

# 4818 PROVIDER PLACEMENTS\* (and counting)

**Find out what makes the Delta Physician Placement search process for providers such a benefit.**

## **OPPORTUNITY PROFILE**

This is a comprehensive meeting between the consultant and all parties involved in the recruiting effort. Not only does this allow you to get to know your consultant, it also enables your consultant to gain important firsthand knowledge of your opportunity. Along with the information gained on the community tour, the consultant will be able to effectively describe your opportunity and community to potential candidates making for a better candidate experience during interviews.

## **PROCURING CANDIDATES**

Your consultant will provide your opportunity with instant national exposure using a mix of targeted mail, web advertising, journal ads, conferences and letters to residency programs. From a sourcing perspective, a balanced approach is needed to recruit candidates in any specialty. Online marketing is an increasingly important tool to attract today's candidates who are progressively more internet savvy, and The Delta Companies is at the forefront of digital marketing.

## **SCREENING, BACKGROUND**

Each responding candidate (and spouse if applicable) is thoroughly screened for motivations and reasons for their interest in your opportunity. When a candidate meets your parameters, their credentials will be sent to you in an easy to examine format. We check state licensure, verify board status, report any state disciplinary actions, and obtain references as requested through our Joint Commission accredited operations department.

## **PRESENTATION OF CANDIDATE TO THE FACILITY**

We forward each candidate's curriculum vitae and summary that outlines the candidate's motivations for moving, previous work history, relevant personal and family information, and all other pertinent information not included on the curriculum vitae. For candidates you are interested in interviewing, we will arrange a Pre-Interview Meeting (PIM) with the candidate to ensure nothing comes up that we did not previously discover. This will ensure the candidate's viability and motivations.

## **INTERVIEWING CANDIDATES**

We will make or assist with all travel & lodging arrangements for interviewing candidates and assemble an itinerary packet for both the candidate and the facility. This will ensure both parties are on the same page and no confusion will occur during the interview process.

## **FOLLOWING THE INTERVIEW**

We will gather feedback from both the facility and candidate and assist, as requested, in any way with the signing of the desired candidate.

\* Results of the above procurement data are combined efforts taken from temporary and permanent business units.



**We negotiate with  
your best interests in mind.**

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