



WHITMAN PARTNERS

Director of Surgical Services
Search | Consulting | Community

Whitman Partners

PERMANENT SEARCH

Whitman Partners leads the industry in filling Director of Surgical Services vacancies for hospitals and surgery centers nationwide. From large Academic Medical Centers to rural Critical Access Hospitals, Whitman Partners leads the pack in finding the best leadership for each and every facility.

TOP REASONS TO HIRE US

OUR SPECIALTY

We have a national network of 10,000+ Directors of Surgical Services. We make more placements than any firm in the country. No other firm comes close.

OUR RELATIONSHIPS

We connect with Directors around the country all day, every day. They lean on us as a resource because of our specialty. For you that means we likely already know your hire. We just need to make them aware of you.

OUR FOCUS

Our team of recruiters and portfolio managers collectively cross-references candidates based on qualifications, salary requirements, and personal fit for your facility.

OUR TIMELINE

We will submit candidates in 30 days or less. Additionally, 86% of our searches close in 90 days or less, launch to first day on the job.

OUR GUARANTEE

Our hires are guaranteed for their first 365 days, or we will backfill their replacement free of charge.

OUR VOLUME

We will submit the 10 best candidates to you within 30 days. Generalist firms simply don't have the network to accommodate this, so you can expect a onesie, twosie approach from a contingency firm, even if retained.

WHAT IT LOOKS LIKE TO WORK WITH US

SITE VISIT	Meet staff and stakeholders to determine the scope of the position and the culture of the facility and region.	RESEARCH	We scour our database of 10,000+ Directors and Administrators to identify initial 130 candidates
NEEDS ASSESSMENT	Identify job parameters and areas of special attention such as level of trauma care, specialties, education, and accreditation.	MARKETING	Prepare a job flier to generate interest in your position among potential candidates. Promote on our website and weekly email blasts.
VETTING	Show side-by-side comparison of candidates in areas of leadership, motivation, multi-site experience, volume growth, and any other specific area of focus.	RECRUITING	Our team of 20 recruiters ONLY fill the position of Director of Surgical Services, communicating with thousands of candidates per week and cross referencing them to all open jobs.



ORDER OF THE HIRING PROCESS 86% of our searches close in 90 days

We do our part to assess all candidates who have taken interest in your job to ensure they meet your requirements and would be a long term fit for your facility.



NEEDS ASSESSMENT

We identify targets based off your criteria and provide intensive vetting



SLATE DELIVERY

We walk through every professional and personal facet beyond the resume

30 DAYS



INTERVIEW PROCESS

Preliminary phone interviews and on-site visits which are coordinated by our in house logistics team

30 DAYS



OFFER AND HIRE

We provide a summary with all considerations personal and professional as well as a compensation package recommendation

30 DAYS



CANDIDATE START DATE

Your new hire begins their job

THE 10-5-2 METHOD

This method delivers a slate of 10 available, engaged, and vetted candidates within 30 days. This search process results in a quicker hire than repeatedly pursuing candidates on a one-by-one contingency basis.

10

FULLY VETTED
CANDIDATES

We provide high touch outreach and provide side-by-side comparison on candidates.

5

PHONE
INTERVIEW

We help to provide an efficient interview schedule which helps minimize fall-offs.

2

ON SITE
INTERVIEW

Having more than one candidate offers you the security of having a backup finalist.

OUR 365 PLACEMENT GUARANTEE

We are confident in our process and method, but if for some reason your Director leaves or is terminated within one year we will launch a new search free of charge.