

Pharmacy Rockstar Delivery System

Below is a step-by-step breakdown of our signature ***Pharmacy Rockstar Delivery System*** and how our 14+ years of health system pharmacy recruitment experience allows us to deliver top tier talent that is not on the open job market.

Step One: The Discovery Session

- Conducting an intake call with pharmacy leadership/TA and any other appropriate stakeholders in order to obtain a thorough understanding of both the role itself and what it is exactly the Client is looking for in a Candidate (professional experience + intangibles, leadership style, culture fit)
- Truly get an understanding of why this is a unique opportunity and why the health system/organization is special. Creating an EVP (Employer Value Proposition)
- Mutually develop an end-to-end messaging strategy designed to attract the top passive health system pharmacy Candidates

Step Two: The Market Map

- Identifying the ideal Candidate along with the organization's message they would like conveyed to the top performers in health system pharmacy.
- Leverage our years of experience in conducting health system pharmacy leadership searches and membership in pharmacy associations such as the ASHP, American College of Clinical Pharmacy (ACCP), Hematology/Oncology Pharmacy Association (HOPA), Pediatric Pharmacy Association (formerly PPAG), and Academy of Managed Care Pharmacy (AMCP), to reach the top performers in the health system pharmacy arena that just can't be reached by 1:1 strategies such as job postings, cold calls, and cold emails
- This ultimately provides our Clients with a direct pipeline to the top performers in the health system space who are open to looking at new opportunities, but are not actively looking and as a result not actively applying to job postings

Step Three: The Rockstar Candidate Engagement

- Leveraging our strategic positioning in the health system pharmacy arena to get our Clients opportunity in front of pharmacy leaders at competing health systems locally, regionally, and nationally. Utilizing a multi-faceted recruiting approach to include:
- Utilizing our membership in the pharmacy associations mentioned above to ensure that we are communicating our Clients message to the "who's who" of the health system pharmacy world

- With 14+ years recruiting in health system pharmacy, we have built a nationwide pipeline of viable pharmacy leaders (and specialists) and we're able to reach a larger audience than our competitors
- Our industry knowledge allows us the ability to identify Candidates at competing health systems (locally, regionally, nationally) that have the desired experience, but are not aware of the opportunity since they are not active on career boards

Step Four: The Performance Filler

- We filter interested health system pharmacy Candidates with a thorough review of their professional experience and determine if they possess other key traits that we identified in our Client intake call
- We construct an executive summary to coincide with every resume submittal. This includes an overview of Candidate experience, several bullet points on leadership style, motivation behind interest in role, and salary parameters
- Work directly with Client to schedule interviews

Step Five: The Interview Process

- Our job does not stop once we submit a Candidate to Client
- There is feedback provided after each stage of the interview process
- Working mutually with the Client truly enhances the experience for both Candidate and Client. Being on the same page throughout the interview process minimizes surprises at the end (or along the way)

Step Six: The Offer

- Prior to offer being constructed/extended, we conduct 3 professional reference checks (at least 2 Supv/Manager)
- After Client identifies their top choice, we work diligently to ensure the Candidate is still excited to join the organization
- Mutual communication throughout the entire process allows our Client to know how the Candidate thinks. Enabling Client to make an offer too good to turn down, without relying solely on compensation. That is why our Candidate's acceptance rates are high (92%)

Step Seven: The Onboarding

- Once the offer is extended and accepted, we still assist with the on board process
- 30 days after start date we check in with Candidate and make sure onboarding process is going smoothly
- We circle back again at 90 days to make sure once again and share feedback with Client

- Our goal is to build a long term relationship with health systems across the country on pharmacy recruitment efforts. We take pride in building long lasting relationships with our health system clients and candidates