



FULL CYCLE RPO CASE STUDY

A Strategic Partnership
Between Mobile
Integrated Healthcare
Providers and Hire Health



OVERVIEW

Amid rapid growth, a leading provider of mobile healthcare solutions in the Southeast engaged Hire Health to establish structured hiring processes, focusing on:

- EMT/Paramedics
- Nurse Practitioners
- Dispatchers

This initiative aimed to meet certification needs, enhance recruitment efficiency, and support sustained growth and turnover.

CHALLENGES

- Rapid growth led to ad-hoc hiring practices by division managers.
- The focus was on recruiting qualified candidates, especially for roles requiring specific certifications and licenses.

SOLUTIONS

Hire Health played a pivotal role in streamlining the recruitment process by taking charge of various aspects from posting positions to candidate engagement, they ensured efficient operations and sustained growth. Key contributions included:

- Managed posting and advertising of positions
- Handled requisition management in the ATS
- Conducted initial screenings and scheduled interviews
- Facilitated direct scheduling access for expedited interviews
- Utilized diversified sourcing channels (online job boards, social media, networking, referrals, targeted platforms)
- Held regular weekly meetings with Hiring Managers and Recruiters

RESULTS

Streamlined hiring process, high satisfaction among hiring managers, and consistent surpassing of the initial hiring goals.

Candidates Sourced	16,302	Cost/ Candidate	\$347.45
Candidates Screened	1,382	Cost/ Offer	\$843.19

88%
Offer
Acceptance

1.5
Interviews
per Hire

72
Days
Time to Fill

335
Candidates
Hired

\$1,014.34
Cost
per Hire