

PHYSICIAN RECRUITMENT DATA INVENTORY

Take stock of the market intelligence in-house recruiters hold



TIME-TO-RECRUIT

Your internal time-to-fill by specialty, compared with AAPPR's days-to-fill benchmarks.

WHAT I TRACK TODAY

WHERE IT LIVES

GAPS TO FILL



SPECIALTY DEMOGRAPHICS

AAMC specialty pipeline data, plus how many physicians in each department are approaching retirement age.

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CANDIDATE INTEL

What candidates want next and what went wrong with their last employer.

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COMPETITIVE INTEL

Changes at local organizations that spark discontent and intel from former candidates.

WHAT I TRACK TODAY

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IS INFORMATION FLOWING BOTH WAYS? DO YOU SEE...

Growth plans and new service lines ☐ Yes ☐ No

Operational changes such as outsourcing or consolidation ☐ Yes ☐ No

Community needs assessments ☐ Yes ☐ No

WHO IN LEADERSHIP NEEDS TO SEE THIS?

Gaps in national data? Even MGMA's compensation survey runs roughly a year behind. A national search partner sees offers accepted and rejected in real time.

BOARDROOM BRIEF

Bring your data forward before the strategy is set

INITIATIVE _____ PREPARED FOR _____ DATE _____



1. TIME-TO-FILL BY SPECIALTY

SPECIALTY	HIRES IN THE PLAN	OUR TIME-TO-FILL	AAPR BENCHMARK	REALISTIC HIRES THIS YEAR

2. SUPPLY RISK

Which specialties are tightening? Which roles are hardest to fill?

3. COMPETITIVE INTELLIGENCE

What candidates and the local market are telling you

4. RETIREMENT EXPOSURE

Where retirements and planned growth collide

SAY IT IN LEADERSHIP'S LANGUAGE

Frame the data as execution risk and revenue exposure, not requisition counts.

EXECUTION RISK

What could keep this plan from happening on schedule?

REVENUE EXPOSURE

What revenue is at stake if positions go unfilled?



Treat time-to-recruit as a hard planning input. If a plan calls for five urologists this year and the market says two would be a win, the plan needs to change before it starts.

RETIREMENT EXPOSURE TRACKER

Track retirement risk instead of waiting for notice

1–3 yrs vs. 6 mo

Administrators prefer one to three years' notice. Physicians tend to think six months is ample.

SOURCE: JACKSON PHYSICIAN SEARCH

1 in 4

Roughly a quarter of the physician workforce is already 65 or older.

SOURCE: AAMC

Physicians likely plan retirement long before they give notice, but fear of being pushed out keeps them quiet. Knowing where your exposure sits lets you start that conversation early.

DEPARTMENT / SPECIALTY	# APPROACHING RETIREMENT AGE	RETIREMENT CONVERSATION STARTED?	RETENTION INCENTIVES IN PLACE	SUCCESSION PLAN IN PLACE	TIME-TO-FILL TO BACKFILL

SPECIALTIES TO WATCH

Fields like urology, where many physicians near retirement and the pipeline is thin

NEXT STEPS

Conversations to start, incentives or succession plans to propose



Retention incentives and genuine succession planning can extend tenure, encourage earlier disclosure, and smooth the backfill. Questions? 866.284.3328 or jacksonphysiciansearch.com/contact