

## Client Evaluation:

Minidoka Memorial Hospital  
Rupert, Idaho



Thomas J. Murphy  
CEO  
Minidoka Memorial Hospital  
Rupert, Idaho

Merritt Hawkins has developed a consultative and resource-based approach to physician recruiting that we tailor to each client, from large hospital systems to rural community hospitals. In the following client evaluation, Thomas J. Murphy, CEO of Minidoka Memorial Hospital in Rupert, Idaho, explains how Merritt Hawkins applied its unique approach in partnering with his rural facility.

“We retained Merritt Hawkins in order to recruit an otolaryngologist.”

“This was a challenging task because there is a very small candidate pool and surrounding competition for the same specialty. We were also recruiting to a rural area where the physician would be the only provider in that specialty, creating an environment that was intimidating to many of the candidates.”

“Merritt Hawkins responded by identifying two well qualified candidates and presenting them to us. We were able to fill the position in a very short period of time.”

“I was particularly impressed with the leg work that was done with the candidates before I conducted the first interview. This made the interview process very much more efficient for me.”

“Working with the top candidate, our Merritt Hawkins recruiting consultant was able to convince him to forgo another site visit if he really liked what we had to offer. I was very impressed with this strategy and it ultimately helped us sign the candidate.”

“I have worked with other search firms in the past, but was impressed with Merritt Hawkins’ vetting process before passing candidates through for further investigation. I was also impressed by the time our Merritt Hawkins consultant took to help the candidate and his spouse feel comfortable about what our organization and community had to offer them, **and I believe this made the difference in securing the agreement.**”

“I am totally satisfied with how this search was conducted and would not change anything.”

“I would absolutely recommend Merritt Hawkins to others. I was very impressed and satisfied with our consultant and his efforts to secure an ENT for our organization. **This is a huge win for us and our entire community.**”

“I plan on working with Merritt Hawkins again.”