

Beyond the Virtual Office: A Medtech Candidates Guide to Excelling in Remote, Hybrid and Onsite Roles

Master the modern workplace with expert strategies for excelling in remote, hybrid, and onsite roles

Advance Recruitment



Welcome

The medtech workplace has changed significantly in the last few years. While plenty of "onsite" roles across the industry still require team members to spend their days in traditional office environments, demand for flexibility is growing.

According to a [Gallup report](#), around 55% of employees embrace hybrid work models that allow them to split their time between the office and other, less traditional work environments. Many of these employees agree that flexible work makes them more productive and creative while improving their overall sense of work-life balance.

At the same time, businesses embracing hybrid work models benefit from access to more diverse medtech talent, reduced operational costs, and improved retention rates.

However, to thrive in varied work environments, medtech employees need certain skills. They must communicate and collaborate effectively with distributed colleagues, leverage the latest technologies to boost productivity and demonstrate exceptional self-discipline.

Above all else, excelling in today's medtech workplace requires adaptability. You'll need to be ready to shift between different working environments seamlessly and open to embracing new technologies and processes throughout your work.

So, how do you set yourself up for success in the new age of work? This guide will serve as your roadmap, showing you how to achieve consistent results in your career, regardless of whether you're working remotely, exploring a hybrid model, or spending most of your time onsite.



The **Evolution** of the Flexible Medtech Workplace

The days of onsite work being the de facto standard for the medtech workplace are over. While some roles still require onsite work, some professionals prefer working in the office, saying that the "traditional" workplace model helps them more effectively separate their work and personal lives and collaborate better with colleagues.

However, remote and hybrid work models have become increasingly common. According to Gallup, six in ten employees with jobs that support remote work want the opportunity to work outside of the office at least some of the time.

Hybrid and remote work options are particularly popular among younger professionals, with two-thirds of Gen Z candidates saying they expect their employer to offer work-from-anywhere policies.

For employers, embracing flexible work options isn't just about adapting to changing employee preferences. Gallup's survey found that these working models reduce burnout and fatigue at work and even improve productivity levels among team members while keeping operational costs low.

What's more, hybrid and flexible work strategies can help companies to adhere to changing priorities for sustainability. One study by Cornell University even found that enabling full-time remote work practices can help businesses reduce their carbon footprint by 54%.

However, embracing hybrid and remote work strategies also presents challenges. Some medtech employees find that flexible work makes it harder for them to feel connected to the organisation's culture, decreases opportunities for dynamic collaboration, and makes it harder to access crucial resources and equipment.

To overcome these challenges, companies and their team members need to take a multifaceted approach to planning workplace schedules, updating technology infrastructure, embracing new communication methods, and fostering cross-functional collaboration.



Emerging Trends in the Age of Flexible Work

Numerous trends are reshaping the future of work for medtech staff, such as:

Hybrid Model Variations

Increasingly, business leaders and medtech professionals are discovering that there is no one-size-fits-all approach to creating the perfect "working environment." Every industry varies in its level of "remote work maturity." In some sectors, onsite work is essential for many employees. In other spaces, employees can efficiently work remotely full-time.

Every company has its approach to creating hybrid and remote work arrangements. Some companies implement rigid schedules that require team members to spend specific days or hours in office environments. Others give their team members the freedom to choose where they want to work based on the tasks they need to complete.



Office Redesign Initiatives

The traditional office environment is evolving, with workplace design initiatives now focusing on fostering innovation and face-to-face collaboration. Segmented office spaces are being transformed with open layouts, hot-desking initiatives, and inspiring team-centric spaces, reflecting a shift towards workplaces that prioritise engagement over routine.

Companies are spending less on real estate, and many are even using their hybrid and flexible work initiatives to reduce their carbon footprints and achieve environmental, social, and governance goals faster and more effectively.

