

Highly Experienced Registered Nurse, Los Angeles, California
01.546.B.12

A personable and professional registered nurse with more than 20 years of experience and a demonstrated track record of successful and profitable sales, marketing, recruitment and negotiation skills for major healthcare providers and nursing staffing agencies. Expertise includes the recruitment of executive management and professional, technical and support staff. Possesses excellent interview, negotiation and marketing skills for major healthcare systems and managed care organizations.

ACCOMPLISHMENTS

- ◆ Organized the startup of a California-based travel nurse company servicing more than 100 hospitals.
- ◆ Recruited and hired more than 800 professionals, including registered nurses, licensed vocational nurses, midwives, social workers, occupational & physical therapists, clinical laboratory scientists and radiology technologists at Friendly Hills HealthCare Network.
- ◆ Generated \$99,000 in weekly sales for a newly-developed travel division of a nurse staffing agency.
- ◆ Organized the startup of a corporate professional recruitment department for a healthcare system with 18 facilities, and a regional medical center.
- ◆ Reduced temporary staffing costs by \$2.7 million annually in less than two years for a major medical and trauma center.
- ◆ Successfully recruited a Senior Vice President of Patient Services within 30 days, who was subsequently promoted to Hospital Administrator.
- ◆ Conducted telephone and personal interviews for all levels of management, including corporate and regional positions.
- ◆ Identified potential applicants through direct solicitation and utilization of network referrals.
- ◆ Implemented a computerized applicant tracking system that stored data on 18,000 recruits.
- ◆ Reviewed executive resumes and provided written summaries for presentation to the President.
- ◆ Selected as one of 20 college alumni for special recognition for professional achievements.

PROFESSIONAL EXPERIENCE

Care Giver, Los Angeles, California 2009-2011

Took a professional sabbatical to provide direct care to elderly parents.

Hollywood Presbyterian Medical Center, Los Angeles California 2008-2009
Nurse Recruiter/Registered Nurse

Led the recruitment and retention activities for an investor owned 434-bed major medical center.

- ◆ Reduced Registry usage by \$7.2 million in seven months.
- ◆ Conducted behavioral interviews for nurses to include RN and LVNs for specialty and non-specialty areas.
- ◆ Developed a Touch Point system to provide support to newly hired RNs and served as a retention vehicle.
- ◆ Utilized referral bonuses, sign-on bonuses, position manager (on-line applicant tracking), advertising, and job fairs to recruit qualified individuals.
- ◆ Made regular rounds on floors to bring HR to staff and identify recruitment/retention concerns of nursing personnel.

Methodist Hospital, Arcadia California 2007-2008
Nurse Recruiter

Responsible for the recruitment and retention of clinical nursing professional and non-nursing support staff for a 351-bed non-profit standalone community hospital.

- ◆ Advertised and marketed nursing positions, participated in recruitment events at colleges and on site job fairs.
- ◆ Recruited nursing from hospital sponsored luncheons to our clinically affiliated nursing students as well as approximately 20% nursing personnel from registry to staff positions; interviewed and screened all qualified candidates with computer generated recommendation for management personnel; tracked monthly hires and personally responsible for 67%-74% of all hospitals total monthly hires over the last quarter.

- ◆ Communicated with all levels of hospital personnel to include nurse managers, directors, vice presidents and a CEO to review recruitment activity and provide status updates. Involved in the pre-selection of nursing student applicants for a \$750,000 Uni-Health Nursing Scholarship Grant.

Nursing Excellence Unlimited, Inc., Fullerton, California 2003-2007

President and Chief Executive Officer

Established an Orange County Office to serve the nurse staffing needs of hospitals within California. Ensured that all credentials, licensure, and other necessary information was up-to-date, on file and made available to client hospitals in a user-friendly computer template. We provided a CD and or e-mail version of employee's credentials "At-a-Glance" for your ease and compliance standards.

United Staffing Solutions, Inc., Culver City, California 1999-2003

Vice President, Professional Recruitment

Developed and interviewed potential applicants for representation to ensure that they meet the standards and qualifications necessary to aptly represent the company and serve clients appropriately in the work environment.

- ◆ Acted as a liaison with hospital management in the submission and placement of employees to ensure client needs were attended and standards maintained.

HRN, Beverly Hills, California 1997-1999

Manager, Travel Nurse Division

Developed and managed over a hundred national travel nurse recruitment hospital accounts.

- ◆ Served as the liaison for hospitals nationally and professional recruitment of travel nurses to include personal national travel requirements.
- ◆ Oversaw the overall verification, prescreening and credentialing of travelers prior to starting their assignments, assuring client hospitals the highest caliber of travelers.
- ◆ Maintained the highest integrity of travel nurse files documentation in preparation of any JCAHO surveys to assure their successful compliance.

Friendly Hills HealthCare Network, La Habra, California 1990-1996

Professional Recruitment

Directed recruitment for licensed professionals through executive management levels for a \$600 million leading managed-care company.

- ◆ Chaired a recruitment and retention committee that provided input on pay practices, transfer policies and non-monetary recognition. Responsible for all of the hospital annual recognition events for all professional groups.
- ◆ Initiated exit interviews and met with 75% of leaving employees. Findings were submitted to the Chief Executive Officer and President.
- ◆ Presented an overview of the recruitment program at leadership conferences with 150 physician participants and more than 125 company leaders.

United Western Medical Centers, Santa Ana & Anaheim California 1989-1990

Corporate Recruiter

Responsible for professional staff recruitment of a \$22.5 million non-profit three-hospital system. Recruited for all three facilities to include acute-care areas and their specialties. Ran all advertisements, attended Nursing Career Fairs, and conducted the screening interviews for nursing management to fill nursing vacancies.

- ◆ RNs on interview techniques with a focus on legal implications, resulting in a support system that expedited the nurse interviews and job offers.

Metropolitan State Hospital, Norwalk, California 1986-1989

Recruiter (1987-1989)

Created a nurse recruitment department for a 1,000-bed government hospital. Served as the organizational representative for three government agency recruitment programs on out-of-state national recruitment campaigns for the Department of Corrections and Developmental Services.

Registered Nurse/Shift Lead (1986-1987)

Managed 24-hour operations of an acute psychiatric unit with 24 inpatients and nursing personnel.

Presbyterian Intercommunity Hospital, Whittier, California 1985

Registered Nurse, ICU/CCU

Provided direct care for acute trauma, open heart and other critical patients for a 350-bed acute care tertiary medical center.

Metropolitan State Hospital, Norwalk, California

1979-1985

Psychiatric Technician

Provided Psychiatric and physical assessment, support and treatment to acutely and chronically ill inpatients for a state operated psychiatric hospital.

EDUCATION

Rio Hondo College, Whittier, California
Associate Degree, Nursing, 1985
Psychiatric Technician Program, 1978

PROFESSIONAL LICENSE

Registered Nurse California #RN389376 - Active Status

PROFESSIONAL ACTIVITIES

Southern California Association of HealthCare Recruiters (SCAHCR), Past Treasurer 1994-1995.
Los Angeles Times Health Careers Division, Advisor
Orange County Human Resources Committee: Presented a new pre-employment networking reference system.
Rio Hondo Community College, Associate Degree Program, Curriculum Advisor
Recipient of Rio Hondo's 30-Year Anniversary Community College Achievement Award.