



Why Use A Search Firm?

By: Max W. Mitchell, President & CEO
Stern & Associates, Inc.

You have worked hard to get where you are. You have attended school, put in the hours for externships, and worked your way up to where you are today. As a part of your career development strategy you have cultivated relationships with your employer, your peers, your alma mater, and your field of specialization in healthcare. What is left?

A critical part of any serious healthcare professional's career development strategy is a reputable healthcare search consultant.

Working with a search consultant can vary depending on the search firm. Some firms specialize in interim or temporary placements and need to keep a large database of resumes to move out quickly into the marketplace to meet close-in and short-lived position requirements. They may not have the time to have detailed discussions about openings before submitting candidates, and may act more as a resume clearinghouse for their clients. Others work in a strata format, for example, recruiting CFO's across multiple industries which can be helpful if the professional works in a field where their skill set is easily translatable into multiple fields.

At Stern & Associates, we are specialists in the areas of Health Information Management and Executive Nursing positions. Candidates work with our Search Consultants who act as their career counselors on a personal one-to-one basis. This means we get to know you . . . what you love about your work, what you could do without, and your lifestyle goals. We know you both as a healthcare professional and a *real* person with dreams and goals for your professional and personal life.

After the initial registration process, which takes about 15 to 20 minutes to complete, we get down to the business of watching the job market for you and networking on your behalf.

If you are actively looking, you should not be in the marketplace without a Stern & Associates Search Consultant. It can mean (1) being chosen for an interview, (2) being well-informed about the organization's culture and goals prior to an interview, and (3) gaining the best possible compensation package that will ensure you will start your new job on the right foot and for the long-term benefit of both you and your new employer. We're people who know people! Over the past ten years, we have developed a vast network of client contacts. Many times, we know of openings before the client even knows they have one. If you want to make a career change, it is in your best interest to use us as your career guide.

Many of our candidates initially say, "But I'm not really looking at this time. My present job keeps me pretty happy." Understandable! Who wants to mess up a good thing? However, if you have ever heard of someone who found out about a job they truly would have loved by hearing about it a day too late, you know the value of timely information.

Our goal is to make sure you have the INFORMATION you need to make an educated decision about your career. You may never change jobs, but it is prudent to stay on top of what is happening in the job marketplace. Our service is totally FREE, confidential, and convenient with day or evening contact methods. At Stern & Associates, we even have professionals on staff to assist you with your resume preparation and/or updating . . . also FREE to you.

Stern & Associates has been the nation's premier Health Information Management and Executive Nursing search firm for over ten years. If you truly want to work with the best, look no further!



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Be sure to read the following additional articles to help you have a winning interview process:

- *Pitfalls Of Using Online Resume Job Banks*, by Max W. Mitchell
- *How to Master Telephone Interviews*, by Max W. Mitchell
- *How To Dress For An Interview*, by Max W. Mitchell
- *Interview Preparation Checklist*, by Max W. Mitchell
- *Five Skills You Must Convey During An Interview*, by Max W. Mitchell
- *Thank You Letter Tips*, by Max W. Mitchell
- *Sample Thank You Letter For A Job Interview*, by Max W. Mitchell
- *Sample Email Thank You Letter*, by Max W. Mitchell