

Physician Recruitment Report

RECRUITING FOR THE FUTURE OF HEALTHCARE



Discover How Our Track Record Built on Trust and Transparency Is the Proven Path to Physician Recruitment Success.

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FROM THE DESK OF THE PRESIDENT



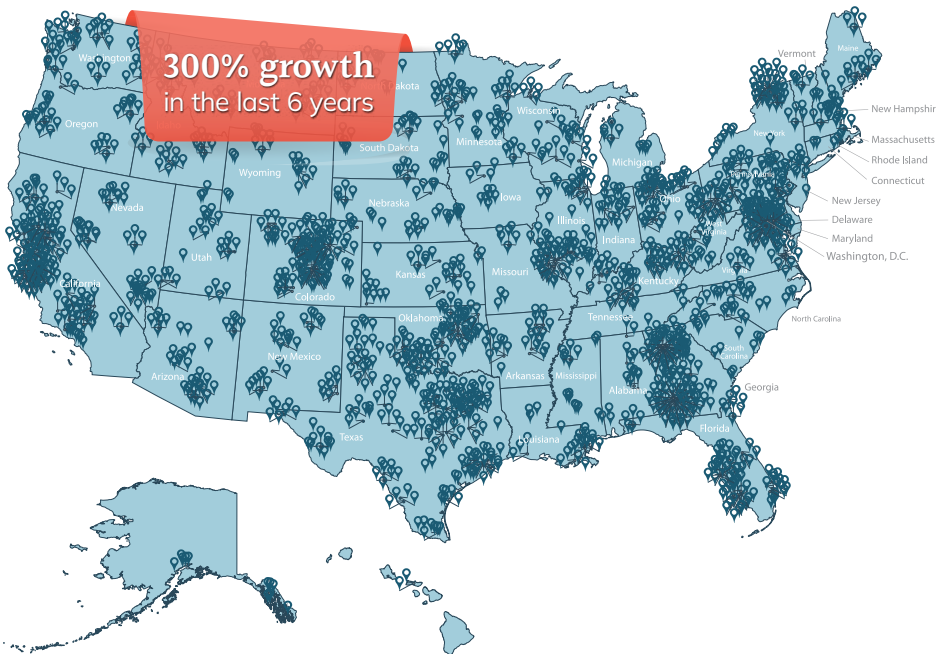
Tony Stajduhar
President

Much has changed in the healthcare industry since the early days of the pandemic, but over the past several years, one thing remains certain: People are the lifeblood of healthcare organizations. As president of the nation’s largest privately held permanent physician recruitment firm, I’m proud to lead teams helping healthcare organizations in all 50 states find and hire the clinicians they need to deliver quality care in their communities. Established in 1978, Jackson Physician Search is a nationally respected physician recruitment firm, but we do so much more than fill jobs.



We are matchmakers, carefully and thoughtfully pairing organizations with physicians, physician executives, and advanced practice providers who will fit, succeed, and stay.

It certainly isn’t easy, but our innovative use of recruitment technology, coupled with unparalleled service and expertise, has led to the successful placement of thousands of healthcare providers throughout the nation.



Placing Physicians and Advanced Practice Providers in 40+ Specialties Across the U.S. Since 1978

- Addiction Medicine
- Allergy & Immunology
- Anesthesiology - All
- Cardiology - All
- Critical Care
- CRNA
- Dentistry
- Dermatology
- Emergency Medicine
- Endocrinology
- ENT
- Family Medicine
- Family Medicine - Obstetrics
- Gastroenterology
- Geriatrics
- Gynecology - Oncology
- Hematology
- Hospice and Pallative Care
- Hospitalist
- Infectious Disease
- Internal Medicine
- Maternal and Fetal Medicine
- Neonatology
- Nephrology
- Neurology
- Nocturnist
- Nurse Practitioner
- OB-GYN
- Occupational Medicine
- Oncology
- Ophthalmology
- Pain Management
- Pathology
- Pediatrics
- Physical Medicine & Rehab
- Physician Assistant
- Podiatry
- Psychiatry
- Pulmonology
- Radiation Oncology
- Radiology - All
- Rheumatology
- Sleep Medicine
- Surgery - Breast
- Surgery - Cardio Thoracic
- Surgery - General
- Surgery - Neuro
- Surgery - Oncology
- Surgery - Orthopedic
- Surgery - Pediatrics
- Surgery - Plastic
- Surgery - Trauma
- Surgery - Vascular
- Urgent Care
- Urology





