R&D + New Product Engineering Talent Solutions

FUELING INNOVATION ACROSS THE MEDICAL DEVICE DEVELOPMENT LIFECYCLE

In the medical device sector, innovation is mission-critical—but it must be executed within **strict regulatory boundaries** and across highly technical disciplines. Companies must balance speed to market with rigorous validation, documentation, and compliance—all while scaling elite engineering talent to meet evolving needs.

Dexian is the trusted partner medical device organizations turn to for **R&D and New Product Development** talent. From concept feasibility to post-market refinement, we deliver highly specialized engineers and scientists who build devices that are compliant, functional, and transformative.

Core Offering

Dexian delivers contract, contract-to-hire, direct-hire, and consulting talent across the full product development lifecycle:

CONCEPT & FEASIBILITY

- Biomedical Engineers
- Research Scientists
- Human Factors & Usability Experts
- Intellectual Property (IP) Specialists

DESIGN & DEVELOPMENT

- Mechanical, Electrical, Software, and Systems Engineers
- Risk & Reliability Engineering
- Rapid Prototyping and CAD Design (SolidWorks, Creo, CATIA)
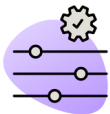- Design Controls Documentation

VERIFICATION & VALIDATION (V&V)

- V&V Engineers for Mechanical, Electrical, and Software Testing
- Biocompatibility & Materials Testing Experts
- Embedded Software Compliance (IEC 62304)
- Cybersecurity & Simulation Analysis

REGULATORY & QUALITY COMPLIANCE

- Regulatory Affairs (FDA, EU MDR, ISO 13485)
- Quality Engineers & Risk Management (ISO 14971)
- CAPA & Non-Conformance Investigators

MANUFACTURING & COMMERCIALIZATION

- Manufacturing, Automation & Process Engineers
- Supplier Quality & Procurement Experts
- Robotics & PLC Programmers
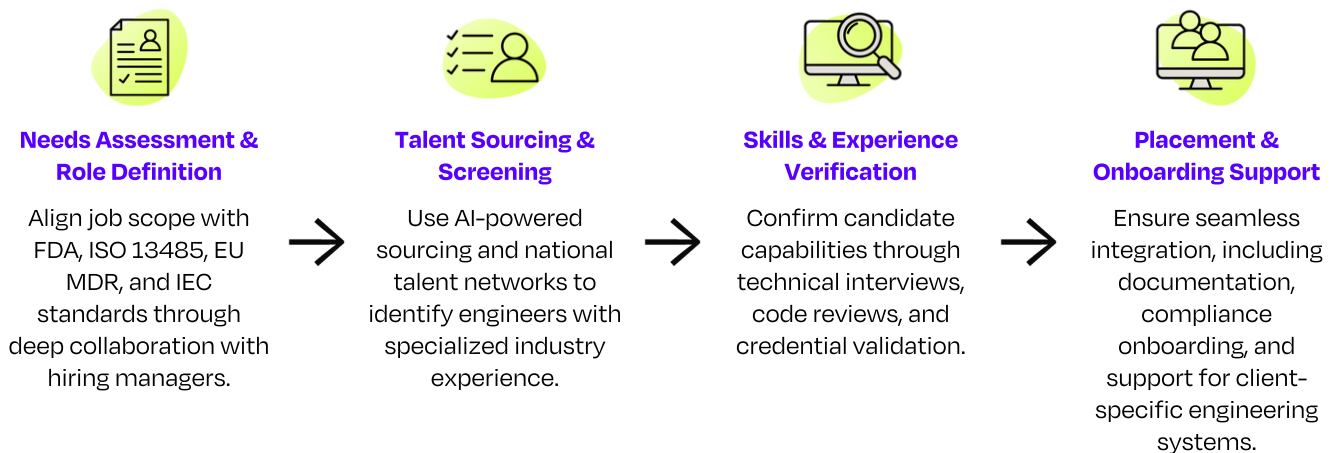
POST-MARKET & SUSTAINING ENGINEERING

- Complaint Handling & Product Improvement Engineers
- Post-Market Surveillance Analysts
- Lifecycle Management & Field Service Engineering

Technology Specialization

DEXIAN PROVIDES TALENT FLUENT IN KEY TOOLS AND PLATFORMS:

- **CAD/Design:** SolidWorks, AutoCAD, Creo, CATIA
- **Software & Embedded:** C++, Python, MATLAB, LabVIEW
- **Simulation:** ANSYS, COMSOL, Abaqus
- **PLM:** Arena, Windchill, Agile PLM
- **QMS:** MasterControl, Greenlight Guru, TrackWise
- **Automation:** Siemens NX, Allen-Bradley, PLCs

Our Process:
Purpose-Built for Medical Device Engineering

Needs Assessment & Role Definition

Align job scope with FDA, ISO 13485, EU MDR, and IEC standards through deep collaboration with hiring managers.

→

Talent Sourcing & Screening

Use AI-powered sourcing and national talent networks to identify engineers with specialized industry experience.

→

Skills & Experience Verification

Confirm candidate capabilities through technical interviews, code reviews, and credential validation.

→

Placement & Onboarding Support

Ensure seamless integration, including documentation, compliance onboarding, and support for client-specific engineering systems.

Why Dexian?

FULL PRODUCT LIFECYCLE EXPERTISE

We cover talent needs from ideation through post-market improvement.

SPECIALIZED ENGINEERING TALENT

Deep bench of high-demand roles like embedded systems, V&V, and risk engineering.

SPEED TO SCALE

Rapid deployment of engineers, scientists, and QMS specialists for critical projects.

REGULATORY ALIGNMENT

Our recruiters understand FDA, ISO, and IEC frameworks—reducing your compliance burden.

FLEXIBLE DELIVERY MODELS

Whether scaling a new R&D hub or replacing hard-to-find technical roles, we adapt to your growth trajectory.

Business Impact

Dexian clients leverage our R&D + Engineering recruiting to:

- Accelerate product development timelines without compromising safety or compliance
- Bolster in-house teams with niche skills like biocompatibility testing or cybersecurity
- Smooth transitions from prototype to production
- Reduce time-to-fill and improve workforce continuity during key development phases

Let's Engineer the Future—Together

From next-generation implants and surgical robotics to connected care platforms, your innovations shape the future of health. **Dexian delivers the engineers who bring that future to life**

Let's build what's next—together.