

# Should You Hire or Outsource RAQA?

## A 10-Question Decision Checklist for Medtech Teams

How to use this: If you answer **“Yes” to 4 or more**, outsourcing is likely the better option right now.

No	HIRING & TIMING	
1	Are open RA/QA roles taking too long to fill?	
2	Do you have work that cannot wait for hiring to complete?	
No	WORKLOAD REALITY	
3	Does your RAQA workload come in waves rather than staying consistent?	
4	Do you currently have more work than your team can handle?	
No	COST VS UTILIZATION	
5	Would a full-time RA/QA hire be underutilized during slower periods?	
6	Are you concerned about fixed costs (salary, training, retention)?	
No	CAPABILITY GAPS	
7	Do you need expertise across multiple markets (FDA, EU MDR, etc.)?	
8	Does your current team lack depth in certain regulatory or quality areas?	
No	EXECUTION RISK	
9	Are submissions, documentation, or audits getting delayed?	
10	Is there a gap between planning and actual execution?	

### What Your Answers Mean

- 0–3 “Yes”:** You can likely manage with your current team or a targeted hire.
- 4–6 “Yes”:** A hybrid model may work, internal team + external support.
- 7+ “Yes”:** Outsourcing RAQA is likely the faster, lower-risk option.