

A teal background with several wooden blocks arranged in a line, each featuring a stylized human figure icon. A white arrow points to the left above the blocks. The text is overlaid on a semi-transparent pink rectangle.

HOW TO DEAL WITH REDUNDANCY AS A MEDICAL SALES EMPLOYEE



NON-TECHNICAL REDUNDANCY

Few things worry a dedicated medical sales employee more than the word "redundancy". Being made redundant can do far more than put you in a difficult financial situation. It can also turn your routine, self-esteem, and confidence upside down.

Unfortunately, redundancies happen in every industry. No matter how skilled you are in your role, there's always a chance you could lose your job because a company needs to downsize, cut costs, or change directions.

The pandemic, uncertain economic conditions and global turmoil have led to a significant increase in redundancies in recent years, causing anxiety for medical sales teams. According to the [Office for National Statistics](#), redundancies in the UK are creeping towards record highs.

Over 183,000 tech company workers were laid off in the US in 2023. In March 2023, an average of 76 employers distributed HR1 forms requesting to make 20 or more employees redundant. This represents a 90% increase from the previous year.

Labour shortages, crippling overheads, and stagnant economic growth have placed pressure on virtually all businesses. However, smaller companies and startups are particularly threatened. Rises in energy bills and supply chain issues have left many smaller companies unable to retain teams.

Whether the growing redundancy rate results from government decisions to reduce support for SMEs or a symptom of hiring woes caused by skill shortages, it presents significant challenges to employees. Fortunately, there are ways to survive and even bounce back from a redundancy.

In today's guide, we'll walk you through every step you need to take to ensure you can overcome the hurdle of redundancy and still achieve your medical sales career goals.

Understanding Redundancy: A Guide for Medical Sales Employees



Redundancy can be complicated for medical sales employees to understand. Losing your job and source of income is one thing; however, it doesn't necessarily mean you're being "fired" due to poor quality work or problematic behaviour.

Employees being made redundant generally haven't done anything wrong. While employment laws vary depending on where you are in the world, protections prevent companies from discriminating against employees.

This means you can't be made redundant for reasons like your age or gender. However, medical sales companies can choose to implement redundancies when:

- **Specific employees are no longer needed:** As companies evolve, their talent needs may change. Your team may no longer need your particular skills, so your role becomes obsolete. Your company may have 'overhired' because of specific market conditions which have now changed.
- **New systems are introduced:** If new processes or systems are introduced which cause your job to be unnecessary, this can result in job losses.
- **Other workers carry out your role:** If other employees can handle the responsibilities of your role, your employer might choose to downsize.
- **The workplace is shutting down:** If your workplace or medical sales business closes its doors, it will no longer need its employees. This could make every employee in the workplace redundant, though some may be moved to another location.
- **The business moves:** If the company is relocating to a new country or location, and they don't want to employ you remotely, they may make you redundant. This will allow the business to offer your position to a local candidate instead.
- **The business is transferred to a new owner:** When a business moves to a new owner, this doesn't automatically end contracts for employees. However, a new owner may decide to remove some employees they feel are unnecessary.

Redundancy: Knowing Your Rights



If you're dealing with redundancy in the medical sales industry, it's important to know your rights. The rights you have and the support or financial compensation you can receive will vary depending on your employer and location.

In the United Kingdom, you may be eligible to apply for redundancy pay or ask to be moved into a different job or role. Some employers are required to give staff members a notice period, a consultation, and even time off to help them find a new job while they're still receiving pay. You may also have specific rights if your employer is made insolvent.

Crucially, the rules in the UK outline that employees must be fairly selected for redundancy. For instance, you cannot be made redundant because of your age, gender, race, or any disabilities you may have.

If you have any questions about your redundancy or concerns, you can contact non-profit organisations for support.



Losing your job in the medical sales industry is a huge adjustment. You'll likely encounter not just financial issues and anxiety but also a range of emotions. You might feel shock, anger, and resentment. You might even feel a little relieved if you weren't particularly happy in your role.

