week
- Enable the core team to offload case volume, improving efficiency and physician coverage
- Contribute immediately to territory growth and scalability

## Results

- Candidate vetted and presented within two weeks, under budget in a competitive metro market
- Faster onboarding enabled earlier physician support and coverage
- Improved team efficiency by redistributing case workload
- Strengthened territory growth trajectory, positioning the team for faster expansion
- Candidate is now being fast-tracked for promotion, validating long-term leadership potential

## Key Insights

In this placement, attitude was the decisive factor. Individuals with grit, adaptability, and a willingness to learn can often exceed the performance of those who appear to be a perfect fit on paper. Delivering the right candidate with speed and precision—while maintaining budget discipline—boosted team morale and sustained momentum during a pivotal growth phase.

Selecting the right foundational hire ensured the clinical team could scale successfully in one of the nation's most competitive markets.

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