Fill Physician Vacancies Quickly with Fidelis

Physician vacancies can trigger major problems for hospitals and other provider organizations. Care continuity may be disrupted. Patient satisfactions can decline. And, if patient outmigration accelerates, revenues will suffer. By one estimate, a single physician generates $2.4 million annually in combined inpatient and outpatient revenue for an affiliated hospital.

Fidelis Partners understands the risks and opportunity costs associated with physician vacancies, as well as the challenges of recruiting in today’s tight market – especially for smaller facilities in rural areas. That’s why APS has aligned with Fidelis to provide a trusted, comprehensive recruiting solution for our member organizations in Missouri and Kansas.

Proven success

Fidelis relies on a broad mix of human and technological elements to quickly and consistently identify the best candidate for the job. It’s a strategy that works: Nearly 95 percent of positions recruited by the company are filled within three interviews, and 89 percent of its placements are still on the job after three years. Most clients recoup their recruitment investment within the first month of the new physician’s tenure.

Key elements of Fidelis’ approach include:

• **A dedicated recruitment team**, including a director of recruiting, one-to-two search consultants and research staffers, who contact hundreds of candidates weekly on your behalf.

• **Sophisticated online strategies** to help ensure candidate activity and maximum exposure for your posting. Job board traffic is monitored and marketing copy is aligned with search engine optimization (SEO) best practices.

• **Daily candidate resume scraping** continually provides recruiters with new, active and qualified candidates.

• **Social media outlets**, including Facebook, Twitter, LinkedIn (as well as blogs and RSS feeds), are harnessed for job posting and candidate generation.

• **Targeted email blasts** include click tracking technology and are designed to engage candidates within minutes of being sent.

• **Direct mail campaigns** target passive candidates not actively seeking new positions, giving them a chance to pro-actively explore the opportunity by initiating a call.

Detailed candidate insights

Fidelis also employs a powerful vetting tool known as the Practice and Community Evaluation Report (PACER). This web-based, customizable presentation provides candidates with a 360-degree view of the position, facility and community, including practice details, local real estate data, education and area attractions. Accessing this information through a single platform helps candidates and their spouses quickly resolve key questions and can solidify the candidates’ commitment to the position.

Equally important, PACER gives you actionable insight into the candidates’ personal and professional motivations for changing jobs, as well as any concerns they may have about the position or community. For example, if the candidate primarily views the education or real estate sections, Fidelis will advise your team to be prepared to discuss these areas in depth. This foreknowledge saves you time and money when structuring the candidate’s onsite interview.

Retention and rollover guarantee

Fidelis’ track record of filling open positions with the best candidates speaks for itself. But if you’re unhappy with a physician and decide to dismiss him or her within six months of hiring – or if they leave on their own accord during that same period – Fidelis will recruit their replacement at no charge. Similarly, if you successfully fill a search on your own, any recruitment dollars you’ve previously spent with us will rollover to another candidate without penalty. Either way, your investment with us is protected.

Questions? Please contact APS to let us know how we can assist you.

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