



ANDA U M E D I C A L

Recruitment Specialist

Company Description

At Andau Medical, we're revolutionizing the medical device industry with cutting-edge solutions that improve patient outcomes and empower healthcare professionals. Our team is made up of passionate innovators, and we're growing fast. We're looking for a high-energy, persuasive, and resourceful **Recruiter** to help us find and attract top-tier talent who share our mission.

Position Description

As a Recruiter at Andau Medical, you'll be the face of our brand to prospective candidates. You'll be responsible for identifying, engaging, and hiring exceptional talent across a range of roles—both full-time employees and independent contractors (1099). This is a high-impact role for someone who thrives on the thrill of the hunt and knows how to sell a vision.

Responsibilities

- Proactively source, engage, and recruit top talent using creative, cost-effective strategies.
- Own the search process end-to-end with a hunter's mindset
- Continuously experiment with new tools and platforms to uncover hidden talent
- Build and maintain a strong pipeline of candidates for both employee and 1099 contractor roles across Canada and USA.
- Conduct compelling communication and messaging that gets candidates excited about joining Andau Medical.

- Partner with hiring managers to understand role requirements and team dynamics.
- Manage the full-cycle recruitment process from sourcing to offer negotiation.
- Meet aggressive hiring goals in a fast-paced, high-growth environment
- Track metrics and continuously improve sourcing and hiring strategies

Requirements

- **Hunter mentality** – You’re relentless, resourceful, and love the chase. We’re looking for a recruiter who doesn’t wait for candidates to come to them—they go out and find them.
- **Sales-minded** – You know how to pitch a company and role in a way that excites people.
- **Creative Sourcing** – You think beyond job boards and LinkedIn to find hidden talent.
- **Strong communicator** – You’re persuasive, articulate, and personable.
- **Self-starter** – You thrive in a fast-paced, entrepreneurial environment. You’re the kind of person who rolls up their sleeves, takes ownership, and gets things done—no matter what!
- **Experience** – 2+ years of recruiting experience, preferably in medical devices, healthcare, or tech. Experience hiring 1099 independent contractors is an asset.

Why You Should Consider This Role

- Be part of a mission-driven company that’s transforming healthcare.
- Work with a passionate, innovative team.
- Competitive compensation and performance incentives.
- Opportunity to shape the future of talent at Andau Medical.

Please submit resume and cover letter to karen.pitts@andaumedical.com.

Andau Medical is committed to equitable, diverse, and inclusive initiatives in our recruitment processes as well as our corporate culture. We welcome applications from all qualified persons.

We thank all applicants for your submissions however, only candidates being considered for this role will be contacted.