

Executive Search Solutions

Company Description

Executive Search Solutions is a healthcare consulting firm that focuses on recruiting for elder care and related ancillary services firms. Our primary customers include Skilled Nursing Facilities, Assisted Living and Independent Living centers, Continuing Care Retirement Communities, Rehab Organizations, Consulting Companies and Hospice and Home Health Agencies.

Rather than specialize on specific employee types or professional disciplines, ESS specializes in partnering closely with a select group of clients that choose to emphasize excellence in staffing. Since opening our practice in 2005 we have successfully completed over 1,000 important searches ranging from the CEO of a 30 facility regional operator to a PM shift LPN.

ESS consultants currently possess more than 50 years of successful recruitment experience and, prior to joining the firm, our team's previous professional backgrounds includes human resources leadership, long term care ancillary services management and nursing home administration.

Our clients understand that the foundation to sustained positive clinical outcomes, regulatory compliance and maximum profitability are the organization's human assets. Partnering with Executive Search Solutions will fortify your foundation.

Geographic Area Served: U.S. Only

Segments Served: SNF, AL, IL, CCRC

2010/2011 Product & Service Innovations

- **Comprehensive Recruitment Services:** Executive search and recruitment services from C-level executives to patient care professionals on a contingency, retained or on an outsourced recruitment process basis.
- **Interim Management and Travel Staffing Capabilities:** Capabilities include Interim Directors of Nursing on your payroll through travel Physical Therapists on our payroll.
- **Outsourced Recruiting Processing:** Many employers have recognized the benefit of retaining our services and leveraging our resources instead of employing their own recruiters.

Suggested Consultative Discussions

- **Performance Guarantees:** We'll share how we align our interests with our customers by offering performance guarantees for up to one year.
- **Best Practices for Recruitment Budgeting:** We'll share how our customers can accurately budget for recruitment expenses on an annual basis.
- **Value Proposition:** While our services are efficient and the charges are among the most economical, we provide high impact candidates who meet present needs and can also contribute in expanded ways as the company evolves.

Photo
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Tony Perry
President
tperry@

Photo
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Courtney Wood
Consultant
cwood@