The need for quality healthcare providers is a constant, and demand is growing steadily due to an aging population, increased access to care, and a patient base better informed about the benefits of preventative care. At the same time, the number of [physicians reaching retirement](#) age is disproportionately high, with more than two of five physicians due to reach retirement age in the next 10 years. And, while the [AAMC](#) reports that the number of medical school applicants has increased, the availability of residency spots remains stagnant. As a result, the number of physicians coming out of training is not adequate to replace those who are retiring. This, along with the trend of [burned-out physicians](#) cutting back their hours or leaving the profession altogether, has created a significant [physician shortage](#) that is only getting worse. The [AAMC's latest projections](#) show a shortage of between 37,800 and 124,000 physicians by the year 2034.

I won't attempt to solve the physician shortage in this report, though I [have my ideas](#) on how to mitigate it. However, I will share some thoughts, informed by data, about what it takes to recruit a physician today. Of course, there is no magic number or timeline that guarantees a physician, but in looking at the Jackson Physician Search placement data at both the national and regional levels, we can detect small shifts that may be indicative of broader trends.

Established Physicians Less Likely to Change Jobs

In addition to reviewing this data, I've talked at length with the Regional Vice Presidents of Recruiting, and I have come to several conclusions. First, established physicians today are less likely to change jobs than they were a few years ago. Across industries, the pandemic caused workers at every level to examine their status quos and adjust career paths accordingly. We saw this nationally in the "Great Resignation," and we certainly saw it in healthcare.

In our [2021 physician retention study](#), 54% of physicians said COVID-19 had impacted their career plans — either motivating them to retire early, seek a new healthcare employer, or change professions altogether.

Physician turnover, which historically hovered around 6-7%, rose to over

8%. We can speculate about the combination of factors that started the trend, but regardless of the cause, physicians were more likely to actively seek, or at least be open to, new opportunities. Physician retention suffered at many organizations, however, employers willing to offer a competitive package were well-positioned to win over physicians. Now, physician turnover has normalized. Uncertainties around interest rates, inflation, and the political climate may play a role, but whatever the reason, fewer established physicians are actively searching for new jobs.

PHYSICIAN
TURNOVER RATE
HAS RETURNED TO **6-7%**

Interestingly, early-career physicians present a new challenge for healthcare organizations. Our [2023 study](#) with MGMA uncovered that those who completed training in the last six years spent only two years on average in their first post-training job as compared to physicians of all ages who stayed for six years. [Another joint study](#) between Jackson Physician Search and MGMA found that just 19% of medical practices had a formal physician retention program, putting the 81% without at additional risk of quick departures. Healthcare organizations will need to improve their recruitment and retention processes to ensure that the physicians they hire are likely to stay long term.

More Effort Required to Recruit Physicians

Whether physicians are established in their careers or just completing their training, there will always be some still leaving positions and starting new ones. [Residents and fellows](#) are seeking their first jobs; physicians need or want to relocate; dissatisfied physicians are seeking better opportunities. These are the physicians most likely to apply to our physician job ads. Sometimes the right match can be found in this pool of applicants, but many times, it takes a more proactive approach to find the right one.

Physicians today have very specific preferences about what they want. For example, many want to practice telehealth, see outpatient only, or work with a certain type of technology. And in some specialties, namely neurology, urology, and otolaryngology, the retiring specialists are more likely to be generalists in their fields, but the physicians coming out of training are subspecialists who want to spend 50%, 75%, or even 100% of their time on their specific areas of expertise. They aren't interested in taking over a wide panel of patients.

This is why our recruiters are spending more time calling opted-in physicians in our database, connecting with them on Doximity, and using our full suite of sourcing tools to reach them about our clients' opportunities and sell them on the benefits of a change.

And this brings me to my second point about recruiting physicians today. It takes more effort to recruit physicians — and not just more effort to find candidates, but also, more effort to impress them. Physicians have higher standards regarding what they want in a job, not only in terms of compensation, but with respect to work-life balance, autonomy, administrative support, leadership development, and more.

