

Healthcare Management Recruiter

Overview

SCALE Talent Search is seeking to hire a driven and dynamic Healthcare Management Recruiter to join our team. SCALE is considering applicants with 2+ years of experience that are committed to producing high quality work. This position independently identifies, screens, interviews and verifies candidate credentials for all positions. Applicants should have working knowledge of the full recruitment lifecycle and excellent communication/presentation skills. We are looking for someone that is honest, transparent, and professional, who is willing to look at the big picture as well as roll up their sleeves.

Primary duties and responsibilities include:

- Work collaboratively with the VP of SCALE Talent Search in developing recruiting solutions for hiring needs across SCALE Healthcare and its subsidiaries
- Develop sourcing strategy, candidate qualification, interview sequencing, interview scheduling, and interview de-briefing/summary for each role
- Research similar roles and comparable compensation packages at other organizations to develop candidate profile/position summary
- Identify viable client prospects from various sources including: directories, contact lists, databases, leads, internet resources, and personal networking
- Manage relationships with internal and external sourcing resources/job platforms in order to fill the position in a timely and cost-effective matter
- Serve as the liaison between the candidate and C-suite during the interview and selection process
- Develop good rapport with prospective candidates while working closely with SCALE leadership for input and feedback.
- Maintain relationships with candidates through the recruitment, negotiation, relocation, and contract process and assist with any additional accommodations necessary to facilitate a successful and positive onboarding process.
- Consult and advise hiring managers on overall hiring process
- Collaborate on job requisition details and creation, and advise on effective candidate assessment/interview techniques
- Update applicant tracking system and hiring managers consistently in a timely manner to ensure that hiring requirements are met.
- Design and build out weekly/monthly dashboards communicating rationale/timeline

Qualifications:

- 2 years of placement experience in the healthcare management consulting or provider recruiting industry or equivalent combination of education and experience in a high-volume, fast paced environment
- Some familiarity with ATS, Candidate Relationship Management software, and LinkedIn Recruiter
- Excellent written and oral communication skills

Qualifications, Cont.:

- Strong attention to detail/organizational/analytical/formatting skills
- Strong knowledge of Microsoft office
- Knowledge of Hubspot a plus
- Must be able to work in a high-pressure, fast-paced environment
- Strong ability to multi-task

Education:

Bachelor's Degree preferred

Location:

Remote (tri-state area preferred)

Benefits:

Employer sponsored health insurance (Medical, Dental, and Vision) + 401 (K) Plan Options

How to Apply

Interested candidates should reach out to Emma Abeln at eabeln@scale-healthcare.com with their resume and cover letter for further information.

About SCALE Talent Search

The search for leadership is complex, confidential, and time-sensitive, so we've created a collaborative process to ensure that we are consistently a step ahead of your hiring needs and timeline. Since no company's hiring needs are the same, your experience is curated for your business needs, growth vision, and company culture. We bring an unmatched massive network of professionals, superior quality, industry specialization, and an extremely responsive team of recruiters dedicated to give you the highest level of customer service committed to client satisfaction.

About SCALE Healthcare

SCALE was founded in 2019 with a vision to help healthcare management teams and providers build modernized healthcare delivery platforms that yield better results. We provide the entire suite of operational advisory and diligence services exclusively to healthcare service organizations. Since inception, SCALE has been engaged over 120 times across 22 states with on-the-ground team presence in 10 states. SCALE's family of brands includes SCALE ASCs, SCALE Consulting, SCALE Due Diligence, SCALE Finance, SCALE Marketing, SCALE Market Research, SCALE RCM, and SCALE Talent Search.