



Job Title: Healthcare Temporary Worker Recruitment Consultant

Job Description:

Position Overview:

As a Healthcare Temporary Worker Recruitment Consultant, you will be responsible for sourcing, attracting, and placing temporary healthcare professionals to meet the staffing needs of healthcare facilities and organizations. This role requires a combination of recruitment expertise, industry knowledge, and exceptional customer service skills to ensure the successful placement of qualified candidates in temporary positions within the healthcare sector.

Key Responsibilities:

Client Relationship Management:

Build and maintain strong relationships with healthcare facilities, including hospitals, clinics, nursing homes, and medical practices, to understand their temporary staffing requirements and recruitment preferences.

Collaborate with clients to develop tailored staffing solutions, providing expertise on workforce planning, candidate availability, and market trends in the healthcare industry.

Candidate Sourcing and Screening:

Utilize various sourcing methods, including job boards, professional networks, social media, and referrals, to identify and attract qualified healthcare professionals for temporary assignments.

Conduct thorough candidate screenings, including interviews, reference checks, and skills assessments, to assess qualifications, experience, and suitability for temporary positions.

Recruitment and Placement:

Manage the end-to-end recruitment process for temporary healthcare workers, from initial candidate contact to placement confirmation.

Match candidates with appropriate temporary assignments based on their skills, experience, availability, and client requirements, ensuring a strong fit for both parties.

Negotiate terms and conditions of temporary placements, including rates, contract durations, and other terms, in accordance with company policies and client agreements.

Compliance and Documentation:

Ensure compliance with regulatory requirements, industry standards, and client-specific policies for temporary healthcare workers, including credentialing, background checks, and licensure verification.

Maintain accurate and up-to-date candidate records, documentation, and compliance files in accordance with company procedures and legal requirements.

Performance Monitoring and Support:

Provide ongoing support and guidance to temporary healthcare workers throughout their assignments, addressing any concerns, issues, or performance feedback in a timely and professional manner.

Monitor the performance and satisfaction of temporary workers and client facilities, seeking feedback and implementing improvements to enhance the quality of service delivery.

Business Development and Growth:

Identify opportunities for business development and expansion within the healthcare staffing market, including new client acquisition, contract renewals, and cross-selling of services.

Stay informed about industry trends, market dynamics, and competitor activities to identify growth opportunities and maintain a competitive edge.

Qualifications:

Bachelor's degree in human resources, Business Administration, Healthcare Administration, or a related field preferred.

Previous experience in healthcare recruitment, temporary staffing, or healthcare administration is highly desirable.

Strong knowledge of the healthcare industry, including understanding of roles, regulations, and trends in healthcare staffing.

Excellent communication, negotiation, and relationship-building skills, with the ability to interact effectively with clients, candidates, and colleagues.

Proven ability to multitask, prioritize workload, and manage competing priorities in a fast-paced environment.

Proficiency in recruitment software, applicant tracking systems (ATS), and Microsoft Office applications.

Commitment to upholding ethical standards, confidentiality, and compliance with regulatory requirements in healthcare staffing.

If interested, please call Wakefield Office on 01924930195 or send your CV to admin@allsaintssupport.co.uk

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