

The professional success of a hospital doctor is determined by the possession of technical competence, thoroughness, energy and a suitable personality.

Exactly for these reasons, the recruiting process for new clinicians is so important.

Only through somewhat involved and proven procedures as well as by the use of a certain "feel", can the best possible staff for your organisation be found.

To this end we offer open and confidential advice. Our suggestions for solutions as well as our identification with the objectives of our clients are just as important as our continuing and intensive dialogue with our candidates.

Naturally we can eliminate, or greatly reduce, the time intensive and gruelling effort needed to find suitable applicants. Using us, you merely need to make a few decisions.

Avanti Personnel Leasing (*avanti Personalleasing GmbH*) has for many years supplied German clinicians of all disciplines for hospitals, clinics and other health providers, throughout Europe.

We offer a comprehensive service that frees you from virtually all the tasks involved in recruiting.

A list of our services follows:

First phase

- Compilation of a detailed job description
- Searching for suitable candidates by direct approach, searching databases and, if necessary, the insertion of advertisements in appropriate journals or other media.
- Initial telephone interviews with potential candidates to evaluate their technical qualifications and "soft-skills".

Second phase

- Personal structured interviews, and in some circumstances, conducting psychometric tests.
- Compilation of confidential reports for the client, containing profiles of the candidates and detailed recommendations.
- Organisation of employment interviews on the client's premises including assistance during interviews.
- Advice and practical help for the client and successful applicant after job commencement.

Of course, we are only too happy to speak to you at any time.

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