

# Military Hiring Case Study: Varian Medical Systems

Varian Medical Systems is the world's leading manufacturer of medical devices and software for treating cancer and other medical conditions with radiotherapy, radiosurgery, proton therapy, and brachytherapy. The company supplies informatics software for managing comprehensive cancer clinics, radiotherapy centers and medical oncology practices.

## CHALLENGE

Varian Medical was faced with staffing quality engineers for its field service team, and needed to hire several Field Service Engineers with good troubleshooting and customer service skills who were geographically flexible and open to high travel. They sought transitioning Enlisted technicians for these positions due to their technical, electronic, and mechanical experience gained within the Military.

## SOLUTION & SUCCESS

For over 10 years, Orion has supplied Varian Medical with top-tier Electronics Technicians for Field Service Engineer positions. Varian Medical has hired nearly 25 of Orion's military candidates into Field Service Engineer roles. To support a 2-year hiring surge spanning from 2006 to 2007, Varian Medical hired 16 of Orion's candidates as Field Service Engineers, with a retention rate of nearly 90% to date.

With the knowledge Varian Medical's hiring managers gained from the military expertise of the Orion team, they were able to successfully recruit Orion's military candidates more efficiently and effectively than before. Since Varian Medical's partnership with Orion, Orion's military candidates have made a notable positive impact on Varian Medical's field service team and their hiring managers no longer hesitate to hire former military through Orion for their Field Service Engineer positions.

## VETERAN SPOTLIGHT

Tom Seiple, a former Navy Electronics Technician, was hired by Varian Medical through Orion in 2007 as a Field Service Engineer in Baltimore, MD. Through successful training by Varian Medical and the application of communications skills and technical expertise honed in the military, Seiple was promoted to Project Manager on the East Coast in 2012 then to District Service Manager in 2015. More than 12 years later, Tom is still with Varian Medical and holds the position of Director, Regional Field Service.

Steve Hunnicutt, a former Command Master Chief in the Navy, was hired as a Field Service Engineer by Varian Medical in February of 2007. Hunnicutt is now the Installations Manager for the Southeastern region of the U.S. and South America, based out of Varian's Marietta, GA facility, a position he holds as of October 2019.

# Best-in-Class Military Hiring for Field Service Roles in the Medical Industry

More than 4,500 of Orion's Military Technicians and Technical Leaders have been hired by Corporate America into Field Service roles. Our candidates utilize their unmatched technical training and expertise, along with proven communication and customer service skills, to service medical equipment and professionally represent your organization to clients.

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*"The entire hiring process was extremely well orchestrated. All of the individuals at Orion were very prompt and professional. I would certainly look to Orion for future candidates within our organization."*

*- Field Service Manager, Beckman Coulter*