



**YOUR MEDICAL  
SALES CAREER  
CHECKLIST**



# NON-CUSTOMER FRONTLINE

The world of work has changed significantly during the last few years, and I wonder if your medical sales career goals have too?

Let me remind you of several shifts over the last few years.

Remote and hybrid working is now commonplace. ONS data from earlier this year reported that over 44% of workers reported home or hybrid working up from 17% pre the pandemic.

In June 2022 the four-day week experimentation was tested and as I write this checklist over a hundred companies in the United Kingdom have signed up for a permanent four-day working week for all employees without cutting any pay.

We also had the great resignation predicted in the Microsoft Workplace trends report as employers continue to navigate one of the worst skill short markets in history.

In fact, the search for talent has created a pay war with many companies increasing their offers to new employees and counter-offering current employees to stay.

On the downside, costs are soaring, and the supply chain is breaking.

Well-being is a real focus for many organisations as employees suffer from the worst mental health and burnout in history; no doubt impacted by rising inflation.

Though the world of work in the medical sales space may appear to be in turmoil companies are growing and opportunities for skilled medical sales employees like you are available in abundance.

With opportunity all around you is it time to re-evaluate where your career is going and who with?

A better-paid role with flexibility might now be possible for you and with a company with a great culture.

When was the last time you sat down and reviewed to what extent you are meeting your career objectives and what you now want?

And I don't mean your annual review with your line manager; I'm talking about your deeply personal career goals, intentions, and ambitions.

Wherever you are in your career journey, it is a good idea to periodically analyse your current position depending on where you want to be. When you dig a little deeper, is everything on track and working out as you expected? How flexible are your employers and do you need to make some changes in order to meet your goals?

To help you measure if your medical sales career is progressing as you envisaged when you started out, we have created the following checklist to provide you with a snapshot of whether you're on the right track.

When you work through this checklist, it is essential to remember the reasons you got into your current role in the first place.

What did you set out to achieve in your career – did you plan on making a certain amount of money in a specific timeframe?

Was your move into your current role related to what was going on in your personal life? For example, were you about to leave home, get married or were you saving for a deposit for a house?

And also, what is important to you about the company you work for? Do you fit in with your company's culture? Do you have a good working relationship with your colleagues and managers?

If your current role or company is not fulfilling you in the way you had hoped, or if the pace has slowed down recently, it could be a sign that you need to start making some big career decisions – is it time to move organisations?

Read each statement below and decide how much you agree, using the following scale:

- 1 – Strongly disagree
- 2 – Disagree
- 3 – Neutral
- 4 – Agree
- 5 – Strongly agree

So, let's get started!

1. I am progressing the way I want in my medical sales career

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

2. I have achieved some of my career goals, and others are within reach

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

3. I enjoy my work and look forward to going in each day

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

4. The people I work with are very supportive and friendly

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

5. My company looks after my well-being

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

6. I am paid fairly for the job I do

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

7. I feel like a valued member of the team I work within

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

8. My manager gives me the right balance between support/guidance and working under my own initiative

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

9. I feel I make a difference within the company I work for, rather than just being a number

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

10. The company I work for really invests in supporting me to achieve my goals

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

11. I have set performance objectives

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

12. I have regular reviews with my manager

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

13. I can see a clear progression path within my current company

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

14. I am happy with the level of training and personal development offered by my current employer

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

15. The company I work for believes in me and trusts me to do my job well

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

16. The company offers me flexible working options

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

17. I feel that my company enables and supports my focus

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

18. I am recognised and rewarded for my work

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

19. The sector I work in really interests me

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

20. I am happy with the location and commute to my place of work

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

21. I feel my company offers a fair and competitive commission structure (if applicable)

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

22. The monetary remuneration I receive has enabled me to achieve goals in my personal life (i.e., buy a house, go on my dream holiday, etc.)

