



## Recruiting

Our last article explained our selecting and hiring (recruiting) a new CEO for Ferry County Public Hospital District (FCPHD) but did not cover the many other positions. This article will attempt to provide an overview of our constant recruiting efforts.

This overview may best be done in the context of sports, specifically the NFL draft process and the Seahawks in particular since they have been pretty successful in building a reliable winning team. Just as the Hawks identify the skills set needed for each position, so does FCPHD. We do this through job descriptions and policies which include education level requirements and specific certification(s) required. Most are set by federal and state laws, rules and regulations and because FCPHD is a critical access hospital (CAH), these may be different than non-CAH hospitals for provider and nursing positions. Since FCPHD also includes medical clinics, long-term care and assisted living, requirements may also be different than other CAH hospitals. Some examples are the requirement for current certification in Advanced Cardiovascular Life Support (ACLS), Pediatric Advanced Life Support ( PALS ) Advanced Trauma Life Support (ATLS) for our medical staff providing ER services.

Then, like the Hawks, we identify those positions to be filled so we have a complete team. Vacancies occur over time and most are from retirement or relocation but some may be because of internal changes such as

employees moving to another position or in new position created from realignment or adding service levels or services themselves. In addition to the skills required and/or desired, our managers, like the Hawks, identify other required or desired qualities, such as comfort living in an isolated rural setting, etc. Then our Human Resources department (HR) begins the search/recruiting process, which differs from the Seahawk scenario, by advertising our needs through a variety of sources, dependent upon the position, including paper and electronic media, specialized search firms and job fairs.

Candidates are then screened by managers for site visit and interview by teams. If all works well, a selection and offer is made resulting in a new FCPHD employee who will meet our needs in fulfilling our mission to “Strengthen the health and well-being of our community through partnership and trust”.

Our most critical needs identified are an adequate and stable medical provider and nursing staffs. In this respect we are again like the Hawks and other NFL teams, other hospitals/clinics are also looking to fill the same needs. So unlike our current single CEO recruiting search, the HR recruiting effort is continuously in process. We, your Board, hope this brief summary helps you understand better how FCPHD is working for you.

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