



Curately.AI

Scaling Healthcare Hiring Case Study

Client Overview

The client is a retained executive search and talent solutions firm focused on healthcare, healthcare technology, and Life Sciences. They work closely with venture- and private equity-backed companies undergoing rapid growth and innovation. Their services span executive recruiting, recruitment process outsourcing, and leadership coaching, enabling organizations to secure top-tier leaders and scale high-performing teams.

Challenge

- Limited pool of executives with healthcare + technology expertise slows placements and raises costs.
- VC/PE-backed clients demand fast, top-quality hires, creating pressure and risk of mis-hires.
- Ensuring executives adapt successfully is difficult; early attrition damages trust.
- Heavy competition for talent in the healthcare niche increases margin pressure.
- Balancing customized executive searches with high-volume RPO services is challenging.
- Healthcare funding slowdowns and shifting policies reduce hiring demand.

Solution

To address these challenges, the firm partnered with Curately.ai to integrate Brightmove ATS with **Maya**, Curately's Voice AI Agent.

Curately.ai's integration with Brightmove streamlined workflows, reduced redundancies, and enhanced recruiter efficiency.

This automation-led approach shortened time-to-hire, improved candidate experience, and lifted recruiter productivity, enabling the firm to better serve its fast-growing client base.

Program Results

Total Jobs Processed: **16**

Sourced Candidates: **206**

Total Applicants: **282**

Screened Candidates: **18017 Days**

Submissions: **35**

Interviews: **27**

Submission-to-Interview Ratio: **77.1%**

Interview per Job (Interview Ratio): **168.8%**

The combination of AI-driven targeting, automated screening, and human recruiter oversight allowed the firm to increase high-quality submittals while freeing internal teams to focus on clinical vetting and client engagement.



Maya in Action

Maya is a 24/7 recruiter. Before she calls, she sends an email and text to let the candidate know she will be calling, and also leaves voicemails when necessary.

About 40% of candidates are typically available when she calls the first time, while the remaining 60% often return the call after hours when they have a free moment. At that point, Maya continues the conversation, since candidates can reach her at any time.

If a recruiter is available after the screening, Maya can connect the candidate directly to them, allowing the recruiter to view the scorecard and continue the discussion. If it's after hours, Maya can schedule the next call for a convenient time.



For more information or to book your demo, reach out to tcavanaugh@curatelyai.com