

Uncovering Management Talent

Gosselin Associate's 3-Phase Process

Phase 1: Define

<p>Step 1: Conduct</p> <p><u>Benefit:</u> Ensure proper candidate selection by defining organizational culture, vision, and specific issues related to position, before search starts.</p>	<p>Step 2: Create</p> <p><u>Benefit:</u> Our Position Profile Document will identify specific competencies and attributes related to the position and the organization; a Marketing Document.</p>
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Phase 2: Identify

<p>Step 1: Promote</p> <p><u>Benefit:</u> Profile sent to our proprietary network of thousands of active and passive pre-qualified applicants; we personally know our candidates.</p>	<p>Step 2: Evaluate</p> <p><u>Benefit:</u> Objective criteria based on position profile used to evaluate each response received; all candidates, whether qualified or not, contacted.</p>	<p>Step 3: Screen (Preliminary)</p> <p><u>Benefit:</u> We will conduct personal interviews; no candidate will be presented without first being interviewed by us.</p>	<p>Step 4: Present</p> <p><u>Benefit:</u> For each applicant we meet, we will create an Applicant Review Form to include comments on the applicants position suitability.</p>	<p>Step 5: Interview (On-site)</p> <p><u>Benefit:</u> For applicants chosen for interviews with the hospital, we will work with the hospital and applicant to arrange.</p>	<p>Step 6: Interview (Final)</p> <p><u>Benefit:</u> As part of the process, we will continue to work with the hospital and applicants to and through final interviews.</p>
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Phase 3: Hire

<p>Step 1: Check</p> <p><u>Benefit:</u> We know thousands of industry professionals and can use our connections for additional applicant verification (with applicant's consent).</p>	<p>Step 2: Begin</p> <p><u>Benefit:</u> Throughout the first 6 months of employment, we will communicate with the new Director to ensure an effective transition.</p>
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Features & Benefits

1. We will begin faster and search quicker due to our vast database of **pre-qualified** candidates.
2. We will **save time and money:** We have the candidates, know their career goals, and know where they are located.
3. We will hire the Director that best fits the specified needs and culture of the organization, **guaranteed.**
4. We have worked in hospitals and large healthcare systems and can better identify market trends, challenges, and solutions: **Healthcare is all we do.**
5. We will continue to support your new Director **after** placement: Our line is always open.