A Trusted Recruitment Partner Is Essential

Don't be discouraged by this news. After all, a physician worth having is a physician worth rolling out the red carpet for; it's just a matter of knowing how to do it. This is why my third takeaway is that it's never been more important to have a trusted physician recruitment partner who can advise on current expectations and help adapt your strategy to the evolving market.

In the current market, it can take 6-12+ months to hire a physician, and with signing bonuses and relocation assistance, recruitment costs can climb to \$250,000 or higher. Additionally, a physician vacancy can easily cost your organization more than \$1 million in lost revenue. When the stakes are this high, you cannot simply post a job and hope that "if you post it, they will come." A typical job ad can only reach the 11% of physicians in an active job search, and that's assuming it's posted to multiple job boards. To reach the 76% who are open to new opportunities but not searching job boards, you need a comprehensive digital sourcing strategy led by a recruitment partner with the largest physician database in the industry.



Healthcare organizations need more from their recruitment partners right now. It's not enough to be an extension of the team; a good partner must bring market expertise, innovative recruitment strategies, cutting-edge candidate sourcing technology, and transparency throughout the process. Jackson Physician Search has a reputation for delivering in all of these areas, but above all else, we are committed to delivering on our promises. When we say we will do something, our partners know we will follow through.

They also know we are listening to their needs and stepping up to serve. From continuously adapting our digital sourcing strategy to expanding our physician executive recruitment division, we will continue to innovate to better serve the needs of our clients.

PHYSICIAN RECRUITMENT TRENDS

Rising Demand for Primary Care and Advanced Practice Providers

Just as we saw in 2022, demand for primary care providers continues to rise at Jackson Physician Search, and our recruitment team has been very successful in filling these searches.



Primary care placements rose 20% in 2023, with family medicine and pediatrics seeing the most growth.



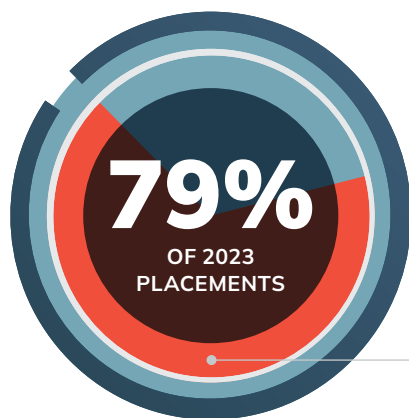
Advanced practice provider placements increased 14% in 2023, with nurse practitioners seeing the most growth.

Also, surgical specialties climbed 25% in 2023, with orthopedic surgery seeing the most growth.

Signing Bonuses Increasingly Standard

When demand increases and supply shrinks, we expect to pay more, and the same is true for many healthcare organizations with respect to staffing. While a signing bonus was once a nice-to-have part of the offer, it has become the norm. When defining a recruitment bonus package, it's important to be flexible around the candidates' needs. While many organizations generally have a set amount of money to be used, it could be offered as loan repayment, housing assistance, or a lump sum.

Signing bonuses essentially allow organizations to sweeten the offer without making a long-term salary commitment. It's not unusual for organizations to struggle to find the resources to offer a six-figure signing bonus, but upon closer look, they may discover they are spending even more on temporary labor.



Recruitment incentives or signing bonuses are increasingly standard, present in 79% of our 2023 placements.

This is up from 74% in 2022. Employers in the Midwest and West are most likely to offer recruitment incentives.

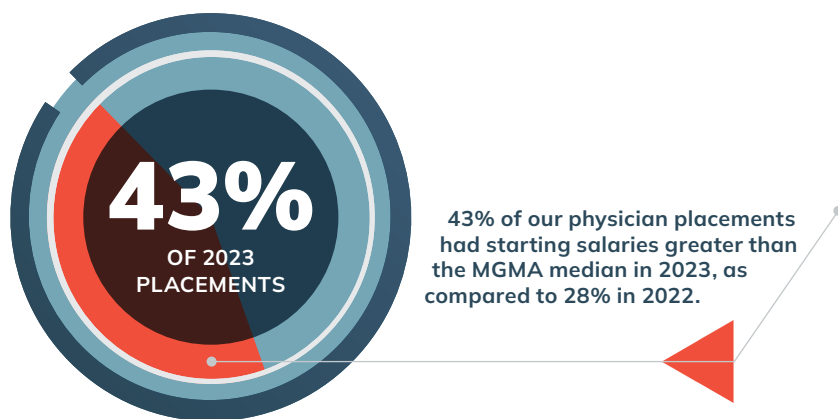
Specialties in 2023 Offering \$200K+ Signing Bonuses

