

THE RIGHT CANDIDATE, THE RIGHT TIME



# Your Strategic Search Partner

## For the Health Insurance and Healthcare Industry

We bring to the table the skills and resources necessary to help our clients attract, hire, and retain the very best people for their organization.

### Why Work with a Search Firm?

There is enormous potential for companies to benefit from a search firm, yet a recruiter's value isn't always quite clear. Here's a few ways clients can benefit by partnering with us.

- Access to candidates you may not otherwise have. We are trained to approach passive candidates and attract them to our clients' positions.
- Good ROI when compared to other low-cost alternatives. How much does it cost to leave your position unfilled?
- Recruiters are invaluable during the offer stage, simply put, they close candidates.

### How We Are Different

### Why You Should Choose Us

When you make the decision to hire a search firm, it's important to **select the right one**. We are a small boutique firm with over 25 years' experience in the Financial, Insurance and Risk Management sectors, recruiting exclusively on the health side.

As a prior national billing leader for one of the largest recruiting firms in the world, we bring our clients the best of best practices. As decision makers, we offer them reasonable rates with an extended guarantee.

#### Actuarial & Analytics

Actuaries, Statisticians, Data Scientists, Data Architects, Data Engineers, and others who predict and manage risk.

#### Mental Health

Mental health therapists and clinicians, with an emphasis on roles that focus on **traditional, evidence-based talk therapy** and other therapeutic modalities to improve mental healthcare accessibility, convenience, and engagement.

Nationwide Search 888-877-7930  
Located in Hilton Head SC | Savannah, GA

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Learn More About Us  
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# Search Option Comparison

	Fee	Terms	Candidate Exclusivity	Time/ Resources	Guaranty	Other Benefits
<b>Contingency</b>	% (varies*) of first year's base salary	Entire amount due upon hire of our candidate	NO	As time permits	90	No Risk Opportunity to Stay Aware Of or Test Top Talent
<b>Retained or Engaged</b>	% (varies*) of first year's base salary	Upfront commitment, structure varies	YES	Top priority, a majority	180 days	Clear Delivery Guidelines Attract better Candidates 99% fill rate

\*Our fee varies depending on factors such as (but not limited to) type of partnership, exclusivity, and number of roles.

## Our Search Process -----



### Client Assignment Analysis & Strategy

First, the managing recruiter will take an extensive assessment of the assignment. This involves obtaining information on the position, company, and hiring authorities.

We will ask questions that any good candidate may want to know when considering a new opportunity, such as:

- Why is the position open? How long has it been open? Who does it report to?
- How does the position fit into the company's strategic plans for growth and sustainability?
- What challenges will the candidate face in the role?
- What does the candidate need to do to be successful in the first 6 months to a year?

Next, we will develop a **clear and accurate profile of the ideal candidate** including background, experience, performance indicators, and cultural fit. If necessary, we will consult with client on industry standards, expectations and/or issues relating thereto.



### Sourcing & Screening Candidates

Next, we will construct and present the opportunity to a **targeted "cherry-picked"** list of potential candidates.

- Develop a short list of top candidates and formally present them to client.
- Assist in the interview process by scheduling interviews, prepping, and debriefing both client and candidate, providing timely feedback and interest level, troubleshooting any concerns on either side.



### The Offer: Negotiating, Closing & Follow

Next, we will present and negotiate an offer with the selected candidate, assist with reference and background checks, **but our job isn't done yet...**

- Guide candidate through resignation/counteroffer risk.
- Maintain contact throughout the onboarding and transition period.