

Healthcare Stella Staffer

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HEALTHCARE TALENT MANAGEMENT PROFESSIONAL

Committed to assisting healthcare organizations select, develop, and retain associates who demonstrate competencies required for successful work performance. Deliver innovative services to accelerate the professional and personal development of individuals in alignment with organizational strategies. Expertise in full cycle talent acquisition, career and leadership development, and employee engagement and retention. Superior customer care, relationship building, and facilitation skills.

TECHNOLOGY: MS Office 2019 (Word, PowerPoint, Excel, Outlook, OneDrive, Teams); PeopleSoft; Authoria HR; Kenexa/Brass Ring; Resumix; Right Now (CRM); Kontakt Intelligence (KI), HealthStream, LinkedIn, Skype, Zoom.

Physician Recruiting

Talent Acquisition

Career & Leadership
Development

Employee
Engagement

Succession Planning &
Retention

SELECTED HIGHLIGHTS

- Support career development of residents, fellows, and new providers through strategic identification, individual coaching, and group presentations, increasing retention by xx% over 3 years.
- Coordinated 20 process improvement teams, resulting in ongoing leader development and increased organizational effectiveness; received MVP Award for Excellence.
- Contributed to 40% improvement in nursing engagement scores and 28% improvement in overall employee engagement scores within a two-year timeframe.

PROFESSIONAL EXPERIENCE

HXXXXXXXXX HEALTHCARE SYSTEM, City, ST

20xx – Present

Physician Recruiter, Xxxxxxx Medical Group (XYZ) (20xx – Present)

- + Manage primary care, specialty, and subspecialty searches for physicians and nurse practitioners at multiple system sites.
- + Understand and apply organizational strategies related to service line development, care delivery models, and provider replacement/succession planning needs to successfully meet current and future talent needs.
- + Develop comprehensive position descriptions, including: responsibilities; expectations, experience and skills requirements; compensation structure; malpractice coverage; and contract terms.
- + Prepare comprehensive written summaries after interviews to identify strengths and continued development needs.

Leadership Development Consultant, Aaaaaaa Medical Center (20xx – 20xx)

- + Served as coach and consultant to over 150 diverse leaders on change management, employee engagement, team building, professional development, and performance management. Utilized multiple assessment tools, including 360° feedback.
- + Delivered skills development programming and participated in creating customized programming for work teams.
- + Initiated and managed the delivery of an on-site Master's Degree program in collaboration with Xxxxxx University, resulting in enrollment and development of over 35 leaders.

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PROFESSIONAL EXPERIENCE, continued

Management Selection Consultant (20xx – 20xxx)

- + As Coordinator to the Vice President, sourced and assessed candidates for leadership opportunities for multiple operating units.
- + Coached leaders on professional development and career planning, incorporating feedback from 360° surveys.
- + Facilitated management assessment centers and career transition programs.
- + Developed, implemented, and managed talent development and succession planning process for multiple operating units, including talent assessment tools, high potential criteria, and executive team consensus discussions.

Earlier human resources positions (20xx – 20xx) included HR Assistant and HR Generalist roles providing foundational experience.

EDUCATION / CERTIFICATIONS

Master of Science, Industrial Relations/Human Resources, XYZ UNIVERSITY, City, ST

Bachelor of Science, Nursing, UNIVERSITY OF BBBB BBBB, City, ST

FASPR (Fellow Association of Staff Physician Recruiters), ASSOCIATION OF STAFF PHYSICIAN RECRUITERS

SPHR (Senior Professional in Human Resources), SOCIETY FOR HUMAN RESOURCE MANAGEMENT

CMF (Career Management Fellow), INSTITUTE FOR CAREER CERTIFICATION INTERNATIONAL

Qualified Administrator for Myers-Briggs Type Indicator, MBTI

PROFESSIONAL AFFILIATIONS

Society for Human Resource Management

Career Planning and Adult Development Network

Association of Career Professionals International

Association of Staff Physician Recruiters