



Case Study

GOING BEYOND FILLING CLINICAL POSITIONS

FocusOne Solutions, a Medical Solutions company, was engaged by a South Dakota healthcare facility to assist in filling a replacement position for the Director of Information Services at their 25-bed critical access hospital.

The facility had reached out six months prior for a Director of Quality position and due to the success of FocusOne collaborating with its sister company Aureus Group, which specializes in healthcare leadership, the facility was confident that FocusOne could help with their new staffing need.

Due to their success in filling previous positions, the facility knew that FocusOne would be able to provide a quick turnaround for this large request.



CHALLENGE

Finding a candidate to fill a replacement position for the Director of Information Services.



SOLUTION

FocusOne partnered with its sister company Aureus Group, which specializes in healthcare leadership, to help the client fill the non-clinical role.

FocusOne and Aureus Group provided an added value by consulting with leaders at the facility to realize the type of position they needed long term.



RESULTS

FocusOne submitted 8 qualified candidates .

Facility elevated position to Chief Information Officer (CIO).

Hospital uses FocusOne for its clinical and nonclinical leadership and director-level roles.

Recruitment Strategy

Due to the increased need to fill a replacement position that oversaw all of the hospital's IT projects, it was important to find a candidate who had the knowledge, experience, and capability to successfully complete any IT task in a timely manner.

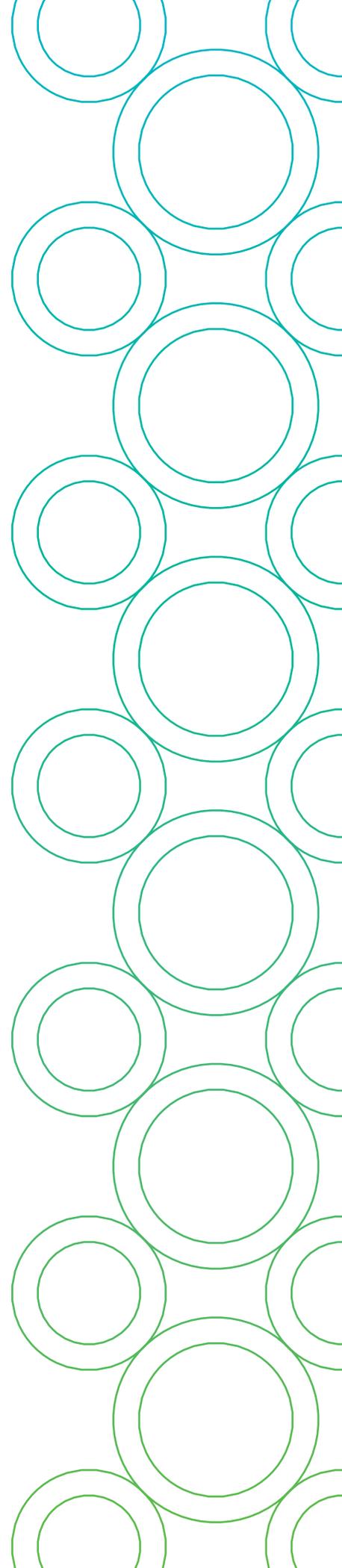
FocusOne accepted the challenge and turned to **Aureus Group** to find a candidate who checked all the boxes.



Execution

After some initial discussion with the facility's Director of Human Resources, **FocusOne** and **Aureus Group** were able to discover that the candidate who would be stepping into this role was also going to be responsible for overseeing an EMR implementation in the short-term future. Understanding the hospital's hiring requirements and future business needs, FocusOne began submitting candidates right away for review. FocusOne thought one of Aureus Group's candidates in particular stood out based on their managerial and interpersonal skills that fit the hospital's organizational culture, as well as their background in implementing EMR conversions. However, the position was not at the level the candidate had hoped for in order to continue with the interview process.

Two months into the search, the facility's Director of Human Resources brought up this specific candidate again to FocusOne and Aureus Group, so they reconvened to further discuss the candidate's qualifications; what they were searching for in a candidate for the hospital's urgent IT needs; and also what the organization needed for the future in order to adapt to the changing healthcare landscape. After the Director of Human Resources presented the key points discussed — analysis of their current and future organizational structure, concerns over hospital security due to attacks on unsecured EMR systems, and potentially eliminating future IT consulting costs for some of the EMR implementation — to its executive team, they came to the conclusion that what they truly needed was a position on the Senior Leadership Team that understood IT on many facets and could assist with decision making. With this shift in perspective and elevation of the job title to Chief Information Officer, FocusOne and Aureus Group were positive that their candidate would accept an offer.



Results

Over the course of the four-month recruitment process, **FocusOne** submitted eight candidates to the facility to fill their Director of Information Services role.

After the executive team thoroughly examined and considered what was needed for the growth of their facility based on FocusOne and Aureus Group's recommendations, the hospital decided to extend an offer to the candidate for the role of Chief Information Officer — a position the facility did not previously have. The candidate accepted the offer and the Director of Information Services position was elevated to Chief Information Officer.

The result of the partnership between FocusOne, Aureus Group, and the facility was once again incredibly successful — and continues to be successful. After the first two positions were filled, **the hospital is now sourcing non-clinical leadership and director-level roles through FocusOne.**



About Us

Medical Solutions, who acquired FocusOne Solutions, is an industry-leading workforce solutions partner which streamlines clinical and non-clinical healthcare staffing through fully customized programs. Nationwide, Medical Solutions has helped healthcare facilities gain whole-house efficiency, control labor costs, and enhance patient care standards by finding the right people at the right time.

Interested in learning more?

Call us today at **866.633.3548** or visit **[MedicalSolutions.com](https://www.MedicalSolutions.com)**.

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