

Client Assessment:

Covenant Health
Knoxville, TN



CLIENT ASSESSMENT

James Anderson

Physician Placement Specialist

Covenant Health

Knoxville, Tennessee

For over 30 years, Merritt Hawkins has applied its unique knowledge and resource-based approach to physician recruiting to single search assignments conducted on behalf of small, private physician practices to multiple search assignments conducted on behalf of major healthcare systems. In the following client assessment, James Anderson, Physician Placement Specialist for Covenant Health, describes how Merritt Hawkins was successful on multiple searches for his healthcare system.

“Our large healthcare system was faced with multiple urgent primary care openings at several of our largest and busiest practices. As a result, we were faced with a time sensitive recruitment need.”

“The many challenges included a competitive market for available primary care candidates and an increased demand for family medicine physicians regionally. Again, there was a great urgency to fill these needs and we also were faced with various compensation challenges.”

“In response to these challenges, **Merritt Hawkins’ recruiting consultants went above and beyond the normal scope of responsibility** to find candidates. Once a viable candidate was identified, Merritt Hawkins’ consultants were an extremely valuable resource throughout the process – assisting us from the initial conversation all the way through the closing process when the candidates accepted the positions.”

“Their involvement as a third party resource was their most valuable contribution of all.”

“In selecting the strengths of the firm, I would single out Merritt Hawkins’ ability to identify and engage candidates who were not actively looking for opportunities. They also gained extensive knowledge of our opportunities through a thorough screening process and were able to prepare candidates for the interview and provide feedback that helped us with our decision making.”

“**Merritt Hawkins is by far the best physician recruitment firm I have worked with. No one else compares to the level of detail and expertise they bring to the process.**”

“I would highly recommend them to any health system struggling with a challenging recruitment initiative.”