- Critical Care
- Emergency Medicine
- Family Medicine
- Family Medicine - Obstetrics
- Gastroenterology
- OB-GYN
- Surgery - Orthopedic

Starting Salaries More Competitive

Organizations are paying more to secure physicians per our placement data. The Midwest is most likely to offer starting salaries above the MGMA median (well over half of 2023 placements), followed by the East, the South, and the West. However, it is the other regions that are more likely to offer a starting salary that is greater than the range they expected to pay. (For example, they planned to secure a physician for between 250K and 300K, but the contracted amount was over 300K.) For years now, the Midwest has been known to offer healthcare providers the most competitive pay. However, it now seems organizations in other regions are feeling the pressure to keep up.

So far, we have largely seen the increased demand for physicians driving up recruitment incentives, but in looking at the starting salary data, it's clear that the percentage of organizations offering above-median starting salaries increased from 2022 to 2023. This, of course, is concerning to many healthcare organizations, because they are already facing increasing expenses and reimbursement challenges, among other financial stressors.



The annual [MGMA DataDive](#) Provider Compensation report, widely considered the gold standard for physician compensation data, and other industry compensation studies serve as guides for what organizations need to offer. However, our recruitment leaders note that the market is changing faster than these reports can keep up. Rising compensation is a lagging indicator of which specialties are in the greatest demand. For clients trying to gauge the market, the best measure is the number of posted job openings in a given specialty compared to the number of residents coming out of training in that specialty added to a percentage of the total number of active specialists.

Understand that the data in these reports is often a year or even two years behind. In a tight market, our recruiters must respond to what they're learning from talking to thousands of physicians every week. As recruitment partners, we share this information to help inform decisions.

Faster Placement Means Greater Return on Investment

It can be tempting to “test the waters” at the beginning of a physician search, especially for rural hospitals, small medical groups, and other kinds of healthcare organizations with more limited resources. It's not unusual to hear that offering a six-figure signing bonus or salary in the 75-90th percentile range is impractical. As consultants, we understand their challenges but often advise that this puts the organization at risk of a lengthy physician vacancy, one that results in lost revenue that can easily exceed \$1 million. We advise clients to advertise their most competitive offer immediately, and our recruitment team is well-equipped to provide a competitive market analysis by specialty and region to help them both assemble it and gain internal support. If a search can be filled months earlier, thus increasing patient access to care and reducing overwork of existing staff, the increase in compensation will undoubtedly be a wise investment.

Average Days to Place Holding Steady

Despite the tight market, each of our regional offices are placing more physicians year after year, and our average days to place is holding steady. This is largely a result of persistent recruiters and innovative digital sourcing methods, but it is also due to clients heeding our advice — building in perks that speak to candidates' needs and wants, offering strong recruitment incentives, and increasing salaries. When resources are limited, our team comes through with creative strategies or alternative solutions that still meet the organizations' needs.

INVESTING IN THE FUTURE OF HEALTHCARE STAFFING

New Investment: MedGeo, a Map-based Career Exploration Platform

Jackson Physician Search is the first and largest investor in [MedGeo](#), a map-based career exploration platform built for medical association members. This all-new job search technology helps associations create more relevant career search processes for their members, putting candidates in control by giving them a view of every employer in their targeted location — much like Zillow® did for home buyers and sellers. The platform also reduces application friction by enabling members to engage with employers before they commit to applying for positions. Our investment in MedGeo demonstrates our commitment to ensuring physicians have the tools and resources they need to find relevant positions where they can thrive. This next-level job board technology serves as an example of how we continue to raise the bar for effective digital physician recruitment.

New Information-packed Website

This year, our marketing team launched a new website rich with resources for both physicians and recruitment professionals.

The [Physician Career Resource Center](#) offers articles and tools covering topics such as job search tips and trends; engagement, burnout, and work-life balance; rural practice, retirement considerations, and a resident toolbox.