It's important to give yourself time to adjust emotionally and think about what you want to do next. While redundancy is perceived as not a good thing it does offer an opportunity to take stock of your situation and refine your career plan.

Here are some of the initial steps you can take to cope with redundancy.

Step 1 Examine Your Finances

When you're made redundant, your finances will likely be the most significant cause of stress and anxiety initially.

It's important to create a plan to preserve your mental health and avoid unnecessary stress. Start by learning as much as possible about the compensation you might be eligible to receive. Next, sit down with your finances and assess your situation.

It's often a good idea to rethink your budget and eliminate unnecessary expenses from your routine as quickly as possible. Although you might find a new medical sales role quickly, being strict with your budget will help you avoid debt while searching.

If you're worried you won't be able to handle your bills, consider reaching out to companies to ask for payment holidays. You could also speak to a financial health advisor for guidance.

Step 2 Build Your Support Network

Losing your job can be terrifying. Many people find their self-esteem diminishes as they blame themselves for losing their medical sales role. This can prompt you to isolate yourself and withdraw from the people who can help you.

However, it's important to stay connected with your support network. They'll remind you that your job loss is not your fault nor something you can control. Friends and family can provide guidance and support when you need it most. They may also assist with your financial concerns or help you search for a new role.

If you're feeling overwhelmed, you can include various other forms of support in your network, as support groups are available worldwide.

Step 3 Invest in Self-Care

Looking after yourself is crucial when you've been made redundant. If your mental health suffers, your physical health can begin to diminish, too. You might struggle with higher fatigue levels, poor sleep, and a problematic immune system.

All of these things will make it harder to stay focused on finding a new role and thriving once you enter a new medical sales company. Make sure you look after yourself by:

Preserving your routine: Although you might not have a job to guide your routine anymore, it's important to stick to a relatively consistent schedule. Go to bed at the same time each night and try to wake up at the same time each day. This will help to preserve your sleep patterns and make it easier to transition into a new role when one becomes available.

Staying physically active: Exercising and spending time outdoors can improve your mental health and boost your mood. It also helps strengthen your immunity and endurance, ensuring you stay fit and healthy. Don't allow yourself to transition into a sedentary lifestyle just because you're not working.

Caring for your mental health: Practice mindfulness to ensure you're present and engaged in every moment. Pay attention to your thoughts and feelings, and challenge any negative thoughts you encounter. Make sure you're kind and patient with yourself.

Eating the right food: Nutrition is important to preserving your physical and mental health. Ensure you eat balanced meals every day at the same time. Choose foods that release energy slowly, and stock up on fruits and vegetables. Avoid too much caffeine, alcohol, or sugary foods that can affect your mood.



Dealing with Redundancy: Preparing to Move Forward

Once you have a strong support network, an idea of how you'll care for yourself, and a financial plan, it's time to consider moving forward from your current situation.

Entering the medical sales job market again, particularly if you've been employed for a long time, can be daunting and liberating. While there are skill shortages in every industry today that can make it easier to find a new role, it's important to have a plan and strategy in place. Here's how you can effectively prepare to move forward.



Set Realistic Parameters

When you're eager to re-enter the world of employment, opening your search to a wider range of opportunities is tempting. However, setting realistic parameters based on your skills in the medical sales industries and priorities is important.

Ideally, your next role should help you move forward in your career path, ensuring you can unlock new skills and reach your targets. When preparing to start your search, think about the following:

Geographical location

Are you willing to relocate for a new job or commute to the office? Do you want to work for a local medical sales company, or are you exploring new remote and hybrid work opportunities?

Economic factors

How much do you expect to earn in your role? What's the average salary for someone with your skills, and how much will you negotiate? Would you expect lower pay for better benefits or flexible working?

Priorities and preferences

What's important for you in a new role? What kind of company culture are you looking for? Are you committed to finding a position in a company that focuses on empathy and well-being for staff?



