

# Extending Your Recruitment Capabilities



Our unbundled approach is straightforward and follows our standard search process.

**Phase 1: *Sourcing of candidates through original, proactive, recruiting.*** This phase is usually completed within 30-45 days and includes a list and resumes of individuals who have expressed interest in your position. This step includes a phone screen to verify their interest and to ensure their compensation and relocation expectations aligns with yours. We also can place postings on professional association websites and other job boards, such as LinkedIn. Having us post the position can help keep the process somewhat more organized; however, it is the client's prerogative as to who does the posting. Our search vice presidents will also make your opportunity known to their extensive networks and our database of 5,000+ healthcare professionals.

**Phase 2: *Phone screening of interested individuals to prioritize fit.*** Phase 2 includes a site visit to familiarize us with the hiring authority and to give us a sense of your organizational culture and the challenges and opportunities the successful candidate will face. Phase 2 also includes a thorough phone screen of interested individuals to determine their level of interest and fit. The goal is to provide our client with a summary of prioritized candidates. The summary includes their current employment, compensation, related experience, and motivational factors. The number of prioritized candidates varies, depending on the search. This phase is typically a 30-day process.

**Phase 3: *Identification of final candidates.*** Final candidate dossiers are produced, which includes an in-person (or video conference) interview summary notes, background and education verifications, and references. Our executive coach, a Ph.D., will also provide feedback based on his interpretation of a leadership assessment the finalists will complete. Should a client engage us to perform this phase, it would trigger our 12-month candidate guarantee. We would also assist in the coordination of candidate interview schedules and travel needs. The number of final candidates varies based on the search, but, typically, we present 3-4 finalists. Again, typically, this approach is a 30-day process.

Although each phase is designed to build upon the preceding phase, they are conducted and priced separately. Clients reserve the right to continue on to the next phase, as desired.

For further information about Coker Group or to learn how we can assist you with your recruiting needs, visit our website at [www.cokergroup.com](http://www.cokergroup.com), or call us at 800-345-5829 x2021 to speak with Chip Nagle, Senior Vice President.