

Case Study | Finding Exceptional Talent

Background

Our healthcare client had a need to hire a Chief Medical Officer (CMO). The client specialized in high-end addiction rehabilitation programs (outpatient and inpatient). The organization plans on growing its operation in Colorado and other parts of the US and the UK. Their product offerings are leading-edge therapies and provide clients with a high level of amenities as they work through their personal issues.

The Client's Challenge:

Our client needed an experienced CMO who was also a Medical Doctor able to practice in Colorado. The top candidates were to come from private practice, mental health companies, and other residential addiction rehabilitation programs. Our client, who is a privately owned start-up located in California, Colorado, Texas, and Florida, lacked the talent acquisition infrastructure to hire this candidate themselves. They looked at potentially using one of the larger search firms to help them hire this candidate. However, this was not viable because of the large, retained search upfront fees starting at \$90K required for their services.

Our Solution:

The Client turned to Thrive HR Consulting and asked how our proprietary talent acquisition process could help them fill this C-suite position. Thrive told them we would be able to fill the position, and it would be at a 50% to 60% reduction in fees compared to what the traditional executive search firm would charge.

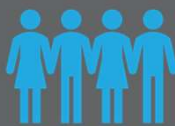
Our search process included targeting passive candidates to assess what talent in the industry is available. We would conduct the reach-outs and first-round interviews, create a slate, track all parameters of the search, and schedule all the candidate interviews for the opening with the CEO, CFO, Board, and others.

Their Result:

On November 1, 2023, the position was filled by Thrive HR Consulting.



Days to fill - 70



Candidates Screened - 25



Candidates presented - 7

Cost to fill - \$48,800 or 54.2% of the other executive search firm's initial quote.

Ready to Move Forward Together?

Rey Ramirez

Co-Founder

817-308-8959

rey@thrivehrconsulting.com

THRIVE
HR CONSULTING

Jason Walker

Co-Founder

408-799-1425

Jason@thrivehrconsulting.com