Technology Transformation

The right technology is crucial to enabling flexible work opportunities. From cloud-based software that empowers staff to stay productive wherever they are to intuitive platforms for synchronous and asynchronous collaboration across channels, each business needs its own toolkit.

The technologies used to power flexible working strategies are also becoming more sophisticated. Many medtech organisations are even embracing AI-powered systems to support global teams with real-time translation and transcription tools or streamline scheduling strategies.

This shift is also leading to an increased demand for employees with high levels of digital literacy.



Thriving in Any Workplace: **Strategies for Success**

Whether your medtech role allows for hybrid or fully remote work or requires you always to be present, the key to success is ensuring you have the right skills to navigate any working environment. Updating your approach to communication and collaboration, schedule management, and even technology adoption will ensure you can excel regardless of "where" you work.

Here are the future-proof skills you can develop to thrive in any work environment.

Remote Work Essentials

Plenty of medtech professionals appreciate the flexibility and comfort offered by fully remote roles.

However, not every employee automatically has the skills they need to thrive in an environment that offers [complete autonomy](#). To excel as a remote employee, you'll need a multifaceted strategy for managing your time effectively, connecting with colleagues, and maintaining work-life boundaries.

Focus on developing skills related to:

Virtual Communication and Collaboration

For remote medtech employees, staying connected with team members, collaborating effectively on tasks, and communicating clearly without face-to-face interactions can be challenging. You'll need to commit to developing virtual communication skills and ensure you know how to use messaging applications (like Slack) and video or audio conferencing tools effectively.

Make sure you know how to match communication options to specific situations. For instance, an email or messaging application might be the best bet if you need to share an update on a project with a manager. For more in-depth conversations, video conferencing tools with access to whiteboarding applications and AI assistants might be a better option.

Invest time into learning how to make the most of online collaboration tools, too. Platforms like Google Workspace can make it easy for you to work with your team members on projects in real-time, while collaborative whiteboards like Miro simplify and enhance brainstorming sessions.

Schedule and Workflow Management

Remote work requires a high level of self-discipline and organisation. Without a manager constantly hovering over your shoulder, it's easy to get distracted or make mistakes when figuring out how to prioritise tasks.

Experiment with workflow and time management strategies. For instance, you could use an Eisenhower Matrix to sort tasks into groups based on their urgency and importance. Virtual calendars that help you arrange your days into blocks focused on specific things, like responding to emails or focusing on creative work, can also help you stay organised.

It's also worth taking advantage of other tools that can help keep you on top of your workflows. For instance, project management tools like Asana and Trello can help you keep track of deadlines, and AI-powered tools can even help you identify bottlenecks in your current workflows.

Work-life Boundary Management

One of the most common issues medtech employees have with remote work is that it can make it difficult to separate their professional and personal lives. Maintaining boundaries is crucial to reducing the risk of burnout throughout your career.

Experiment with strategies like developing a consistent schedule so you can clearly identify when work begins and ends each day and when you should take breaks to maintain productivity. Make it clear to your team members when you'll be "plugged in" and available for meetings and tasks and when you'll be disconnected from the office.

Additionally, think carefully about how you create your personal workspace. A dedicated "home office" can help clarify the lines between your work and personal life and minimise your exposure to distractions.





Hybrid Work Mastery: Finding Your Balance

As mentioned above, hybrid work schedules vary from one medtech business to the next. However, they always involve employees distributing their time between remote and onsite work. To make sure you can thrive as a hybrid employee, focus on the following things:

Schedule Optimisation

Efficient scheduling is vital in hybrid environments. If your employer allows you to choose when you actually attend the office, ensure you take advantage of a traditional work environment's unique benefits.

For instance, you might attend the office when your work requires extensive in-person collaboration or access to specialist tools and technology. On the other hand, you can work remotely when you need a quiet, distraction-free environment for independent tasks.

There are plenty of tools that can help you more effectively plan when to attend the office. Microsoft's AI-powered "Places" app can suggest times to book desks and rooms within the office based on the specific tasks you need to complete each day.

