

AVOCA

S E A R C H

Avoca leadership delivers a highly effective executive search approach based on our ability to:

DIAGNOSE

critical talent situations

BUILD

consensus among key stakeholders to launch a well-supported executive search

DELIVER

solutions with EQ at the core to ensure that top talent is secured and your recruiting brand is enhanced

PHILOSOPHY

Avoca believes that assessing the Emotional Quotient (EQ) of candidates is vital to placing the talent most likely to thrive.

Our internal culture is focused, nimble, lean, and positive. Avoca continually trains and maximizes individual talent to deliver the highest quality service to our clients. We believe it is vital to have, support, and retain the best talent to find the best talent. In our experience, creating alignment with clients produces success.

UNIQUE VALUE

Avoca brings a cost-effective pricing structure combined with many years of experience in leading healthcare executive search and consulting firms. Avoca brings value to your institution without cutting corners on quality.

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The Avoca Search process is enhanced in all four areas of search, giving you a full-circle approach



Combine key and comprehensive information gathering with stakeholder alignment



Capitalize on our extensive connections in healthcare and ability to network to find talent that fits
Assess candidates for strong EQ



Communicate clearly and continuously
Calibrate the search
Treat candidates like customers in order to enhance your recruiting brand



Provide closing support throughout offer, onboarding, and retention

WEEK	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	35	75		
Data request and sourcing plan created	█																							
◦ Telephone interviews with key individuals who have an impact on the search process	█																							
◦ First draft of working job description to include span of control, reporting structure, key skill set to include EQ, qualifications including income range	█																							
◦ Comprehensive site visit with key executives and recruitment committee to attain key information and ensure alignment of stakeholders	█																							
◦ Finalized position description signed off by stakeholders	█																							
◦ Recruiting strategy developed	█																							
Outbound networking calls and assessment of PASSIVE and ACTIVE candidates		█																						
Continued calls, pre-screening interviews, candidate profile creation with EQ assessment			█																					
Preliminary presentation of candidate slate and first pass screening, including EQ assessment								█																
Initial telephone screening by client								█																
Selection of final candidate panel (3-5)										█														
Scheduling of candidate for onsite interview										█														
Final references completed													█											
Selection determined, offer presented													█											
Candidate acceptance																	█							
Coordination of onboarding																						█		
Candidate debrief on expectation and reality																							█	
Ensure retention is paramount and expectations of both candidate and client are in alignment																								█