The [Recruitment Resource Center](#) hosts a library of articles, whitepapers, infographics and tools covering recruitment, retention, physician retirement, succession planning, physician compensation, physician executives, and rural trends.



The popular [Physician Salary Calculator](#) provides a benchmark for physicians evaluating their current compensation or considering offers. It estimates salary, benefits, incentives, and bonuses — by specialty and location.



A [Recruitment ROI Calculator](#) reveals the true cost of a physician vacancy and the revenue impact of a faster time-to-fill when using Jackson Physician Search.

Everything we publish is developed from data-driven insights into the critical issues impacting physician recruitment and retention, and as a result, we have developed a reputation for being go-to thought leaders. Our commitment to robust, original research keeps healthcare employers informed on the latest trends and prepared to tackle any recruitment challenge.

New Candidate-optimized Job Board

The new [Jackson Physician Search job board](#) is optimized for physicians browsing for career opportunities online. The job board makes it easy for candidates to find and quickly apply for multiple jobs that match their search criteria or to connect directly with a recruiter. This simplifies the job search process, saving them time and reducing stress. As a result, we've seen an increase in job applications, which is proving to benefit our clients by generating a greater number of highly qualified applicants who are interested in their job opportunities.



Expanded Service Line: Physician Executive Search

The evolving healthcare landscape demands a new approach to physician executive search, one that is backed by robust candidate access and an accelerated search process. Over the course of 10,000+ physician placements, Jackson Physician Search has developed relationships with physicians all over the country, at all stages of their careers. Our vast network of physicians gives us an unmatched edge in physician executive recruitment. Our clients know this, and it's why they are increasingly looking to us for physician executive search assistance over other executive search firms. Jackson Physician Search is the logical solution to meet this rapidly growing need, which is why we are expanding our team and investing in resources to better serve our clients in this critical area.



Our vast physician network gives us an unmatched edge in recruiting physician executives.

We specialize in the [recruitment of physician executives](#) across all specialties at all organizational levels of leadership.

- Chief Executive Officer
- Chief Medical Officer
- Chief Clinical Officer
- Chief Quality Officer
- Medical Director/
Chief of Service Line
- Chief Academic Officer
- Dean/Associate Dean
- Chair

JACKSON
Physician Search®



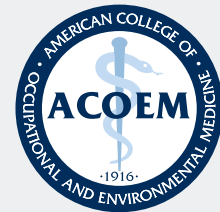
IMPACTFUL INDUSTRY PARTNERSHIPS

Throughout more than four decades of physician recruitment, we've established relationships and formed partnerships with healthcare leaders all over the nation. Each partnership — be it with individual clients and candidates or professional associations — informs our understanding of the market and serves as a critical piece of our recruitment strategy. As a trusted physician recruitment firm, our partners rely on us to help them and their members overcome their staffing challenges with our innovative recruitment solutions.

Jackson Physician Search is a proud Executive Partner to the [Medical Group Management Association](#), a Signature Partner to the [Association for Advancing Physician and Provider Recruitment](#), and an Executive Alliance Partner to the [American Association for Physician Leadership](#). By building partnerships with practice administrators (through MGMA), in-house recruiters (through AAPPR), and physician leaders (through AAPL), we aim to better understand the experience of each group, so that we may be a trusted partner in improving the delivery of patient care.

Medical Society Endorsements

As an exclusively endorsed recruitment partner, we have an opportunity to extend our reach by offering valuable career advice to clinicians through thought leadership, webinars, job search tools, and connecting directly with them at annual conferences.



National Healthcare Association Partnerships



State and Regional Healthcare Association Endorsements

In addition to these national associations, we are also endorsed by a growing list of state and regional associations. We sponsor and attend more than 65 conferences every year, often presenting educational sessions that further discussions around the most pressing issues, including physician recruitment and retention. We've joined forces with these organizations as part of our ongoing efforts to overcome industry challenges, share knowledge and resources, implement innovative solutions, and advance the health of communities across the nation.