Team Synchronisation

With a hybrid working model, it can be difficult to maintain alignment with teams, particularly if your colleagues all work according to different schedules. Ensuring you can stay "in sync" with the relevant people in your medtech team will be crucial to your success.

Use intelligent scheduling tools to arrange regular meetings with remote, hybrid, and onsite staff members. Commit to consistent check-ins with critical colleagues, managers, and supervisors to ensure you're always on the same page.

Make sure business leaders are also taking steps to keep teams aligned, like hosting regular all-hands meetings or training sessions for hybrid, remote, and onsite employees.

Managing Resources

Hybrid professionals must efficiently manage physical and digital resources. Ensure you always have access to the tools you need when working in the office or remotely. For instance, if you know you will be completing tasks outside of the office for several days, ensure you have all of the cloud-based applications, data, and documents you need to navigate each project.

Ask your manager or supervisor for extra resources, such as access to high-quality cameras and microphones for remote client meetings or passwords for critical tools.

Show initiative by researching tools and systems that will make you more effective in your role outside of the office. Then, share your insights with your team leaders.





Preserving Onsite Effectiveness

Flexible work models are popular, but various medtech roles still require employees to attend traditional office environments full-time. Excelling in an onsite role today means knowing how to take advantage of the unique benefits the traditional workplace has to offer and ensuring you can continue to collaborate effectively with other remote and hybrid employees.

Concentrate on honing your skills in areas like:

Workspace Utilisation

Maximising productivity on site begins with optimising your physical workspace. Adjust desks and seating to promote comfort and efficiency. Consider incorporating personal touches to your office space based on your specific working style and unique needs to boost well-being.

Make the most of the resources available to team members within your office environment. For instance, you might have access to specialist equipment, team libraries, meeting rooms, and other environments that can help you excel in various tasks.

Take full advantage of these facilities, and don't be afraid to share feedback with your medtech employer or manager on how they can improve the tools and solutions available to you.



In-Person Collaboration and Communication

In-person interactions can be extremely valuable for any medtech professional, whether you're trying to develop rapport with customers, creatively solve problems, or build relationships with team members. Make the most of the opportunities that face-to-face conversations offer.

Learn how to use your body language effectively when talking to clients and team members, and practice skills like active listening. Work on your in-person collaboration skills, too. For instance, focus on proactively "engaging" in brainstorming sessions and all-hands meetings.

Contribute constantly to group discussions and share ideas and feedback regularly, but don't dominate every conversation. Give your team members plenty of space to contribute, too.

Office Culture Engagement

As mentioned above, medtech employees in hybrid and remote roles can often feel disconnected from a company's culture and values. As an onsite employee, you have an excellent opportunity to get involved with your organisation's culture.

Focus on building strong relationships with your employees, exploring opportunities for cross-functional collaboration, and participating in team events. Recognise your colleagues' achievements and actively shape your company's office environment by prioritising diversity, equity, and inclusion.

If you're in a leadership role, demonstrate your company's values in everything you do. If your business values creativity and innovation, share novel ideas regularly and reward team members who do the same.

Adapting to a New Work Environment: **Steps for Success**

As mentioned above, whether you're pursuing an onsite, remote, or hybrid world, thriving in the changing medtech workplace will require some adaptability. Even if you're still working primarily in the office, you'll need to adapt to the rise of new technologies, different collaboration and communication styles, and evolving workplace dynamics.

Here's how to adapt quickly and effectively to any situation.



Step 1: Strategic Planning

Planning is the key to adapting quickly to any situation in the medtech workplace. As soon as you find out what your role is going to entail and where you're going to be working, craft a personalised plan for success by:

Conducting an Environment Assessment

Analyse your work environment. Should you be working remotely full-time or part-time, identify what kind of tools and resources you'll need in your home office. How strong does your internet connection need to be, what kind of hardware do you need, and how can you avoid distractions when working remotely?