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

23. I feel I have the right work/life balance working for my current company

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

24. I am happy with the way my working day is structured

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

25. I can see myself staying with this company for a long time

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

## What did you score?

Tally up what you scored and take a look below at some of the points you may want to consider when thinking about how you want your career to progress in the future:

### 23-43

#### Alarm Bells!

This score says your career isn't going to plan, and you are probably not enjoying your current role. We suggest thinking about why you aren't enjoying your position or not achieving what you want. It might be time for you to move on or think about whether your current company or role is for you. Do you need a more supportive environment, better career progression, or even a change of sector?

### 44-64

#### Room for More

A better score, suggests you enjoy aspects of your job, but there's lots of room for improvement. For example, you might like the people you work with, but you feel you aren't personally getting the support you need to achieve your career and personal goals. Maybe your current company doesn't agree with remote or hybrid working. You need to consider if you can see changes happening in your current company by speaking to your manager, or if you feel working here has run its course and to progress, you need to move on.

### 65-85

#### Meeting Some Goals

You're neither happy nor unhappy, though you wouldn't describe yourself as completely engaged. This means that if the right opportunity came your way, you might consider it. When you feel this way, sometimes the grass isn't always greener on the other side. You need to decide if you want to move, and why is this? Understand if it's just a case of you only feeling like this when you have a bad day or if it's more often.

### 85+

#### Loving Life and Your Job

You are achieving your goals, meeting targets, and enjoying the place you work. There may be small elements that you feel could be better, but they aren't big enough to make you think about working somewhere else.





# 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:

- [Follow our company page](#)
- [Karen McCurdy - Director](#)
- [Dave Johnson - Director](#)
- [Liv Riley-Joyce - Senior Recruitment Partner](#)
- [Clare Brennan - Resourcer](#)
- [Jasmin Williams - Talent Partner](#)

Follow us on:

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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](mailto:info@advancerecruitment.net)

## TESTIMONIALS



I started dealing with Advance probably 10 years ago, and they have helped me enormously throughout my journey. Always enjoyed speaking with Dave, Liv and Karen. Had excellent support and advice throughout, and always felt Advance were looking out for my interests, not just to get a sale.

have countless examples of Advance going the extra mile, but most recently the help in preparing for a NSM role. Both Liv and Karen were always on hand, late in evenings and early mornings to provide the support needed. Many texts, phone calls, presentation reviews to ensure I had the best possible chance of succeeding. I owe a lot to both Liv and Karen in particular, and thank them both for their ongoing support.

I am 100% willing to recommend to colleagues and they are the first people I recommend to anyone who mentions medical recruitment - Andy

I first came across Karen from Advance Recruitment some years ago when I was building a sales team, but since that time she has remained in touch and has shown interest in my own personal career journey. Therefore, when approached to consider a new position, my prior knowledge and relationship with her were the key factors in me investing the time to listen to her. Karen truly understood my drivers and only put opportunities forward that matched these, thus finding me an exciting new role that I didn't even know I was looking for!

Karen takes a personal interest without being intrusive, she also takes a very honest and direct feedback approach which is much appreciated from a recruitment partner - Shona



## TESTIMONIALS



Karen and Advance Recruitment have always been a top choice for me when looking for my next role, their communication and personable approach is what attracts me to use their services.

I was looking for a role where I would fit in well with the company values and ways of working, Karen was great at reacting to my needs by advising on suitable opportunities that would be best for my career ambitions.

The benefits from using Advance Recruitment is their honesty and positive relationships in the medical devices sector that would help me take the next senior role in my career.

After a negative experience in a previous role, Karen was instrumental in finding a position where I can take greater ownership and be part of a healthy work culture in very quick time.

There are many medical device recruiters in the market and for me Advance Recruitment stand out purely on how they manage and keep their candidates updated! Most of all they have the industry relationships to get the next role you're ready for! - Farkan

Liv has been instrumental in helping me transition from a management role as a Nurse, into my current role as a Business Development Manager for a medical devices company.

I would recommend Liv to any Nurse out there who wants a change in career path and feels they need that first step on the ladder. I can't thank Liv enough. Amazing Lady! - Kenny

