



WARBIRD HEALTHCARE



TALENT ACQUISITION SOLUTIONS

Tailored For Challenging Times

Leveraging Warbird's proven success can help reduce the cost of traditional talent acquisition operations. From total outsourcing, to the C-Suite, to targeted hard-to-fill positions, a strategic partnership with Warbird will rapidly provide exceptional healthcare talent.

WARBIRD'S TALENT ACQUISITION SOLUTIONS

Since 2003, Warbird has provided its national healthcare clients with a suite of Talent Acquisitions Solutions (TAS). As experts in C-Suite talent and other senior leadership roles, Warbird is uniquely qualified to provide clients both interim and full-time resourcing options.

INTERIM RESOURCING

Warbird identifies and presents multiple qualified interim candidates to clients within 72-hours of being retained.

- From C-Suite to manager, Warbird has been a national leader in interim resourcing since 2003
- Warbird's Interim Resourcing solutions provides clients with rapid access to highly-skilled interim professionals, minimizing the disruption to business operations and the potential adverse impact associated with sudden resource losses
- Engaging an Interim resource while identifying a FTE, provides the best opportunity to implement a well-defined transition plan that enables the new employee to identify immediate priorities and hit the ground running

EXECUTIVE TALENT ACQUISITION

Warbird provides C-Suite retained search support for hospitals and healthcare systems.

- Warbird serves as the trusted recruiting partner to health systems, academic medical centers, and community and rural hospitals across more than 30 states, filling critical C-Suite and director-level talent needs
- Our dedicated team of professional recruiters manage an active talent network, skilled in matching client resource needs to a proprietary OnDemand(TM) talent pool
- Every Executive placed by Warbird receives one year of OnDemand coaching, mentoring, and leadership development support at no additional cost the Client or Executive

RECRUITMENT PROCESS OUTSOURCING

Warbird provides comprehensive recruitment solutions that provides organizations with access to dedicated talent acquisition resources while delivering meaningful cost savings.

- Warbird's Recruitment Process Outsourcing (RPO) solutions leverage almost 20-years of success in providing critical resource needs to clients across multiple industries automotive, financial services, governmental agencies, healthcare, and technology
- Our talent acquisition solutions scale to meet the needs of our clients, ranging from responsibility for an organization's entire recruiting function to specific department recruiting activities



TALENT ACQUISITION SOLUTIONS

Henry Seybold

CFO, ROCKFORD HEALTH SYSTEM

"I was very impressed by the quick responsiveness and identifying highly qualified individuals to help my interim VP of Finance role. They performed very well and have been flexible in providing the support I need. I highly recommend Warbird for interim work from an analyst position all the way up to CFO."

Mike Easley

CEO, CENTEGRA HEALTH SYSTEM

"I was comforted and relieved to know we had an expert working with us. The CFO transition process was smooth because of the groundwork laid out by Warbird's interim CFO role. They made positive improvements and set us apart from where we started. I absolutely would work with Warbird again."

Representative TAS Engagements:



Director of Medical Records
Staff Accountant
CFO



CIO
IT Director
IT Project Manager



CFO, Cash Posting Director, Budget Director,
Director of Revenue Integrity, Director of
Patient Access, Director of Coding



VP of Revenue Cycle, Director of Billing,
Patient Access Director, Pre-Registration
Managers, Project Managers



VP of Hospital Site Operations
Senior Revenue Management Consultant
Manager Billing & Follow Up
Supervisor Billing & Follow Up



VP of Finance
VP of Revenue Cycle

National Presence, Local Impact:

Warbird's professionals have advised and served clients on over **800 engagements** across **46 states**.

