



## Customized Recruitment Services

At Healthcare Recruitment Link (H-R-L), we listen to your recruitment needs and have designed three models that can be customized to best fit your organization's specific budget and goals. We are not a traditional "big box" healthcare recruitment firm. H-R-L thinks beyond the boundaries of a box to provide successful and cost-effective search solutions.

Recruitment Services	12-Month Recruitment Subscription	Full Service Search	Candidate Sourcing
Assign a dedicated recruitment team to your search project(s)	✓	✓	✓
Provide compensation and recruitment incentive recommendations	✓	✓	✓
Develop market analysis for specialty(ies) to be recruited	✓	✓	✓
Conduct search intake with key decision-makers to define the position(s), ideal candidate specifications, and search process	✓	✓	✓
Create written marketing materials describing opportunity, organization, and community	✓	✓	✓
Develop and deploy broadcast and personal email campaigns	✓	✓	✓
Conduct texting & telephone campaigns	✓	✓	✓
Post and manage advertisements on Internet job boards and search databases	✓	✓	✓
Network with training programs, associations/societies, and on social media	✓	✓	✓
Conduct in-depth candidate interviews	✓	✓	✓
Provide comprehensive written summary and CV/resume for each presented candidate	✓	✓	✓
Interview candidate references and provide written summary	✓	✓	
Coordinate phone interviews and site visit dates	✓	✓	
Assist with coordination of travel arrangements, hotel and car rental	✓	✓	
Prepare candidate site visit itinerary	✓	✓	
Conduct monthly search update calls to discuss marketing/sourcing and candidates in process	✓	✓	✓
Assist with contract negotiations and search closure	✓	✓	
Provide search guarantee on placed candidates	✓	✓	
Provide flexibility to change specialties during the search term based on your specific recruitment needs	✓		
No-penalty cancellation with notice	✓	✓	✓

Effective 3.28.19

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