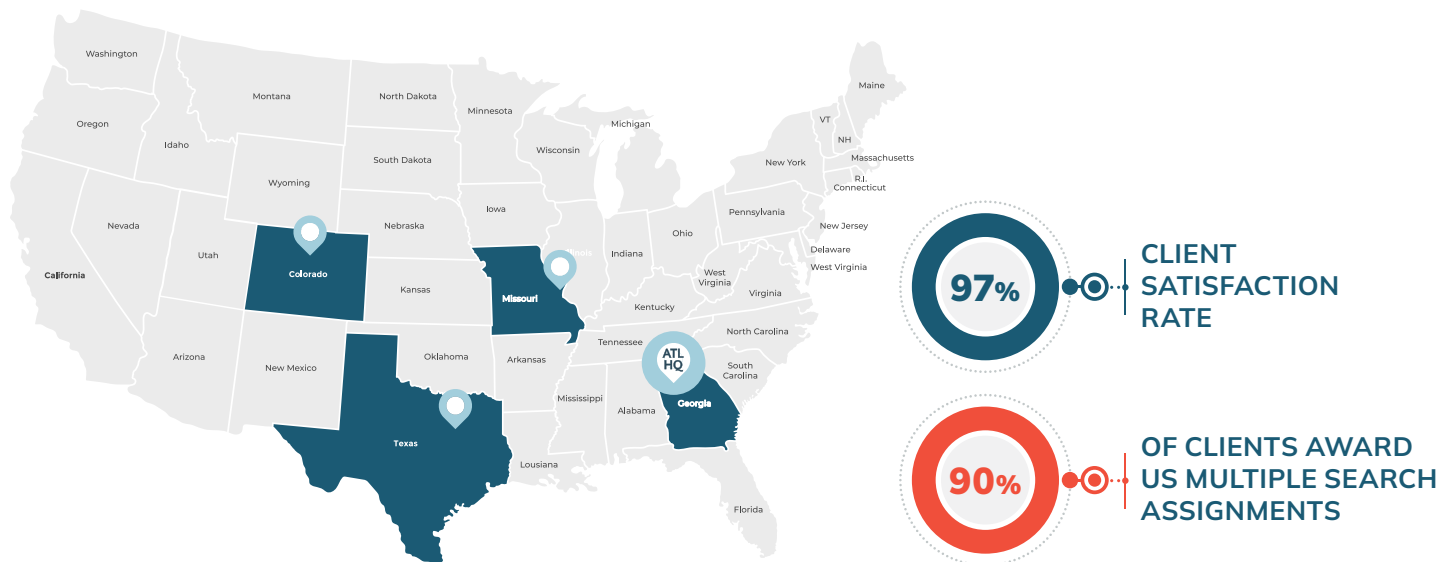




LOCAL FOCUS NATIONAL REACH

A quality physician recruitment partner has the reputation and resources to reach active and passive candidates nationwide; however, they should also have expertise in your region of the country. That is, they understand the unique challenges healthcare organizations in your region face and know what it takes to attract candidates to jobs in your community. This is why, as Jackson Physician Search has grown, we've established regional offices. We've learned that recruiters who live and work in the regions they serve have a genuine enthusiasm for the area that shines through with candidates. They are also more accessible for physician calls and client meetings. Our regional offices are hyper-focused on the areas they serve, while benefiting from the resources and reach of our national presence.

Jackson Physician Search's Headquarters and Regional Offices



A STRATEGY OF RELENTLESS RECRUITMENT INNOVATION

Driven to improve patient access to care, we made a deliberate decision more than a decade ago that would change the face of the physician recruitment industry. By reimagining our candidate acquisition process, we did away with costly, ineffective direct mail and pioneered the first all digital candidate acquisition process — a process that continuously evolves to ensure we are leveraging the most effective tools available.

Go-to-Market Within 48 Hours — 100% Digital Sourcing Drives Faster Placements

- Every position is posted until placement on a network of 10+ major national boards, plus specialty-specific job boards.
- Optimized job emails are sent to the largest opted-in, most engaged physician database in the industry.
- Every Jackson Physician Search recruiter has a license to recruit and is certified on Doximity, the largest online network for physicians.
- Data-driven social media strategy maximizes visibility and meets physicians where we know them to be, even as we monitor trends indicating where they might go next.
- Our 24/7 digital sourcing strategy, combined with a dedicated recruiter and transparent recruitment process and fee structure, allows for market-driven adjustments that maximize candidate acquisition — at no additional cost.





THE IRREFUTABLE FACTS DRIVING OUR SUCCESS

Why More Medical Groups, Hospitals, Healthcare Systems, and Academic Medical Centers Trust Us With Their Physician Recruitment.