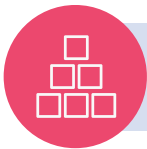
Set Clear Career Goals

Using the parameters you laid out for your job search above, you can set specific goals for your future medical sales job search. These goals or targets will help to ensure you can stay focused when searching for the right role rather than just accepting any opportunity to make money.

Take a moment to consider your ambitions and what you want to achieve in the medical sales industry going forward. Have your goals changed since you started your first job? Are you interested in a particular part of the industry you hadn't considered before?

It's worth setting short- and long-term goals as you enter the next stage of your journey. For instance, if you want to enter a managerial or leadership position in the long term, you might set goals that involve seeking out new forms of professional development in the short term.

Assess your skills, experiences, and qualifications, and decide what steps to take to ensure you can access the role you want.



Get Organised

Once you have a clear set of parameters for your job search, the next step is ensuring you have all the necessary resources to apply for a new role. This might start with obtaining any references you might need from previous employers.

You'll also need to sort out any other valuable employment documentation you will need for administrative purposes, such as previous payslips. Preparing to re-enter the medical sales job market is also worth auditing and optimising your professional brand.

Think about how you're going to present yourself to potential employers. Is your LinkedIn profile up-to-date, with recent achievements and endorsements? Do you have a strong online presence, and what will employers see when they search for you online?

It's also worth reviewing your CV and cover letter. Ask yourself whether you need to change them based on your experience.



Start Networking

Networking is an excellent way to enhance your professional brand and unlock new potential job opportunities.

There are various ways you can expand your network. Start by retaining relationships with the people you met in your previous role adding them on LinkedIn and other social media channels. Join online forums and groups to connect with like-minded people and companies. You can also find specific forums related to the medical sales industry online, where you might be able to filter through job postings and opportunities.

In-person networking can be extremely valuable, too. Consider attending industry events, training sessions, and other environments where you can interact with new people.



Hone and Improve Your Skills

Being made redundant means you will potentially have extra time in your day. While some of your schedule may be dedicated to job hunting, you can use the extra hours productively by building on your existing skills and knowledge.

Look at your career goals and ambitions, and ask yourself where you may benefit from acquiring new skills and knowledge. You can attend classes in person if you have the time, reach out to a mentor for one-on-one training, or sign up for online courses relevant to the medical sales industry.

Obtaining additional certifications will help you to stay competitive in the job market. It also shows future employers that you've used your time effectively during redundancy. Plus, learning can help you expand your network and improve your confidence.





Find a Recruitment Partner

Searching for the ideal medical sales role alone in a complicated job market can be time-consuming and frustrating. Getting your name in front of the right potential employers is often difficult without a little extra help. Plus, since many employers don't list jobs publicly, you might miss out on opportunities without realising it.

Working with a medical sales recruitment partner can give you a crucial edge in your job search. These professionals can recommend you to employers looking for someone with your skillset. They can help you find job opportunities that resonate with your priorities and values.

Many medical sales recruitment agencies can also help with other important steps, like preparing for an interview, refining your CV or showing you how to explain your redundancy to employers.



Navigating Job Interviews and Staying Motivated



While applying for roles can be daunting enough after losing your job, many medical sales candidates find the interview process particularly challenging.

Feeling embarrassed or nervous about sharing that information with a new employer is natural. However, it's important to remember that redundancy doesn't indicate a problem with your performance or skills.

Most employers and hiring managers will understand that it wasn't your fault. The only question they're likely to ask is what you've done since leaving your prior role.

