



Physician Recruiter

General Summary

LucidHealth is seeking a motivated, experienced physician recruiter to join our team in Columbus, Ohio. The recruiter will lead the full-lifecycle searches to successfully identify, attract, and hire highly skilled radiologists and advance practice providers to drive our growth and clinical care strategies.

This is an amazing opportunity for a passionate professional with the drive to recruit radiologists who will provide the superior patient care to our patients in Ohio, Wisconsin, and Iowa.

Primary Responsibilities:

- Own the entire recruitment cycle for physician recruitment (job postings, phone screens, in person interviews, etc.)
- Identifies and sources top radiology candidates across the US to create a talent pipeline of top-quality physician candidates
- Seek out opportunities to impact strategy; often proposing solutions for recruiting barriers and potential strategy for new initiatives
- Maintain accurate and well-organized documentation on all candidates to report out to practice leadership and other key stakeholders
- Coordinate in person interviews, including travel
- Maintain and develop pipeline of eligible candidates for future open positions
- Ensure all candidates have an ideal experience by providing timely contact and feedback throughout the recruiting process
- Qualify or reject candidates based on interview feedback and CV reviews
- Manages current candidate activity in the Applicant Tracking System and across all recruitment boards
- Serve as contact person for questions from candidates
- Partner with practice leadership to identify staffing needs as well as support practice initiatives and strategy
- Act as a liaison for the candidate during the contracting process
- Leverage internal and external data and analytics to consult and communicate effectively with key internal stakeholders
- Work with training and credentialing team in process after hire
- May occasionally attend job fairs and conferences
- Develop and maintain relationships with top residency and fellowship training programs to build future talent pipeline
- Manage contract/locum recruitment relationships

Knowledge and Skill Requirement:

- Bachelor's degree in Human Resources or related field required
- 10+ years of previous recruitment experience; some physician recruitment experience required
- Excellent interpersonal skills and ability to interact effectively with physicians and business partners at all levels of the organization
- Ability to function independently yet also work effectively on a team
- Ability to multi-task and manage competing priorities while achieving results in a fast-paced, growing environment
- Ability to problem-solve and generate creative solutions to recruitment challenges