



Case Study:

# Karl Storz Endoskope

MedTech Solutions

📍 CA & MA



myTOD  
Life Sciences

Embedded  
Model

[www.karlstorz.com](http://www.karlstorz.com)



## About Karl Storz:

Karl Storz is a family-owned MedTech company recognized as one of the global leaders in endoscopy solutions, with more than 8,000 employees worldwide. They bring together innovation, precision, and a strong people-first culture, developing technologies that enhance surgical performance and patient outcomes.

Karl Storz came to us during a period of hypergrowth, seeking a partner to design and lead a three-month hiring project for their new Chattanooga location. The goal was to hire 23 Surgical Technologists across entry, senior, and management levels within 3 months. The project's success not only met their immediate hiring goals but also extended our impact through additional key hires across California and Massachusetts.

## The Challenge:

**Volume & Speed:** Rapid, high-volume hiring for a new location required filling 23 Surgical Technologist roles within three months.

**Processes:** Internal TA and ATS workflows were inefficient, requiring new reporting systems, improved communication, and closer alignment with TA, HR, and Compliance teams.

**Market:** A saturated local market, combined with restrictions on recruiting from certain competitors, significantly reduced the available talent pool and increased sourcing complexity.

**Onboarding:** A detailed and time-sensitive onboarding process led to occasional candidate fall-offs during background checks and drug screenings, requiring close coordination to minimize delays.



## The Solution:

**Process:** MyTOD designed and implemented a streamlined recruiting process covering candidate screening, interview scheduling (virtual and onsite), offer creation, compliance tracking, and onboarding. Developed new reporting methods to monitor candidate progress throughout every stage of the hiring cycle.

**Collaboration:** We worked closely with HR, Compliance as well as on-site leadership including several stakeholders and the current TA team to ensure alignment across all hiring.

**Candidate Pipeline:** Established a partnership with a local medical college to build a sustainable pipeline of new graduates, expanding access to early-career talent.

**Industry Specialization:** Adapted screening guides and recruiting workflows to meet the fast-paced hiring timeline, ensuring efficiency and consistency for highly specialized surgical technologist roles.

## The Results:

- ✓ 23 hires completed for the new Chattanooga location, plus 4 additional placements across other regions.
- ✓ 197 candidates sourced and screened throughout the project, creating a strong and sustainable talent pipeline.
- ✓ Improved communication and alignment across HR, TA, and management teams, building cross-functional trust and confidence in a new large-scale hiring model.

**Cost Savings of over \$220,000 compared to standard agency fees.**





## The Timeline:

### May 2025

Partnership begins with client onboarding call.

### May 2025

After three weeks of pipeline development, myTOD began making placements, successfully filling 18 of the 23 Onsite Endoscopic Specialist (OES) roles by the end of May.



### July 2025

myTOD places all 23 open Surgical Technologist roles by end of July, including an OES Manager and two leads, totaling \$1,400,381 in salaries placed.

### Current

Partnership remains ongoing.



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## Key Takeaways:

1.4M

Salaries  
Placed

220K

Cost Savings  
Provided

70.5

Candidate  
Satisfaction  
Score

23

Candidates  
Placed



Our partnership with myTOD has been exceptional from day one. We faced an ambitious challenge—launching a new service contract and hiring nearly two dozen high-caliber employees in Tennessee in under 90 days. Led by Senior Recruiting Manager Kevin Yrizarry, the myTOD team immediately integrated into our operation with professionalism, clarity, and a strategic approach that aligned seamlessly with our goals.

They came to the table with a well-thought-out recruitment plan, remained highly adaptable to feedback, and consistently delivered strong talent that exceeded expectations. Not only did they help us meet an aggressive timeline, but they also elevated the candidate experience and strengthened our overall hiring process.

This has truly been a mutually beneficial relationship. Because of the success of this project—and the trust and confidence Kevin and the entire myTOD team earned—we've extended our partnership for future initiatives. We're grateful for their expertise, their partnership mindset, and their commitment to delivering outstanding results.

**–Marshall Coyle**

*Director Talent Acquisition and DEI&B*



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Is Your Business Next?