



WHITMAN PARTNERS
Director of Surgical Services

Search Firm Recommendation Guide

Convincing your boss to hire a search firm can be challenging, especially with staffing and budget constraints. As the nation's leading search firm for perioperative leadership, we provide the expertise and proven results to quickly secure the right leaders for your team.

How to Convince Your Boss to Hire Us:

OUR SPECIALTY

We have a national network of 16,000+ 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.

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.

SAMPLE LETTER TO YOUR EMPLOYER:

Hi [Manager Name],

I recommend we partner with Whitman Partners to fill the [position]. They are industry leaders in placing Directors of Surgical Services, with 86% of searches closing in 90 days or less. Their national network of 16,000+ vetted candidates ensures we'll receive top-quality options quickly. Their process includes:

- **Needs Assessment:** Tailored search to our requirements.
- **Slate Delivery:** 10 fully vetted candidates in 30 days.
- **Interview Process:** They handle all logistics.
- **Offer and Hire:** Recommendations on the best fit and compensation.

This partnership will secure the right leader efficiently, saving time and money.

Best regards,
[Your Name]

THE 10-5-2 METHOD

Our 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.

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**FULLY VETTED
CANDIDATES**

5

**PHONE
INTERVIEWS**

2

**ON SITE
INTERVIEWS**