

Joint Commission® Certified



# MISSION SEARCH

CONNECTING HEALTHCARE  
TALENT WITH OPPORTUNITY



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## EXPERT STAFFING SERVICES FOR SPECIALTIES INCLUDING:

- + Radiation Oncology
- + Executive Search
- + Interim Leadership
- + Physician Services
- + Medical OEM Services
- + Government Services

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[missionsearch.com](https://missionsearch.com) | 800-410-2009



## EXECUTIVE SEARCH

**The best of all worlds. ENGAGED SEARCH delivers accelerated Director/Executive/C-Suite level recruitment that's cost-efficient.**

Mission Search is a healthcare executive search firm that understands that covering a vacancy is not just about posting an ad and filling a position, but rather matching the best talent with the right opportunity.

If your medical facility needs to replace a permanent Director/Executive/C-Suite level position, you want to access our best-in-class **ENGAGED SEARCH** process. It saves you time by identifying the most eligible and desired candidates. Our proprietary SearchQuest<sup>SM</sup> candidate assessment tool helps reduce your executive placement times by a full month compared to the standard retained search practices used by our competition. **It is all about relationships.** Our recruitment experts work closely with our candidates and can identify, qualify and propose the optimal match for your team.

It is win-win from start to finish. Guesswork is eliminated, search costs are reduced dramatically and each position is unconditionally guaranteed.

### **Eight Reasons to Choose ENGAGED SEARCH for Your Next Permanent Director/Executive/C-Suite level Placement.**

#### **ENGAGED SEARCH advantages:**

- 1.** The start date for a new hire is ½ the time of traditional search
- 2.** 50% reduced fee structure compared to competitor's traditional search
- 3.** Lower upfront investment
- 4.** We don't charge for additional expenses
- 5.** We provide a comprehensive presentation of the ideal candidates which includes our proprietary SearchQuest<sup>SM</sup> assessment tool
- 6.** Full unconditional candidate guarantee
- 7.** Our candidates never pay a fee
- 8.** Timeline helps keep everyone on track

**Talk to one of our expert healthcare executive recruiters before you make your next hire. To help you with this transition, we also offer an extensive network of Interim Healthcare Executives.**



## INTERIM LEADERSHIP

**Wouldn't it be great if someone knew high-performing medical, nursing and administrative executives who loved working interim positions? We do. We talk to them every day.**



Mission Search recruiters are 100% about relationships. Sure we have one of the best relationship databases in the industry, but we go further. Our recruiters ask better questions, and they find the diamonds hidden in the crowds, the skilled Director/Executive/C-Suite level positions, the Chief Nursing Officers, VPs and Administrative Executive who can step into the breach and manage disruption and stabilize teams, and in the meantime, management committees can find the time to find permanent leadership.

Why do our Interim Executives do it? Because they love challenges and the thrill of new locations. They love building new teams, and the sense of satisfaction at helping a system or hospital weather a storm.

At a time when patient satisfaction is related to provider reimbursements, hiring the right staff in a timely fashion makes superior talent acquisition more critical than ever.

Mission Search's Interim Recruitment Consultants are peerless providers of interim and permanent health-care leadership solutions focusing on the clinical and non-clinical executive.



## **RADIATION ONCOLOGY**

### **Choose a national leader for Radiation Oncology staffing in Locum Tenens and direct hire basis.**

We provide rapid response to your needs in Radiation Oncology staffing, which sets us apart from the competitors.

Our Radiation Oncology Division specializes in Permanent and Locum Tenens placement of highly experienced professionals from staff positions to directorships. We work with free-standing cancer centers, community cancer centers, major medical centers and NCI designated Comprehensive Cancer Centers.

For many radiation oncology departments, Mission Search is a key team player in transforming departments and accessing new opportunities.

### **Radiation Oncology Staffing:**

- + Radiation Therapists**
- + Dosimetrists**
- + Medical Physicists**
- + Center Directors**
- + Chief Physicists**
- + Administrators**

### **Access Best-in-Class Remote Dosimetry Treatment Planning**

Mission Search brings over two decades of experience in optimizing performance in oncology departments. We offer Remote Dosimetry Treatment Planning services to accommodate the needs of our clients domestically and abroad. The demand for treatment planning will grow as a result of increases in your patient load. Using remote treatment planning is cost-effective, consequently allowing your organization to be “perpetually prepared” for the growth of your practice. With our highly qualified, skilled, and experienced Remote Dosimetrists, you can increase your caseload without adding full-time employees.



## PHYSICIAN SERVICES

### Oncology Physician Staffing

Oncology Departments are built on people. We know how to find them.



