



 **CLINIPOST**
Medical Healthcare Search Firm

About Clinipost

ABOUT CLINIPOST

CliniPost is a trusted medical healthcare search firm that partners with healthcare facilities seeking direct-hire **permanent placement** solutions for top tier **Healthcare Professionals of Pathology & Laboratory Medicine, Therapy, Pharmacy, Nursing, Physician Assistants, and Epic healthcare professionals.**

We place from staff to the highest managerial levels, while partnering with acute care hospitals, rehab hospitals, outpatient rehabilitation clinics, and long term care facilities. Our medical healthcare search firm recruits the best talent for the most challenging searches by leveraging our extensive network, and by soliciting leaders currently employed in the industry.

CliniPost approaches each and every assignment with a personalized approach by custom-tailoring to fit our client's needs.

The CliniPost Course of Action

We react swiftly in order to consistently deliver a steady, reliable flow of qualified and energetic new hires to join your organization - without running through your budget.

Candidates are a cultural match for your organization.

Our firm possesses exceptional listening skills and unparalleled knowledge of the industry, so you feel understood.

Speak with us directly; we are easy to reach by phone, engaged and authentic.

We operate with tenacity, persistence and commitment that cannot be surpassed.

Ethics matter; we have a high level of honesty and integrity.

CliniPost is founded by an industry expert who had first worked as a Medical Technologist, specifically in the inpatient acute setting. This allows us to have a deep understanding of the positions we recruit for and of the industry as a whole. Our sustained performance of understanding people, culture, and organizational dynamics coupled with an unparalleled amount of tenacity and intelligence has allowed us to stand apart from other search firms. CliniPost is known for providing the highest level of customer satisfaction and developing lifelong relationships with both clients and candidates.



Our Mission

OUR MISSION

at CliniPost is to place accomplished Pathology & Laboratory Medicine, Therapy, Pharmacy, Nursing, Physician Assistants, and Epic healthcare professionals into rewarding positions, while giving them the ability to contribute to the further success of your organization and staying with you for years. We enhance healthcare careers and provide a source of first class candidates.

Types of Agreements

Our searches are custom fitted, and we design an agreement to fit the individual needs of each client. With any of our agreements our goal is to provide candidates to our clients that exceed their expectations.

- **Contingent Agreements** – A low risk approach for employers, and a recruiting process we move swiftly with. This is the agreement that most of our clients use, and is an agreement which we have proven success with. Our contingency fee agreement enables our clients to speak with an unlimited number of candidates at no obligation. Payment of fees is contingent upon completion of a successful hire.
- **Retained Agreements** – This is the agreement for the most difficult searches and is at times used for more specialized or managerial positions. It allows us to reach out to a high number of potential candidates in a short amount of time. During a retained search we openly convey your message to a large number of potential candidates all at once. Partial payments are made throughout the process and the final payment is made upon completion of a successful hire.

Guarantee

We always include a guarantee

Our contracts guarantee that the newly hired employee will remain with the company for a set period of time.



EXPERTISE IN

Staff to Director level

Medical Technologist
Clinical Laboratory Scientist
Medical Laboratory Scientist
Medical Laboratory Technician
Blood Bank Specialist
LIS Analyst
Clinical Pharmacist

Pharmacy Clinical Specialist
Ambulatory Pharmacist
Informatics Pharmacist
Pharmacy Clinical Coordinator
Epic Healthcare Professional
Physician Assistant

Physical Therapist
Occupational Therapist
Speech Language Pathologist
Nurse Practitioner
Apheresis Nurse
Laboratory Management
Therapy Management
Pharmacy Management
Nurse Management

Clinipost Process

For EMPLOYERS

- **Needs Assessment** - The process begins with understanding our clients' needs, their culture, history, and business objectives. We obtain complete knowledge about what it takes for a healthcare professional to be successful within your organization and will work closely with you and your HR department, sharing control and collaborating to evaluate candidates. We achieve an understanding of your hiring process so that you get the right person for the job as soon as possible. We won't bog you down with bickering over process; we are the very best at achieving an extremely harmonious hiring process.
- **Custom-Fit Agreement** - A custom fit agreement is agreed upon, and expectations are established.
- **Job Description** - We gain a comprehensive and detailed job description, in addition to a verbal snapshot of our clients' selling points. Everything from the necessary skill set desired to what an ideal candidate looks like, and what the day-to-day job will include.
- **Identification** - Potential candidates are recruited through our exclusive database, network, user groups, referrals, professional organizations, and employment sites. We also directly source "non-active" prospects. Our commitment is for thorough market penetration, and we will continue to recruit to our clients' approval.
- **Evaluation** - Candidates are qualified with detailed screening for desired skills, education, experience, and cultural alignment with our clients. We also assess the soft skills, discuss their interests, motivation for change, culture they thrive in, accomplishments, and career objectives.
- **Presentation** - The top qualified candidates are presented to our clients with a detailed summary and resume of each.
- **Reference Checks** - Careful attention is given to conduct reference checks with appropriate past supervisors and colleagues.
- **Interviews** - We coordinate arrangements of Telephone/Face-to-Face Interviews.
- **Further Candidate Contact** - Throughout the process we maintain candidate contact and continue to evaluate the candidate. We keep our candidates updated and active during the timeline of each client hiring process.
- **Negotiation** - We partner with your team, providing feedback and supporting our clients' decision. We work so that negotiations go smoothly and are a helpful intermediary in the most sensitive and detailed process of hiring negotiations.
- **Transition and Retention** - We follow up with post acceptance and resignation to ensure the candidate's successful transition and integration process to our clients' team.





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