



Separate yourself from the competition

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ELEVATE HEALTHCARE CONSULTANTS

Who is Elevate

- ▶ Permanent placement of Healthcare providers, allied personnel and executives
- ▶ Average tenure of our perm recruiters is 13 years
- ▶ Your investment is between 15%-20% of annual salary and that is flat fee not fluid
- ▶ Our fill rate is 92%
- ▶ We have an interview to placement ratio of 2:1
- ▶ 75% of our positions in less than 90 days
- ▶ Faith-based, live by integrity and cultivate our relationships because our clients matter

How we like to be serviced

- ▶ Timely
- ▶ Follow through
- ▶ Care
- ▶ Know the competitions challenges and perks

Being Effective

- ▶ **Pre-Interview Call with Dr. _____ 1/29/19:**
- ▶ **Itinerary:**
 - ▶ Good to go with times and locations
 - ▶ No dietary restrictions
 - ▶ Community Tour – see the town, the square, restaurants, community center, Etc. Just wants a good feel
 - ▶ Set to speak with her on her drive home from the visit
- ▶ **Things Important to Her, Things to Discuss:**
 - ▶ Knowing that the nurses, caseworkers and doctors get along most of the time, work well with one another
 - ▶ Seeing the facility, she would work in, units she would spend most of her time
 - ▶ How the inpatient process flows from admission, to handoff, to discharge of patients
 - ▶ Communication, how does it flow, is it open door, are people on the same page from administration down
 - ▶ Likes it is non-for-profit as she can continue with her 10-year loan reimbursement program, 5 years into it
 - ▶ And last if warranted, compensation and benefits
- ▶ **Additional/Timeline:**
 - ▶ Set to speak with her on her drive home from the visit
 - ▶ At this time, she has no other visits, this is a great location as it puts them near family in Des Moines and they can still travel to Keokuk whenever they want with an easy car drive to see friends
 - ▶ Her husband began doing repairs on the home this week, prepping for it going on the market
 - ▶ Husband is a go for moving, no issues with him
 - ▶ She will most likely rent at first, as their homes is on the market, has already been looking at rentals in the area and is impressed with options
 - ▶ She plans to decide on us first, then set other interviews if needed

Detail that matter

- ▶ 5 days before visit call candidate and ask what else they need to see
- ▶ Step by step itinerary
- ▶ It's hard to walk away from a relationship than an offer