



SENIOR RECRUITER

SALARY RANGE: DOQ

THE POSITION

The healthcare field continues to dominate published lists of the fastest growing industries. Lists of 'best jobs', 'jobs most in demand', and 'best paid jobs' frequently name multiple specialties within the healthcare field. With so many other industries shrinking, healthcare is the place to be. You could play a key leadership role in this fast paced field with Stevens Hospital in Edmonds, WA as a Senior Recruiter.

The Senior Recruiter (SR) will be responsible for designing and implementing a robust, cost-effective recruitment process that will maintain Stevens Hospital's efforts to be the best staffed public hospital in western Washington. Reporting to the Human Resource Director and working directly with the hiring managers from the departments, the SR will be responsible for all aspects of recruitment including continual process improvement and customer/candidate satisfaction.

THE COMMUNITY

Located in a park-like setting at 21601 76th Ave. W. in Edmonds, Washington, Stevens Hospital is an active participant in a vibrant and economically diverse community that abounds with natural beauty, arts and cultural events, a well-respected school district, and a robust community college presence. Just 15 miles north of Seattle, Edmonds is within 150 miles of Vancouver, BC (2010 Olympics) and a short ferry ride across Puget Sound to the beautiful Olympic Peninsula. Skiing in the Cascades and boating and fishing activities on nearby Puget Sound and its beaches make the location ideal for family enjoyment.



STEVENS HOSPITAL

Stevens Hospital was founded in 1962 by a group of community leaders and physicians who realized that the thriving neighborhoods and cities of Snohomish County needed high quality accessible health care. In November of 1962, the voters of Snohomish County passed an initiative establishing Snohomish County Public Hospital District No. 2. Stevens is an accredited institution, licensed for 217 beds, and relies on the skills and talents of more than 450 of the area's most qualified physicians and specialists and over 1400 employees in both clinical and non-clinical positions to provide services.

The hospital offers a full range of medical services, including Level IV Trauma Center and emergency medicine, surgery, women's health, birth center, orthopedics, rehabilitation, cardiac care. In addition the hospital offers a full range of diagnostic services including imaging, laboratory, cardiac, pathology. Other specialty clinics include sleep medicine, pain management, diabetes, wound treatment (including hyperbarics), eye surgery, and pediatric dentistry. Support services offered by Stevens include bereavement, social services, and chaplaincy.

Stevens has stayed true to its mission as a public hospital district owned and operated by taxpayers. Community involvement continues to play a significant role in decision-making. A 5 member Board of Commissioners recently approved a new strategic plan based on input from key stakeholders across the community, including physicians, local governments, first responders, community members, commissioners, employees, medical staff members and others. This plan will guide the district's direction through 2012. As part of that process, the need to recruit and retain high quality employees was identified as a key organizational priority.



IDEAL CANDIDATE PROFILE

The Ideal Candidate for the recruiter position will be someone who understands the importance of the Stevens Hospital strategic plan and adopts the pillars of the plan as the basis for achieving and maintaining staff excellence. He or she sees the role of Senior Recruiter as a lynch pin in improving the performance of the hospital and its service delivery.

Stevens enjoys a high staff retention rate and the new SR will be responsible for contributing to continued success through effective recruiting. The reputation of the hospital has been vastly improved over the last several years with superior management and the SR will be joining a small team of very dedicated HR professionals who work collaboratively toward meeting the Hospital's ambitious goals. Flexibility and respect are the cultural norms with a focused and driven approach to getting the job done.

The ideal candidate is able to handle a large volume of recruitments and is a detailed, efficient, and organized worker. He or she performs well under pressure and is able to reprioritize quickly as urgent needs are identified.



The SR will take the lead in improving the recruitment process and will be an innovator who is constantly seeking to improve processes, communication techniques, and outcomes.

The Ideal candidate is an experienced recruiter who has worked in Western Washington or a community hospital setting similar to that of Stevens Hospital.

REQUIREMENTS

The position requires a Bachelor's degree in Business, Human Resources, or related field and a minimum of two years experience as an Employment Specialist/Recruiter. Familiarity with the health care regulatory environment including H1-B/VISA and the administration of staffing regulatory/Joint Commission standards preferred.



TO APPLY

The position offers a very competitive salary and attractive benefits package. Stevens Hospital is a progressive, innovative, and Equal Opportunity Employer and all candidates are encouraged to apply. Position is open until filled. For immediate consideration please send a cover letter and resume to info@waldronhr.com to the attention of Ed Rogan. For more information please call Waldron & Company at 206.441.4144.



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