

Romania's MedTech Workforce Positioned for Strong Growth Through 2030

MedTech Technology Workforce in Romania (2025-2030) Romania's MedTech technology workforce represents approximately 18,500 professionals as of 2024

KARLSRUHE, GERMANY, November 12, 2025 /EINPresswire.com/ -- [Romania's](#) medical technology (MedTech) sector is entering a new growth phase, supported by strong digital transformation, competitive labor

costs, and targeted national investments in healthcare innovation. According to new workforce analysis, Romania's MedTech technology workforce totals around 18,500 professionals as of 2024, accounting for nearly 23% of the country's total medical technology employment base.



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Romania Top 30 Trending Roles in the Medtech Industry: Strategic workforce planning, Hiring Trends, In Demand Skillsets, Demand Push, Salary Benchmarking, job demand and supply"

By Florian Marthaler

The sector is expected to expand significantly over the next five years, with projections showing 28,200 professionals by 2030, representing a compound annual growth rate of 7.3%. This momentum reflects Romania's rising role as a regional hub for medical device manufacturing, healthcare software development, and regulatory technology services.

A Fast-Growing Technology Workforce

Romania's MedTech workforce is centered on four key professional clusters. Engineering and platform specialists make up 42% of the workforce, focusing on embedded

systems and device integration. Data and AI professionals account for 28%, supporting diagnostic analytics and predictive maintenance. Cyber and risk technology roles represent 18%, addressing device security and compliance frameworks, while 12% of professionals work in product and experience design, improving clinical workflows and user experience.

Several factors are fueling this rapid expansion. These include modernization of healthcare IT

systems, growing open data initiatives under EU mandates, accelerated adoption of artificial intelligence in diagnostic devices, and tighter regulatory compliance requirements under updated Medical Device Regulation (MDR) frameworks.

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The World Bank's Digital Economy Assessment has recognized Romania's infrastructure readiness to support this growth, citing strong broadband coverage, expanding digital literacy, and favorable government policies promoting innovation.

Talent Demand and Supply Gap

Romania's MedTech industry continues to face a talent shortage despite increasing demand. Between 2020 and 2023, health technology-related job postings rose by approximately 35-40%, according to OECD data. The most in-demand roles include software engineers, data scientists, and regulatory affairs specialists.

However, supply remains constrained. Romanian universities produce roughly 8,000–10,000 STEM graduates annually, with only about 15–20% entering healthcare or MedTech technology roles. This translates to roughly 1,200–2,000 new professionals each year, far below industry demand.

The current talent shortfall is estimated between 2,500 and 3,500 professionals, with specialized positions remaining vacant for months. On average, software engineering roles in medical devices stay open for 3–4 months, while regulatory and quality assurance roles can take 6–8 months to fill.

The IMF's recent digital economy assessment highlighted these skill shortages as a constraint to Romania's MedTech growth, underscoring the need for workforce upskilling and stronger education-industry collaboration.

Competitive Salaries and Labor Market Shifts

Compensation in Romania's MedTech sector reflects the complexity and regulation-driven nature of the field. According to national statistics, MedTech roles command 15–25% higher salaries compared to general software development jobs.

Median annual salaries for key roles include:

Software Engineer – USD 28,000 (+12% year-over-year)

QA Engineer – USD 32,000 (+15%)

Regulatory Affairs Specialist – USD 42,000 (+22%)

Clinical Data Manager – USD 38,000 (+18%)

DevOps Engineer – USD 35,000 (+14%)

Wages are highest in Bucharest, where salaries exceed those in secondary cities by 20–30%. To attract and retain talent, companies are increasingly offering retention bonuses and hybrid work options, expanding their access to talent beyond traditional metropolitan centers.

Human Resource and Organizational Challenges

Romania's MedTech companies face growing HR challenges as the sector evolves. Traditional hierarchical job structures often slow innovation, while emerging skills-based models are still developing. Attrition rates remain high among data scientists and cybersecurity professionals, as global demand pushes compensation levels upward.

Additionally, hybrid work models introduce regulatory challenges in maintaining compliance and documentation standards required for medical device development. Many organizations are shifting leadership styles toward collaborative models that emphasize cross-functional teamwork among engineering, compliance, and product teams.

Future Skills and Emerging Roles

Looking ahead to 2030, Romania's MedTech industry will generate new career categories to address regulatory, technological, and sustainability priorities. Emerging roles include:

AI Governance Officers – managing transparency under the EU AI Act;

Digital Therapeutics Specialists – combining clinical expertise with software design;

Regulatory Automation Engineers – developing systems to simplify compliance;

Cybersecurity-Clinical Integration Managers – securing connected medical devices; and

Sustainable MedTech Designers – aligning innovation with environmental standards.

These positions highlight Romania's shift toward multidisciplinary skills that integrate technology, compliance, and healthcare knowledge.

Investment and Economic Outlook

Romania's macroeconomic outlook supports continued MedTech expansion. The National Bank of Romania projects GDP growth between 2.8% and 3.2% annually through 2025, with inflation stabilizing around 2%. The National Recovery and Resilience Plan allocates EUR 1.8 billion for digital transformation initiatives, including healthcare digitization and AI adoption.

Foreign investment remains robust. In 2023, foreign direct investment in Romania's technology sector totaled USD 2.1 billion, with approximately 15% directed toward healthcare technology. These investments are driving the creation of 8,000–12,000 new MedTech jobs by 2025, potentially doubling by 2030.

Regional Workforce Distribution

Romania's MedTech workforce is geographically concentrated but increasingly diversifying:

Bucharest hosts around 12,400 professionals, serving as the country's innovation and regulatory hub.

Cluj-Napoca employs 3,200 specialists, known for strong software and embedded systems expertise.

Timișoara supports 2,100 roles in manufacturing and quality assurance.

Iași employs 1,800 professionals, focusing on biomedical research and clinical data.

While Bucharest remains dominant, secondary cities are emerging as cost-effective centers for MedTech growth, supported by strong university networks and infrastructure.

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