



Candidate Sourcing Program

The candidate sourcing program is a cost effective alternative to full service traditional search services for those organizations having the staff available to manage the recruitment activities.

Rocky Mountain Medical Search (RMMS) will:

- Conduct a comprehensive telephone interview to determine practice parameters, compensation, benefit package and community highlights
- Write a comprehensive "Practice Profile/Overview" for candidate review
- Prepare general advertisements for internet job boards and place ads
- Prepare email copy for email blasts and launch email blast campaign to candidates in proprietary database, training programs and academic referrals at regular intervals
- Design and implement telephone/networking campaign to candidates
- Prepare copy for journal ads, flyers or print ads if necessary (additional cost to client with approval may be incurred for print advertising)
- Screen, interview, evaluate candidate responses
- Conduct due diligence on candidates (license verification, google check)
- Present CV and Profile
- Prepare reports on number of candidate responses and presentations

The program carries a monthly charge with a 90 day minimum service period. The agreement may be canceled with 30 day notice after the initial service period is completed. Fees are payable in advance for each 30 day period. There are no placement fees or success fees.

Advanced Practice Providers:	\$2400/month
Primary Care Physicians	\$2600/month
Medical/Surgical Specialists	\$2800/month
Medical Director/ Academic	\$3200-\$3600/month

Candidate sourcing projects have averaged 4-5 months in duration, depending on specialty and location.

We will cap monthly payments at 12 months for sourcing projects that take more time.

Cost Benefit Analysis - Diagnostic, Medical, and Surgical Subspecialties with Multiple Search Discount Applied

Month	RMMS Candidate Sourcing	Total Cost per Specialty	Candidates Hired	Average Cost per Hire	Traditional Search Fee	Savings
1	\$2,800	\$2,800				
2	\$2,800	\$5,600				
3	\$2,800	\$8,400				
4	\$2,800	\$11,200	1	\$8,400	\$24,000	\$15,600
5	\$2,800	\$14,000				
6	\$2,800	\$16,800	1	\$8,400	\$24,000	\$31,200
7	\$2,800	\$19,600				
8	\$2,800	\$22,400	1	\$8,400	\$24,000	\$46,800
9	\$2,800	\$25,200				
10	\$2,800	\$28,000				
11	\$2,800	\$30,800				
12	\$2,800	\$33,600	1	\$8,400	\$24,000	\$62,400
Totals		\$33,600	4		\$96,000	\$62,400

“RMMS is our partner in the area of primary care recruitment. In collaboration with our CHPG recruiter, we re-initiated a sourcing project with RMMS. We received 10 candidates and hired five family physicians in three short months. These five placements would have represented an expenditure of at least \$100,000 with a traditional search contract. Through the sourcing agreement with RMMS, we saved \$83,000 and have five excellent physicians starting in a very tight time frame...”

Geoff Lawton

VP, Strategy and Business Development
South Denver Operating Group; Centura Healthcare