If you're primarily working in a traditional office, familiarise yourself with the rooms, resources, and tools available on site. Learn as much as you can about how different spaces are used, and make sure your own "workspace" is tailored to your needs.

Creating an Adaptation Timeline

If you're shifting into a new work style, such as from remote to onsite work or vice versa, create a realistic timeline for adapting to the change.

Break down primary goals, like optimising your workspace or mastering new tools, into actionable steps with specific deadlines. For instance, you should ensure you have the perfect home office space within the first week of your new schedule.

Preparing to Monitor Progress

Make sure you have a plan to monitor your progress toward excelling in your new schedule or working environment. Define clear metrics for success. For instance, as a remote worker, you might measure productivity by tracking task completion rates and adherence to deadlines. As a hybrid professional, you could evaluate the effectiveness of your schedule based on team feedback and achievements.

Regularly evaluate your strategy and ask yourself if you can make any incremental improvements, like implementing stronger boundaries to improve work/life balance or learning to use certain cloud-based collaboration tools more effectively.

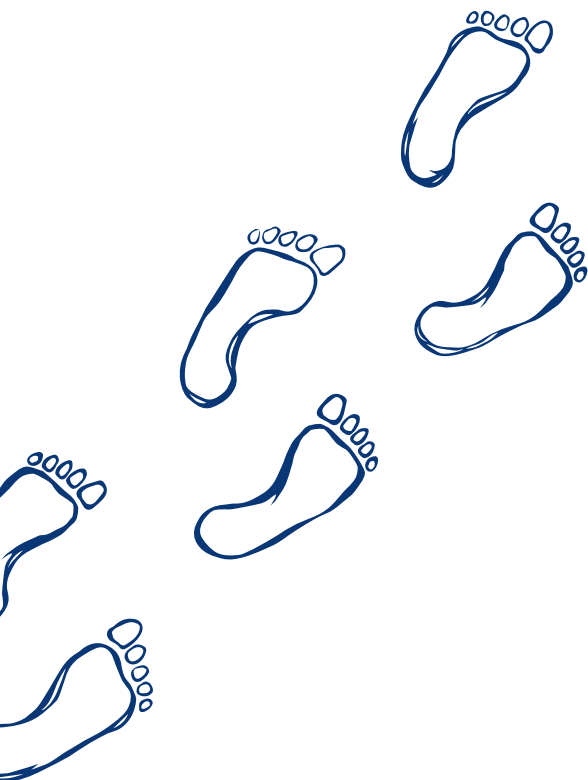


Step 2: Environment Optimisation

Once you have a strategic plan, the next step is tailoring your new work environment to your needs. Notably, this might not be a one-time process. As your role and workplace evolve, you need to be open to embracing new technologies, methods, and strategies.

Start by assessing your unique working style and preferences. Identify whether you thrive in structured environments or prefer flexibility so you can tailor your workspace and routines accordingly. From there, look into opportunities for:

- **Environment customisation:** Customise your workspace to suit your needs. Remote workers should prioritise ergonomic furniture, natural lighting, and a clutter-free desk. Hybrid professionals may benefit from portable tools like noise-cancelling headphones, ensuring consistency between office and home environments.
- **Routine development:** A consistent routine can help boost your focus and productivity whether you work remotely or onsite. Plan your schedule to match your energy levels throughout the day, and dedicate plenty of time to breaks to boost your well-being.
- **Process improvements:** Explore innovative ways of improving processes with technology. For instance, productivity tools can help streamline workflows and keep you focused during tasks. Investing in high-quality cameras, microphones, and speakers can help boost the quality of your meetings with medtech colleagues and customers.

