

Results: No Compromise

TO WIN IN HEALTHCARE, YOU HAVE TO HIRE THE RIGHT PLAYERS

When it comes to healthcare executive search, RoseSearch strategies deliver the best candidates. In accordance with your organization's mission and goals, we can help your organization hire and retain the best person necessary for surviving and thriving in today's healthcare environment.

We share a common goal...There is no compromise for quality and results.

RoseSearch has the reputation for attracting the superstars, those professionals who are dedicated to performing at a level far above the rest. These are the team players and team leaders that have demonstrated they can deliver the results to the bottom line.

Today's leaner organizations are demanding more of their employees, broader skills...wider knowledge...the ability to flex and adapt to continually challenging situations. The candidate you would like to hire is currently working, happy in his position, and not reading want ads. This candidate must be approached and convinced that this is the time to look at that new opportunity with your company. We are in the marketplace talking with these superstars everyday. The search for the superstar is a process that takes experience, dedication, and diligence.

Finding the right person to match the culture of your organization is not simple. The fit of that new person requires sensitivity to factors inherent in the position. The candidate who is selected and hired will have a significant long-term effect on your organization. The impact of your hire will influence your organization's caliber and the moves you make concerning its future direction.

We will work together, to develop a candidate profile that will help to identify the executive with the skills, personality, and long range objectives that fit your facility. The candidate that not only fits but also will bring something new and fresh to your company. These are the results you want.

Make a winning decision! Call RoseSearch, the search firm that outshines all the others, an undisputed leader in the field. We will find your superstar...the one that will make a real difference for your team.

How We Work

A Partner individually handles each search assignment. It is never "handed off." This kind of dedicated service assures our clients focused and priority attention by a Partner throughout each stage of the search.

We expect to put more time, effort, care, perspective and expertise into each individual assignment than other firms. We work hard to understand not only the facts about a company and the functional competencies required to satisfy a search assignment, but also the chemistry of the company and the key intangible ingredients that form an ideal fit between the company and the candidate.

Our Research

RoseSearch has a support team of highly skilled research associates. Original research is conducted on every search, utilizing on-line, state-of-the-art data retrieval systems, our reference library and the personal contacts we have with important leaders throughout the public, private and not-for-profit sectors.

The value of sound research cannot be overstated. Each client and each search assignment has its own needs and set of requirements. At the beginning of each search, our research associates are assigned the task and stay with it until its completion. The search process is thorough and confidential.

Our Search Process

Step 1: Information Gathering

A situation analysis is developed which provides an in-depth understanding of the client's organization, its management, its products and/or services, its structure, its objectives, needs, current issues, competition and description of the specific position to be filled.

Step 2: Written Position Specification

A detailed statement of the job description is then developed and mutually agreed upon with the client. With the client's concurrence, this statement can be shared with the prospective candidates without revealing the name of the client.

Step 3: Search Strategy and Research

Because each search has its own set of issues and requirements, we develop for each search a strategic plan, which guides the tactics for the conduct of the search. We identify target industries and companies, consult with knowledgeable industry experts and draw on our research expertise.

Step 4: Prospective Candidate Interview

A list of viable candidates is developed. An in-depth, confidential interview is conducted with each candidate, and a report of the interviews is shared with the client. Final candidates are then presented to the client for an interview. Before the candidates are presented, we provide evaluations and preliminary reference checks.

Step 5: Reference Checks

At this stage, we talk to references with whom the candidate has been associated, in order to reassure ourselves and the client of the candidate's integrity, personal characteristics, abilities and accomplishments.

Step 6: Negotiation and Offer

Based on an in-depth interview with the most desirable candidate, coupled with the needs and expectations of the client, we make recommendations on the specifics of the offer and assist the client in presenting the offer to the candidate.

Step 7: Follow-up

After the candidate has accepted the offer, we work with both the candidate and the client to ensure a smooth and orderly transition.