During a job interview:

- **Explain your situation:** Don't be embarrassed or ashamed when an interviewer asks you to expand on what happened. Explain what was happening in the business at the time. Be transparent and honest, and avoid talking negatively about your employer, as this can seem petty.
- **Demonstrate your successes:** Being made redundant doesn't mean you weren't a standout medical sales employee. Look for evidence of your success in your previous role to ensure you can demonstrate value to a future employer. Highlight what you accomplished in projects with facts and statistics. Use your references from previous employers, too.
- **Highlight adaptability:** Focusing on how you dealt with what happened and used your time away from work effectively can be an excellent way to boost your chances of success in a job interview. Show your potential employer how you stayed resilient by updating your network, seeking out new forms of training, and enhancing your CV.
- **Show why you're an excellent fit:** Avoid giving your new employer the impression that you're simply applying for any medical sales role to make ends meet. Examine the job description carefully, and draw attention to what makes you the perfect fit for this specific position. What experience and skills do you have that are relevant to this role?
- **Stay positive:** Preserving a positive attitude after what happened is difficult. However, don't spend your time complaining about how difficult the transitional period has been. Draw attention to what you've gained instead, such as the opportunity to refine your career plan and seek out roles you're truly passionate about.

About Advance Recruitment

Advance Recruitment is a specialist medtech recruitment agency with a focus on filling commercial positions such as management, sales, marketing and clinical training.

Founded in 1997, we are the longest established recruitment agency in our sector.

Based in Manchester, our in depth knowledge of the medtech sector allows us to help our clients attract the brightest talent and enables our candidates to build exciting and fulfilling careers.

We work with everyone from large, blue-chip multinational companies to SMEs and start up organisations.

Memberships



Corporate
Member

The REC is the voice of the recruitment industry, speaking up for great recruiters.

It drive standards and empowers recruitment businesses to build better futures for their candidates and themselves. They are champions of an industry which is fundamental to the strength of the UK economy.

REC members are recognised for their professionalism and the value they provide to clients and candidates. If a recruitment agency displays the REC logo, it's a sign of quality. It demonstrates that they have passed the REC Compliance Test and adhere to their Code of Professional Practice.

Advance Recruitment's values are aligned to that of the REC and you are guaranteed a high standard of ethical conduct and professional behaviour.

Next Steps

Connect with us on LinkedIn:

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- [Dave Johnson - Director](#)
- [Liv Riley-Joyce - Senior Recruitment Partner](#)
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If you are looking to expand your team, please do not hesitate to give us a call to see how we can save you time on your hiring process.

Call: 0161 969 9700

Email: info@advancerecruitment.net

Web: www.advancerecruitment.net

Joshua Clegg, Product Specialist - Medartis

Dave and Advance are by far the best recruiters I have ever worked with. I discovered Advance when they reached out to me about some roles that they were recruiting for. From the start they have demonstrated a superior level of professionalism but have also made the working relationship a pleasure to be a part of.

Dave and Karen both have exceptional knowledge of the roles that they are recruiting for but also are extremely personable.

I cannot recommend working with Dave and Advance enough, and my expectations from recruiters are now set to a very high standard after dealing with them. I cannot thank them enough for their assistance through the interview process and their genuine investment in their roles.

Lauren Turner, Clinical Educator - AMBU

Advance Recruitment stood out to me as they specialise in medtech companies and healthcare practices. Karen was incredibly helpful in listening to what my current situation was and helping to find me a solution to that.

With a very quick interview turnaround, I managed to secure a fantastic new role within a week of leaving my job. I've got a new role with a better territory, training and support and a higher income.

Advance Recruitment are lovely to work with, they answered any of my questions very quickly, listened to any concerns I have, and helped with interview preparation.

I have already recommended 2 of my friends to Advance Recruitment and will be happy to recommend again in the future! :)

Dawood Iqbal, Territory Manager - Teleflex

I have used Advance Recruitment since 2015 and Karen McCurdy has always been on hand to support. Karen has always been professional in her approach but has a friendly and supportive manner which is why I always prefer working with her.

When I contacted Advance Recruitment I instantly felt like a valued partner and was offered roles that were right for me.

Karen helped me find my previous role in 2015 which was a perfect fit for me, I excelled in that role and decided to look for new opportunities in 2023 and again Karen found a role that was exactly what I was looking for in regards to the opportunity itself and career progression.

I would highly recommend that anyone looking for a new role or career advice reach out to Advance Recruitment.