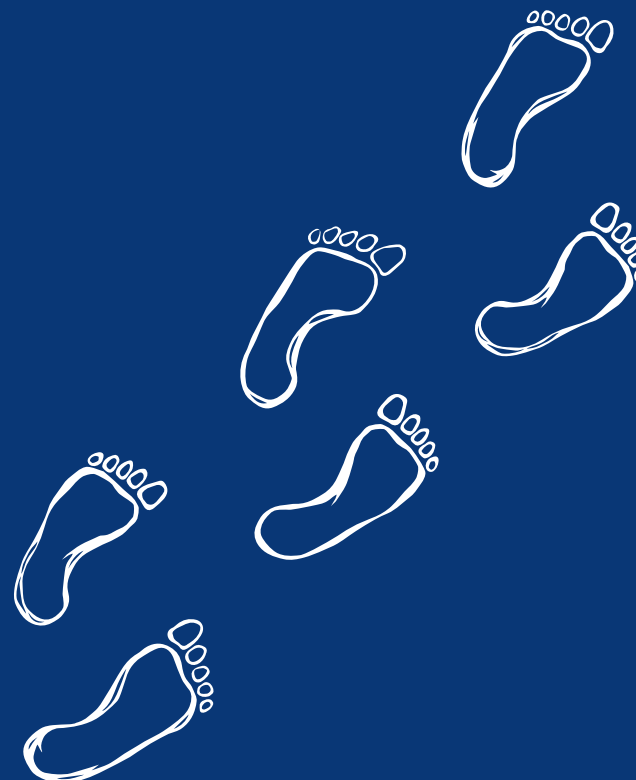


Step 3: Embracing Technologies for Success

Finally, technology is a crucial resource for any medtech employee, regardless of whether you will work remotely or onsite. It is essential to develop a strategy for choosing the right tools for your workflows and learning how to use them effectively.

First, ensure you're confident leveraging all the tools your team uses for collaboration, from platforms like Microsoft Teams and Slack for messaging to video conferencing apps, file-sharing tools, and virtual whiteboards. Next, experiment with:

- **Project management tools:** Platforms like Trello, Asana, and Monday.com are excellent for helping professionals manage schedules, track progress, and set deadlines. Learn as much as you can about these tools and take advantage of new features (such as AI capabilities and automation options) as they emerge.
- **Productivity applications:** Use tools designed to help professionals improve efficiency and productivity. For instance, Applications like Todoist are brilliant for ensuring you're getting the most out of every hour of your day.
- **Environmental technology:** Technological solutions can enhance physical workspaces. Smart lighting systems, air purifiers, and temperature regulators contribute to a comfortable and productive environment, particularly for remote workers who spend extended hours at home.



Step 4: Documenting and Tracking Performance

Excelling in a remote, hybrid, or onsite role requires a focus on continuous optimisation and improvement. That means you need an effective way of monitoring your performance and identifying growth opportunities.

Take stock of your achievements and accomplishments as you progress in your role. Create a detailed log of the milestones you've achieved, the issues you've overcome, and the strategies you've used to reach your targets. This will help you identify which efforts drive the best results in your career and where you might need to change processes.

Share your accomplishments with your team members and medtech leaders, asking for their feedback on where you might improve. This will help you discover new, innovative ways to improve your workflows while ensuring you get the recognition you deserve for your output.

Take a proactive approach to solving challenges you might encounter, too. For instance, if you struggle to keep your team members in "sync" on a project when working remotely, consider suggesting a weekly all-hands meeting to re-align colleagues.

