



*“We view every angle of recruiting as a way to form connections. Our personal connection sets us apart from the competition, healthy relationships require human interaction in order to thrive.”*

**Lynda Gregg, PA**

linkPAs Team Leader  
& Cofounder

## WHAT TO LOOK FOR IN YOUR MEDICAL RECRUITMENT AGENCY

### A CHECKLIST FOR THE DISCERNING HEALTHCARE HIRER

Before working with any professional recruiter, you need to ensure they are adding value. Here is a quick overview of items to look for in any firm offering dedicated healthcare recruiting services:

- Has the Medical Recruitment Firm been operating in the US for more than three years?
- Do Team Leaders and/or Executive have any training or certification in the field of medicine?
- Does the firm leverage technology to enrich the quality of candidates beyond the offering of a basic job board?
- Is the firm offering Direct Placement only?
- Does the firm offer a guarantee and base their fee structure on the successful placement of a candidate?
- Can the firm provide current references and samples of successful placements?
- Does the firm work closely with its' job seeker's to understand their individual driver's, skillset and compensation expectations in order to proactively match talent to position?
- Does the firm devote an actual person to your account, someone who truly understands the cost of employee turnover and works to understand your corporate culture in effort to mitigate risk?



**Contact us to schedule a call or to learn more about the way we work.**

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