

# MSA SearchDIRECT

Exclusively for healthcare director-level leadership positions



***MSA Executive Search, along with Integrated Healthcare Strategies, offers MSA SearchDIRECT - a streamlined approach to customizing, pricing, and delivering searches for critical Director-level positions.***

***Experience. Passion. Commitment.***

### ***Exclusively for the healthcare industry***

We are dedicated exclusively to serving healthcare organizations. That means you can trust that we understand the unique skill sets and qualities your leaders must possess for your organization to operate successfully.

### ***In-depth research for quality results***

Our MSA SearchDIRECT consultants will work with your organization closely to quickly understand the leadership challenges and opportunities facing your organization. Next, we will develop an accurate profile for your ideal candidate that reaches beyond a standard job description. With this critical information, we execute a customized search, and present you with highly qualified candidates.

### ***Backed by over 30 years of experience***

Our database, built on over 30 years of healthcare consulting experience, contains thousands of healthcare leaders. This database, combined with contemporary electronic sourcing techniques, positions us to cast a wide net to find top performers for our clients. We offer the best talent, methods, experience, and results. Most importantly, we perform one of the most thorough Director-level selection processes in the industry.

MSA SearchDIRECT brings together our experience, passion, and commitment to finding the right candidate for your organization. The people we place stay with the organization for the long term - a statistic we follow up on and measure regularly.

Every Director-level leader makes a major impact on the organization and community that he or she works in. For that reason, everything we do is focused on reducing the margin of error inherent in the selection and hiring process.



**MSA EXECUTIVE SEARCH™**

*An Integrated Healthcare Strategies Practice*

**WWW.IHSTRATEGIES.COM**

# MSA SearchDIRECT

## *Process. Expertise. Results.*

### *We know “who’s who” in the industry*

When selecting a search firm, it is critical to consider whether it has healthcare-specific search experience. Our MSA Executive Search and MSA SearchDIRECT consulting staff have over 45 years of combined experience in placing qualified candidates in the healthcare industry.

What does this mean for our clients? A strategic advantage of working with a search firm that:

- ♦ Truly understands their organization’s day-to-day leadership needs
- ♦ Has a unique perspective on the industry
- ♦ Knows “who’s who” in the marketplace

Our customized search strategies and step-by-step approach ensure that your valuable time will only be spent with candidates who we are convinced will meet your needs.

### *MSA SearchDIRECT services:*

- ♦ In-depth analysis of the organization’s operations, marketplace, culture, and future plans
- ♦ Research and sourcing through our extensive network of healthcare professionals
- ♦ Customized recruitment materials developed by our in-house marketing team
- ♦ Comprehensive live video interviewing, assessment, and candidate evaluations
- ♦ Candidate presentation, including: full written profile, assessment results, and background and reference documentation
- ♦ Industry leading compensation analysis
- ♦ Assistance developing and negotiating the employment offer

### *Our candidate analysis process includes:*

- ♦ Face-to-face candidate video interviews performed by a search consultant using behavioral interviewing techniques
- ♦ Comprehensive leadership assessment testing through Management Psychology Group of Atlanta, Georgia
- ♦ Thorough background and reference checks

### *Personal Service. Exceptional Results.*

Our clients tell us that we exceed their expectations with both the results provided by MSA Executive Search, and the relationships they have built with us over time through multiple candidate selections.

Our clients work with us year after year because they value and enjoy the highest level of personal service, along with exceptional results.

With MSA SearchDIRECT, we build upon that trust to offer a streamlined process, and attractive pricing options for Director-level leadership positions.

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