



The
HealthCare Initiative
Leadership Recruitment & Interim Solutions



Is Interim Leadership Right for You?

Amy Jensen, Sr. Managing Partner
Alison Holland, Executive Recruiter

WHAT is an Interim Leader?

An **Interim Leader** is an expert in a service line (or multiple services lines) who is brought into an organization to solve urgent leadership needs.

WHY do hospitals choose to hire Interim Leaders?

- Availability
- Immediate Results
- Experience

WHAT value does an Interim Leader bring?

- What **value** can an Interim Leader bring to a Hospital?
 - Restructure/Re-Organization
 - Coverage
 - Stabilization
 - Assessing departmental needs
 - Change Management

Specific situational examples that CALL for an Interim Leader

- ⇒ Depending on the service line and the needs of the facility different situations include:
 - ⇒ Repeated low productivity
 - ⇒ Low engagement
 - ⇒ Poor processes
 - ⇒ Mentoring Staff
 - ⇒ Extended leave
 - ⇒ Length of time filling the permanent position
 - ⇒ JCAHO preparedness, Magnet Journey
 - ⇒ GROWTH (desired or experiencing)
 - ⇒ Cost Savings

WHAT does an Interim Leaders' background typically contain?

- Hospitals generally prefer Interim Nursing leaders to have:
 - BSN, required
 - MSN/Masters, preferred
 - Current RN License
 - 5-7 years of clinical and progressive leadership experience
 - Certifications: BLS, ACLS, PALS etc.

Benefits to YOU – the Interim Leader

- **Benefits** of Interim work:
 - Travel - See the country!
 - Choice
 - Flexibility
 - Permission to transition

Interim leadership perks!

- ⇒ Interim Leaders are offered a combination of incentives in the compensation package for the duration of the interim assignment. The usual items are:
 - ⇒ Competitive salary
 - ⇒ Housing
 - ⇒ Rental Car (if needed)
 - ⇒ Trips home
 - ⇒ Healthcare benefits

How soon can you 'jump ship'? – Homework required!

- Ask yourself, does this make sense for you and/or your family?
- Work on your Resume....Objectives/Quantifiable Results
- Create an Achievement Spotlight
 - Examples can be found at <https://thehealthcareinitiative.com/about/our-team/amy-jensen-senior-partner>

Be prepared, before you say YES!

- ⇒ Are you ready to GO, *if called*?
- ⇒ RN License
 - ⇒ Compact License info can be found at;
 - ⇒ <http://thehealthcareinitiative.com/about/our-team/amy-jensen-senior-partner/>
- ⇒ After the YES, onboarding starts!
- ⇒ Keep in mind, out of pocket costs

It does not end here: Let's Talk!

➤ Let's dream together:

- Brainstorm: What about Interim work might be good for you? What types of positions would interest you?
- What benefits might work for your desired lifestyle? What would not work with your life?
- We can discuss your Resume and Achievement Spotlight.
- Is this a good time to make the jump to Interim today? If no, when?



Thank you for joining us!
Please reach out to us with any questions!



Amy Jensen, Sr. Managing Partner
Amy.Jensen@thehealthcareinitiative.com
303-799-8188, ext. 123

Alison Holland, Executive Recruiter
Alison.Holland@thehealthcareinitiative.com
303-799-8188, ext.114



www.thehealthcareinitaitive.com



Resources for Candidates

www.thehealthcareinitiative.com

Presentation Resources;

- ⇒ Amy's Bio Page - [Link](#)
- ⇒ How to Create an Achievement Spotlight - [Link](#)
- ⇒ Enhanced Nurse Licensure Compact (eNLC) Info - [Link](#)

Candidate Resources;

- ⇒ Resume Tips - [Link](#)
- ⇒ Interviewing Tips – [Link](#)
- ⇒ THI Blog - [Link](#)
- ⇒ Job Board – Current Opportunities Nationwide - [Link](#)