

PinPoint Solutions: Healthcare Services Practice Area

Why Us? Getting to Know PinPoint Solutions

If you dig to the core of most contingent and retained firms, you will find that they are really sales organizations. They reward for sales, they train people on how to volume generate and then sell candidates, and their approach is to throw a bunch of candidates at the client to see if one sticks. We have a much different mentality. Our belief is that you first have to know your client very well and respect their needs and second, actually assess candidates based on those needs. Our job is to find our client the best, not the most, candidates for them, which means narrowing down the pool through assessment and process.

PinPoint Solutions (www.pin-pointsolutions.com) is a premier contingency search firm with over 100 years of combined recruiting expertise on staff. We understand the complexity involved in filling a particular opening. Organizational upgrading, diversity, and international expertise are only a few of the issues that may need to be addressed in finding the right candidate. Our Executive Recruiters function as external business partners for the organizations we represent.

1. **Pay for Performance: Contingency** – There are no upfront costs for our services, we are only paid when your role is filled with one of our candidates.
2. **Customized Solutions** – We are not a one size fits all firm. We partner with our sister division, Westport Intl (www.westportintl.com), on retained search assignments. In addition to Contingency, PinPoint Solutions offers a middle ground called “Retingency”. This offering includes a “mini retainer” and guaranteed resources. Tell us what you are looking for, and we will find the best solution to get you results.
3. **Search Approach to Contingency** – At PinPoint Solutions, we take a proactive approach to each search we work, researching competitors and key players in your market. We do not utilize a post and pray method to job boards – but use them to advance our findings and understanding of the industry.
4. **Limited hands-off agreements** – We specifically limit the work we take on in each vertical market, so we are free to serve each client the best talent in the market, not just talent from limited companies.
5. **Partnership Recruiting** – We have Recruiters that specialize in functional areas like HR and Marketing. And others, that focus on an industry like Healthcare Services or Medical Device. Through partnering with each other, we build our expertise and can utilize specific personalized networks.
6. **Executive Leadership** - Our combination of experience in third party recruiting firms and in directing internal staffing functions for Fortune 500 organizations gives us a unique perspective and customer orientation not typically found in our industry. We know what it is like to live with our hiring decisions.

Please let me know if you would be open to an introductory conversation. Our Healthcare Services Practice area is our companies newest and fastest growing practice area. We support a broad array of organizations supporting hospitals in a variety of services from facilities management, IT build-out, customized advertising, food service management, industry focused software, sterilization solutions, distribution and supply chain services. Over the years, I have a deep knowledge of the space and a solid network of industry contacts. I would love the chance to talk to you about your organization and how our firm could bring you recruiting success in 2018.

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Expertise: Sara Kosmer

Sara Kosmer Sara Kosmer started her career in recruiting with PinPoint Solutions nearly 10 years ago. After a year or two in Contingency, she moved to our retained division, Westport Intl (www.westportintl.com), Practice Area Director, Healthcare Services and founded our company's internal research department. She spent several years working in the background sourcing candidates for executive-level openings across the organization. Since then, O: 864.271.8874 she has moved back to PinPoint Solutions, bringing with her a search approach to contingency. sara@pin-pointsolutions.com Sara has her Bachelors from the University of Dayton.

Sara is thrilled to lead our Healthcare Services Practice Area. She has worked across all functions of the organization from Supply Chain, Sales, HR, Operations, Quality, Marketing, CI/Lean, Accounting, and Finance. She brings a wealth of knowledge to the practice with years of sourcing top talent from hard to fill individual contributors to the Vice President-level.