

# Talent Search

## Client Profile

**Size**

27 practice locations

7 ASCs

5 states

**Location**

TN

**Specialty**

Gastroenterology

## Services Deployed



### Executive Search

## Overview

Our Client's CFO reached out to SCALE Talent Search to request assistance with sourcing a VP of RCM who would be reporting directly to him and would be responsible for supervising revenue cycle management (RCM) and the associated staff, as well as the processes, workflows, and technologies that supported each clinical location and multiple payers.

## Execution

- + SCALE Talent Search worked collaboratively with SCALE RCM to draft a detailed position summary and gave ourselves a 12 week timeline.
- + SCALE Talent Search reviewed 197 resumes and narrowed them down to the top 25 Tier 1 applicants. 17 applicants were interviewed by SCALE Talent Search in the first round and 9 applicants made it to the second round to interview with SCALE RCM.
- + We were able to lock in a candidate and make them an offer less than a week later who is now a pivotal part of their leadership and re-located to Memphis.

## Results

- + We budgeted for a 12 week timeline and were able to execute placement in 8.
- + SCALE Talent Search and SCALE RCM developed a candidate pipeline snapshot which was a deliverable created to include notes and analysis per candidate on both rounds of interviewing and a scorecard that evaluated them on a scale of 1-5 on 5 different themes related to the role (i.e. technical knowledge and leadership experience) to present the top 5 applicants interviewed to the CFO.
- + Additionally, we found a candidate that we believed would be an excellent fit for SCALE's internal team and is now a Managing Director for our RCM team.