



Corvus Health

Health Workforce Recruitment and Staffing Services

Health workers are a health facility's most important asset. Vacancies of even a few days can compromise quality of care and result in tens of thousands of dollars in lost revenue. Poorly fitting hires can lower team morale, productivity, and quality of care. When health facilities recruit for themselves, recruitment can often cost up to one year's salary (in staff time, advertising costs, and lost productivity). In today's rapidly changing markets it is beneficial to have a flexible workforce to scale up and down rapidly in response to market demands. Corvus Health offers recruitment and staffing services to public and private clients throughout the world, including Africa, Asia, Europe, Latin America, the Middle East, and North America.

Benefits of Corvus Health's Recruitment and Staffing Services:

- Higher quality hires
- Faster hiring times
- Better suited hires
- Increased labor flexibility
- Decreased costs
- Decreased liability
- Global sourcing
- Ability to meet specific language and cultural requirements
- Global HR expertise

Recruitment

Most countries are experiencing health worker shortages, making it difficult for health facilities to recruit the staff they need to provide a broad array of quality services. Recruitment can often take months and can delay the provision of services. Corvus Health uses its extensive national, regional, and global networks to hire the full spectrum of health workers for clients. Most health facilities have only local networks to recruit from whereas Corvus Health maintains a global database of health workers as well as long-term relationships with health professional schools and national, regional, and global health professional associations. Our systems allow health workers to submit paper applications or to apply via web or mobile phone. We offer an option of six month to one year guarantee periods in which we will replace the candidate if they don't work out.

Onboarding

Once staff are hired, they must integrate successfully into the existing team. Many facilities skip the onboarding process or it takes too long to integrate new health workers onto the team. Corvus Health's onboarding/induction training is based on defined competencies, helps workers develop expertise with your clinical pathways and procedures, explains your professional culture, and aligns institutional expectations and performance. Onboarding can be provided either in person or via eLearning so that that staff are performing at a high level as soon as possible.

Strategic Staffing

Corvus Health offers a variety of strategic staffing services for clinical and non-clinical workers, including:

Temporary Staffing (Locums Tenens): Sometimes staffing needs are only temporary, for example, to cover vacation, medical leave, or parental leave. Temporary staffing enables clients to continue to offer their services without interruption. We provide surge staffing during seasonal increases in patient volume (such as winter or rainy season). It may be impractical for hospitals to directly hire additional staff during these times. Temporary staffing enables our clients to save money by avoiding turnover due to burnout of permanent staff and decreases the need to pay overtime for regular, full-time employees. We offer options of transitioning temporary staff to permanent staff which give employers the chance to try out an employee before making a permanent offer of employment.

Specialty Staff Sharing: Highly skilled specialists such as interventional radiologists, cardiac surgeons, oncologists, neurologists, and orthopedic surgeons are in short supply in many countries. In addition, many hospitals do not have sufficient volume of patients to retain these specialists full-time. In order to address this challenge, Corvus Health provides access to highly skilled specialists on a regular, part-time basis. Depending on the country and situation, the specialist physicians and teams can be available on a weekly or monthly basis and can be available in person or via telemedicine. Corvus Health handles all licensing and credentialing of the staff.

Professional Employment Organization (PEO) Services: The health sector is growing increasingly complex and for many hospitals and health systems, there is no longer a strong business case to employ their staff directly. Health facilities and health systems can use Corvus Health's PEO services so that Corvus Health hires and is the employer of record of their clinical and non-



clinical workers. Employees are assigned to your company and trained to meet your company’s needs while giving you increased flexibility to expand and contract services in response to demand.

Health Cadres Covered

- Nurses (registered and enrolled)
- Specialty nurses (dialysis, endoscopy, cath lab, OR, ICU, etc.)
- Physicians
- Specialty physicians (cardiologists, oncologists, surgeons, pathologists, etc.),
- Pharmacists and pharm techs
- Physical therapists and occupational therapists and techs
- Lab workers
- Clinical engineers
- Supply chain specialists
- Other Allied Health Workers (radiology techs, ultrasound techs, cath lab techs, supply chain workers, clinical coders, medical secretaries, etc.)
- Teaching faculty
- Transitional teaching clinicians (provide care while training your staff)
- Community Health Workers
- Others as needed

HR Staffing/Human Resource Management

Corvus Health can run your facilities’ HR departments, either through placing professional HR staff onsite, or for smaller facilities, providing TeleHR (telephone-based and web-based) services and support. Either way, your organization taps into our world class HR systems and knowledge so that your HR department is run as efficiently and professionally as possible. Our HR staff will manage every aspect of a health system’s health workforce: team design, determining staffing needs, salary bands and career paths, recruitment, onboarding, credentialing, performance management, support supervision, shift scheduling, quality assurance, benefits selection and management, retention, promotions, succession planning, payroll, in-service training, policy creation and enforcement, compliance, reporting, etc. Corvus Health uses its systems to provide metrics to hospital leadership so you can track progress.

Corvus Health Advantages

Corvus Health brings unpatrolled global experience in health workers recruitment and staffing. Unlike other recruiters who recruit across industries, Corvus Health is a health workforce expert and focuses solely on healthcare and knows the industry better than any other recruiter in emerging markets. We bring a global level of recruiting expertise that is impossible for individual health facilities or health systems to keep on staff.

Our global database enables us to recruit both active and passive potential candidates. Corvus Health can provide assistance in defining the job responsibilities and competencies and write the job description and help define the salary range and benefits package. Our strict screening process assures that you are provided with only the best applicants for you to choose from. We can free up your on-site HR staff to focus on immediately pressing issues and conduct credentialing if staff need to be brought in from outside the country.

Corvus Health can set up systems to provide a reliable stream of recruits for long term recruiting needs, such as for GCC countries or countries experiencing chronic structural health workforce shortages. Whether you just need a few staff recruited or are interested in complete Recruitment Process Outsourcing (RPO), we can meet your needs.

Please contact us to discuss how Corvus Health can help your organization thrive.

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