Unbeatable Candidate Acquisition

- All jobs are posted until the search is filled on 10+ job boards, including Health eCareers, New England Journal of Medicine, Practicelink, and Doximity.
- Every recruiter has a license to use and is certified by Doximity – no other firm has this level of access, if any.



Unparalleled Service

- Our mission, rooted in four decades of service in healthcare, is to always deliver what we promise.
- Dedicated recruitment team provides unparalleled service, which drives a 97% satisfaction rate.
- Have direct access to our president if you feel we aren't living up to our promises.



Results Driven

- Quickest time-to-fill and highest closing rate in the industry
- 300% increase in placements in the last six years
- Fastest-growing physician recruitment firm in the nation



Targeted Digital Recruitment

- Candidate acquisition begins in 48 hours, not weeks.
- Targeted email campaigns to the largest, opted-in database drive immediate candidate interest.
- Extensive social media strategy maximizes visibility and engagement.



Total Transparency

- Transparent fee structure – no direct mail, no hourly billing, no surprise expenses.
- Our proven digital search process – perfected over the last decade – is provided at or below other firms' fees.
- Win-win business model – we make money when we successfully fill your position.



Strategic Industry Partnerships

- MGMA Executive Partner
- AAPPR Signature Partner
- AAPL Executive Alliance Partner
- 15 state hospital association endorsements, and counting
- Preferred physician recruitment firm with GPOs

CREATIVE RECRUITING IN ACTION

From urban centers to rural communities and everywhere in between, Jackson Physician Search recruiters are making matches that empower hospitals, medical practices, community health centers, and other healthcare organizations to deliver better outcomes. Visit our library of [Physician Placement Success Stories](#) for examples of our work across the nation.



Recruiter's Alternative Strategy Leads Rural Hospital to Sign 3 FM-OBs in 1 Month

Senior Director of Recruiting Katie Moeller met her greatest challenge yet when a rural Iowa client came to her needing an Internal Medicine physician, a Family Medicine physician, and an OB-GYN. However, when a market analysis found an influx of FM-OBs coming out of training, Katie asked her client to consider hiring FM-OBs who could be mentored by the OB-GYN already on staff. When the client saw the quality of the FM-OB candidates Katie presented, the idea began to take shape. A month later, the client had signed three strong FM-OB physicians who were eager to serve the rural community.



Local Insight and Outside-the-Box Approach Helps Hospital Secure Psychiatrist in <90 Days

When an East Coast hospital enlisted Director of Recruiting Angela Desin to help them secure a psychiatrist, they understood the time-to-fill could be nine months or more. However, when Angela got word that a nearby hospital would be closing its doors, she used her Doximity access to reach out to psychiatrists at the organization and share the details of her client's opportunity. Thanks to her proactive tactics, her client signed a psychiatrist in fewer than 90 days from the start of the search.



Recruiter Finds Work-Around for Candidate's Non-Compete Problem

Regional Vice President of Recruiting Tara Osseck knew she had found the right Gastroenterologist for her St. Louis hospital client, but his strict non-compete looked like it might stand in the way. Determined to find a solution, Tara identified a satellite office outside the radius of the non-compete and proposed her client make that location the hiring facility. Tara's diligence and thorough knowledge of the client led to a successful outcome for both her client and the candidate.

“Jackson Physician Search has been a strong partner for us. I really like that it's a relationship with one person, and for us, that's Sally Ann Patton. We have a weekly call where we review all of our candidates that are in process, and we keep each other accountable on deliverables...Sally Ann has been much more successful than we were internally. The internal team gets distracted with other duties and pulled in multiple directions, but Sally Ann is a dedicated resource. My experience has been wonderful. I've been in a lot of different locations and worked with a lot of people, but I don't think I've had any better experience with a recruitment partner.” — Executive Director, Maryland

“We began our relationship with Jackson Physician Search four or five years ago, and Helen Falkner quickly became an extension of our team. She toured the hospital and met with senior leaders to get an idea of our culture. This makes it easier for her to know who we are and what we're looking for, but it also provides comfortability and security to our providers and senior leaders to know that she's going to do a good job and she knows exactly what we're looking for...I can't say enough about Jackson Physician Search. I recommend them to other areas of the hospital as I am super pleased with our partnership.” — Recruiting Manager, North Carolina