### Mission Search provides recruitment services for the following areas:

- + Oncology Physicians— Radiation, Hematology and Medical Oncology
- + Chief Medical Director
- + Medical Director
- + Division Chief
- + Vice President of Medical Affairs
- + Department Chairman

### Locum Oncology Physician Staffing advantages:

- + Ensure continuity of patient care
- + Maintain practice revenue
- + Evaluate temp-to-perm candidates prior to permanent hire
- + Reduce the stress of overworked employees



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## GOVERNMENT SERVICES

**Government agencies demand disciplined performers. We know how to bring them on board.**

Mission Search is an Authorized FSS Healthcare Staffing Service Provider under Federal Supply Schedule (FSS) 621-I and Contract # V797P-7366A.

We are leaders in the placement of Locum Tenens, Contract and Direct Hire employees in the private sector. In addition, we provide Healthcare Professionals for U.S. Government Medical Treatment Facilities.

**We provide Government Healthcare Staffing Services for:**

- + Veterans of America (VA) Hospitals
- + Federal, State, and Local Government Healthcare facilities
- + Indian Health Services
- + United States Department of Defense
- + United States Army, Navy, Air Force, Marine Corps, and Coast Guard

Our government staffing services team has over 21 years of experience in Government Healthcare Contracting, therefore we understand the trends that affect healthcare organizations' operations and talent management in the ever-changing medical field.

The Mission Search staffing methodology and innovative approach set us apart from the competition with a large array of government medical professionals including VetPro Certified, Physicians, and Radiation Oncology professionals. With our FSS Healthcare Staffing, we provide our clients with highly qualified professionals, from staff positions to directorships, for long-term and locum tenens assignments in the following capabilities:

- + Radiation Oncology Physicians
- + Chief Radiation Therapists
- + Chief Physicists
- + Medical Physicists
- + Dosimetrists
- + Radiation Therapists
- + Chief Dosimetrists



# MEDICAL OEM SERVICES

## Up-time, All the Time Requires Medical Device Expertise

With over twenty years of providing experts who know how to keep medical systems running, you can depend on us to provide the executives, engineers and system specialists who can keep your devices and systems running 24/7. Our Medical OEM Services recruitment division is dedicated to the staffing and recruitment of clinical, technical, administrative, and marketing professionals who are trained and certified by medical equipment manufacturers. Assignments include radiation oncology equipment vendors, imaging equipment vendors, and all medical device and medical product-related services.

### Recruiting:

Our database consists of professionals in the medical device markets, clinics and cancer centers. Positions include:

### Functional Areas of Expertise:

- + C-Level and Executive Management
- + Research & Development
- + Sales & Business Development
- + Quality & Regulatory (QA/RA)
- + Clinical Affairs
- + Product Management
- + Marketing, Clinical Marketing

### Engineering:

- + Mechanical, Industrial & Biomedical Engineer
- + Program, Project and Product Management
- + Embedded Software
- + Systems Engineers
- + Product Management
- + Test & Reliability Engineer
- + Quality Engineering
- + Patient Positioning

### Medical OEM Services:

- + Compliance
- + Clinical
- + Engineering
- + Executive
- + Lab
- + Manufacturing
- + Marketing
- + Quality/R&D

### Medical OEM Trained and Certified Engineers:

- + Linac
- + Varian
- + Elekta
- + Siemens
- + Phillips
- + GE
- + Accuray
- + Mevion



## ABOUT MISSION SEARCH

For over two decades, Mission Search has been supporting world-class hospitals, academic medical centers, community hospitals and free-standing clinics across the nation by placing frontline medical professionals and focused executive leadership where they are needed most - enhancing medical care. Mission Search has placed over 10,000 healthcare professionals, helping us to become a national leader in Executive Search, Interim Leadership, Physician Services, Radiation Oncology, Medical OEM Services and Government Services.

Mission Search believes that relationships drive success for both individuals and medical institutions. Building relationships requires focus, which is why we have created a partnership methodology that allows our placement professionals to thoroughly understand your organization's core values and goals. We also take time to learn about our candidates' ambitions and aspirations so that we can find the perfect match for your company. Over the years, we have learned that flexibility is essential to hospitals and healthcare care institutions, which is why we offer staffing solutions for direct hire, interim management, locum tenens assignments and remote treatment planning. With Mission Search, you have a partner who helps you capitalize on local and national trends so your team can adapt to the future.

We are inspired by principles of integrity, truth and accountability. We encourage community involvement, and we endorse the joyful celebration of all of our successes. Diversity is the best tool for responding to change adaptively, and so we embrace diversity in the workplace and do not discriminate against candidates on the basis of race, gender, religion, age, sexual orientation, marital status, or disability.

Mission Search has earned The Joint Commission's Gold Seal of Approval® for Health Care Staffing Services Certification. The certification demonstrates Mission Search's commitment to providing qualified and competent health care professionals.



2203 N. Lois Ave., Suite 1225  
Tampa, FL 33607