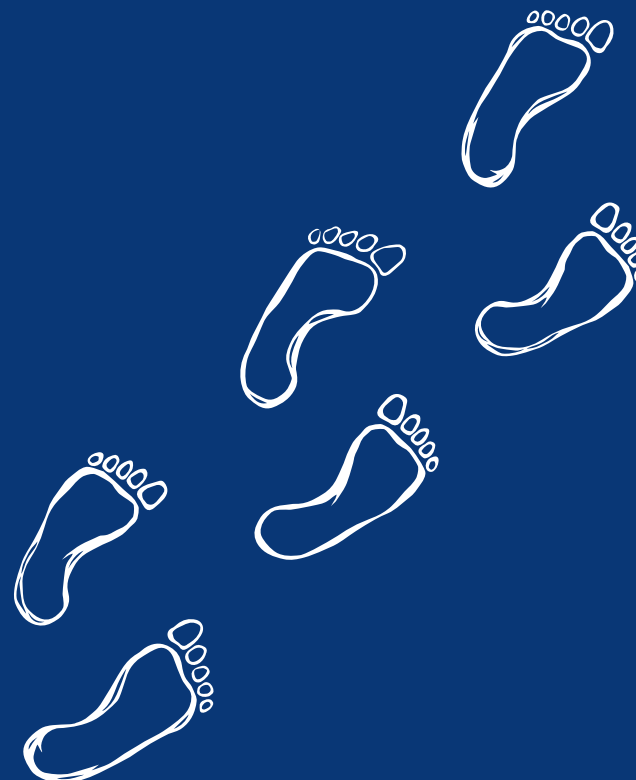


Step 5: Investing in Continuous Professional Growth

Finally, the work isn't over once you've mastered the art of working onsite, remotely, or according to a hybrid schedule. You'll need to commit to ongoing development to ensure resilience and career success.

Based on your long-term career goals, look for ways to open the door to new opportunities by:

- **Joining mentorship programs:** Mentorship can accelerate growth, giving you access to feedback and guidance that can improve the quality of your work in any environment. Mentoring other team members – such as new employees embracing remote or hybrid work for the first time- can help you develop valuable leadership skills.
- **Building your network:** A strong professional network opens countless doors in the medtech industry. It can help you develop new skills and access lucrative, flexible roles. Attend industry conferences, engage with colleagues across departments, and participate in online forums to build relationships with valuable peers.
- **Investing in training:** Identify the significant challenges you face in onsite, hybrid, and remote roles and look for training opportunities that will help you overcome them. For instance, if you struggle with building relationships with team members remotely, look for courses on digital collaboration and communication strategies.





Preparing for the **Future of Work** in the Medtech Industry

The medtech workplace has changed drastically in the last couple of years, and in the future, it will only continue to evolve. Companies will continue to embrace flexible working models, hire team members from multiple countries and regions, and explore new scheduling opportunities.

If you want to thrive in your medtech career, you need to take a comprehensive approach to excelling in your role, both inside and outside of the office. Developing your communication and collaboration skills, learning how to take advantage of new technologies, and making a proactive commitment to adaptability, resilience, and self-discipline will give you a crucial edge in the changing workplace.

With the tips above, a little creativity, and a lot of commitment, you can successfully adapt to changing work environments and take advantage of endless opportunities in the years to come.

About Advance

We are a specialist talent solutions provider within the medical sales and marketing sector. Our tailored services include executive search and bespoke recruitment solutions which help our clients reduce time-to-hire and cost-per hire while increasing retention rates. We serve as a strategic partner to support the talent acquisition needs within your business.

While we support a diverse portfolio of clients from blue-chip corporations to ambitious SMEs, our approach particularly benefits start-ups and smaller organisations with limited internal recruitment resources.

Memberships



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.

Phone: 0161 969 9700

Email: info@advancerecruitment.net

Website: www.advancerecruitment.net

[LinkedIn](#)



"I have known Karen for 15+ years, initially as a candidate and subsequently for hiring. Karen is my preferred recruiter, she is reliable, trustworthy and genuinely cares about both parties throughout the process, and post placement. I thoroughly recommend prospective employers contact Karen and find out for yourselves how she can help you too"

– Sarah Cooper, Country Manager UK, Nipro Europe

"Karen and the team at Advance Recruitment have been invaluable in understanding and aligning with our ethos and core values. Their meticulous approach to vetting candidates ensures that only well-suited prospects are presented to us, saving us time and allowing us to focus on quality. Their communication is exemplary, with constant updates and honesty that instill confidence in our decisions. Working with them has been a seamless and smooth experience"

– Simon Morton, Sales Director UKI, Bonesupport