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## **Sourcing for Physician Recruitment Success ...an individualized approach for connecting with physicians for your specific recruitment opportunity.**

Corporate Health Group (CHG) provides sourcing services to solicit interested physicians in your practice opportunity. Services are always customized, based on your internal capabilities and may include:

### **Recruitment Preparedness**

- Support with defining the practice opportunity including compensation structure and package
- Internal assistance with framing the opportunity and establishing timelines
- Create focused messages to paint the picture of your practice, the organization and referral base

### **Candidate Sourcing**

- Develop a target list of physicians based on your organization's specified qualifications, dollars and timeline
- Design and implement a communication strategy to create candidate interest including:
  - Personal calls by trained professionals
  - Web listings
  - Direct mail
  - Advertising
- Complete initial screenings of potential candidates
  - Curriculum vitae review
  - Telephone interview using an informational questionnaire approved by you
  - Credentials verification including licensure, board certification, etc...
- Scheduling support for telephone interviews and site visits with select candidates

### **Documentation**

- A one-page summary is provided with details on the most qualified candidates plus their curriculum vitae and credential's verification. CHG will continue to gather feedback from you on the candidates presented and assess progress in fulfilling recruitment goals.
- A monthly report will be forwarded summarizing sourcing activity outcomes and insights gained from candidate calls and market intelligence.

### **Cost Effective Approach**

- Corporate Health Group will develop an individual proposal for you, based on your specific recruitment. The typical fee range is \$3,000/month (depending upon the scope of services, specialty and search criteria) which would include:
  - Completion of a recruitment search opportunity assessment to define the specific elements of the practice opportunity,
  - Develop a written practice opportunity description printed on to the organization's letterhead, which can be used for all recruitment activities undertaken by the organization,
  - 400-500 outbound calls per month,
  - Initial screenings of candidates including CV review and credentials verification,
  - A candidate profile report summarizing the screening findings,
  - A monthly report summarizing the sourcing activities conducted by CHG,
  - Services are provided on a monthly basis. The client determines how long to contract with CHG for these services. A minimum of 90 days is recommended.