MOVING THE NEEDLE FOR CLIENTS

As we examine the data and look to the future, it's clear that the path ahead is unlikely to get easier. Healthcare organizations need more from recruitment partners than candidate leads. At Jackson Physician Search, we've always provided unparalleled, high-touch service, including market assessment, targeted acquisition strategy, thorough candidate evaluation for cultural and positional fit, interview guidance, and recruitment and retention counsel. As we help our clients navigate the challenges ahead, we will elevate this offering with increased focus on three things:

- 1. Relentless Innovation** — More than a decade ago, we reimagined candidate acquisition and established the gold standard for digital physician recruitment. However, our reimagining didn't stop there. We continue to reevaluate the digital strategy, testing new platforms like MedGeo and incorporating channels such as Doximity that deliver results.
- 2. Physician Leadership Search** — Physician executives bridge the gap between medical expertise and administrative decision-making. Because of our ongoing relationships with physicians at all stages of their careers, Jackson Physician Search has always been the logical place to look for physician executives — from early career physicians who may be ready for clinical leadership roles to mid- to late- career physicians with executive experience, our database holds the key. As demand increases, we've expanded our physician executive search division to better meet the needs of our clients, hiring a new Vice President of Executive Search who leads a team focused solely on identifying physician leaders for our clients.
- 3. Strong Partnerships** — Our mission, rooted in over four decades of service in healthcare, is to always deliver what we promise to our clients, the providers we place, and the associates who choose to advance their careers with us. Trust and transparency are baked into everything we do. This means we can't always tell our clients what they want to hear, but we will be open and fair in our assessments of each search. We believe a partnership is exactly that — two parties working together towards the same goal, and we will never waver in our commitment to achieving results.



Jackson Physician Search is dedicated to uniting physicians, physician executives, and advanced practice providers with the communities that need them most.

As we experience the impact of the worsening physician shortage, the significance of what we do is increasingly apparent. Our teams understand the tremendous responsibility we're given, and at every level of the organization, we are laser-focused on this goal. Our leadership ensures all team members can draw a line from their daily tasks to the broader goal of improving patient access to care. The challenges we're facing are not to be underestimated, however, through relentless innovation, powerful partnerships, and unparalleled expertise, Jackson Physician Search is uniquely positioned to successfully navigate the road ahead.

[Contact](#) our team today and discover how our track record built on trust and transparency is the proven path to physician recruitment success.

LEADERSHIP TEAM

Our leaders possess a deep understanding of the evolving healthcare landscape, the unique challenges in healthcare staffing, and the strategies required to attract and retain top providers.



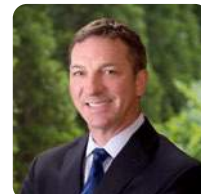
Tony Stajduhar
President



Dwayne Roache
Senior VP,
Accounting



Tim Sheley
Executive VP,
Business Development



Tom Rossi
VP, Executive Search



Neal Waters
Regional VP,
Recruiting



Tara Osseck
Regional VP,
Recruiting



Helen Falkner
Regional VP,
Recruiting



Dane Altman
Senior VP,
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Ben Stajduhar
Divisional VP,
Business Development



Brent Barnacle
Divisional VP,
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About Jackson Physician Search

Jackson Physician Search is an established industry leader in physician recruitment and pioneered the recruitment methodologies standard in the industry today. The firm specializes in the permanent recruitment of physicians, physician executives, and advanced practice providers for hospitals, health systems, academic medical centers and medical groups across the United States. Headquartered in Alpharetta, Ga., the company is recognized for its track record of results built on client trust and transparency of processes and fees.

Part of the Jackson Healthcare® Family of Companies

Jackson Healthcare’s mission is to improve the delivery of patient care and the lives of everyone we touch. This includes the patients, clinicians and healthcare executives we work with through our companies every day, as well as our communities, the nonprofit organizations we support and each associate who is part of our family.

- One of the largest U.S. healthcare staffing companies
- 18 healthcare staffing, search and technology companies
- Powered by 2,600+ associates and 20,000+ clinician providers covering all 50 U.S. states
- Helping thousands of healthcare facilities serve over 10 million patients annually

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