

Building an AI Healthcare Team from Scratch with SeekOut Spot

Mila Health partnered with SeekOut Spot to recruit AI and machine learning engineers across the US and India during a critical growth phase.

CUSTOMER Mila Health	COMPANY SIZE Early-Stage Startup	INDUSTRY Healthcare AI	HOW THEY USE SPOT AI Recruiting Agency
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THE CHALLENGE

Hiring elite ML engineers for a mission-critical, early-stage healthcare AI company.

- Needed engineers with both deep AI/ML expertise and comfort operating in a healthcare environment.
- Required candidates willing to join an early-stage startup—a very different risk profile than Big Tech roles.
- Building a team simultaneously in the US and India, adding cross-border complexity to every search.
- Competing for the same AI talent pool as Amazon, Google, Microsoft, and well-funded health tech companies.

THE SOLUTION

AI-powered sourcing paired with expert recruiters who understood the mission.

- Deep sourcing across LinkedIn, GitHub, research networks, and Indian tech communities to reach passive AI/ML candidates.
- Outreach messaging leading with Mila Health's healthcare mission—the key differentiator for purpose-driven engineers.
- Rigorous pre-screening for technical depth, startup readiness, and cross-timezone collaboration skills.
- Proactive market intelligence on comp benchmarks, competitor hiring activity, and candidate availability across geographies.

KEY PERFORMANCE HIGHLIGHTS

Metrics that demonstrate hiring excellence.

5-14 DAYS TO FIRST CANDIDATE	35-45 DAYS TO HIRE	75-100% SHORTLIST RATE	5 ENGINEERS HIRED
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RESULTS

From zero to a working engineering team in India.

ENGINEERS HIRED IN INDIA

5

Built an engineering team from scratch in India through the SeekOut Spot partnership, with continued growth planned.

RAPID SCALING WINDOW

5 months

Mila Health's most intensive growth phase. SeekOut Spot's speed was critical to keeping pace with the company's momentum.

TEAM COMPOSITION

Engineering-First

Hiring was predominantly engineering and Machine Learning roles—the core of Mila Health's AI-powered healthcare product.

CROSS-BORDER BUILD

US + India

SeekOut Spot supported simultaneous hiring across both the US and India, navigating the complexity of building a distributed team.

💡 *What interested me in SeekOut was the idea of having individuals who use AI to make themselves more efficient, so they can spend more time on the human connection with candidates. Seeing the work SeekOut is doing is super energizing. They push, they deliver.*

Shailu Verma, CEO and Co-Founder, Mila Health

WHAT WE LEARNED

What building a healthcare AI team from scratch revealed.

Mission is the message.

Leading with Mila Health's healthcare mission drove higher engagement rates from passive AI/ML candidates than comp-focused outreach.

Startup hiring needs a different playbook.

SeekOut Spot's ability to screen for startup readiness—ambiguity tolerance, cross-functional flexibility—was critical.

Resilience keeps pipelines healthy.

Even when offers were declined or candidates dropped off, strong pipelines ensured no role stalled.

Ready to find your next hire?

SeekOut Spot delivers qualified candidates in a fraction of the time.

[Schedule a meeting today](#)

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