

RYAN Associates Professional Placement Service

Position Profile:

I. Demographics

1. Organization/Program:
2. Address:
3. Contact Name:
4. Telephone:
5. Fax:
6. Email:

II. Available Position (check one):

<input type="checkbox"/>	Medical Director
<input type="checkbox"/>	Staff Physician
<input type="checkbox"/>	Program Director
<input type="checkbox"/>	Sales Professional
<input type="checkbox"/>	Other (please specify):

III. Brief Description of Position (please e-mail, fax, or mail a complete job description, if available)

IV. Compensation

1. Compensation range. Please state both a minimum and maximum base compensation for the position

Minimum:	
Maximum:	

2. Nature of compensation incentives, if any (e.g., bonus, commission, incentives clauses)

3. Benefits (e.g., vacation, disability, and educational support policy)

4. Relocation policy (e.g., willingness to pay for out-of-area relocation expenses and specific policies associated with employee relocation)

5. Equity issues (e.g., would the successful candidate have equity opportunities with your program or organization?). If so please elaborate:

V. Candidate Attribute Profile

Indicate on the scale of 7 to 1 how you would describe the ideal candidate for this position: (note – your preferences will be compared to the self-descriptions that we receive from candidates in our data base):

Authoritative	7	6	5	4	3	2	1	Collaborative
Clinically focused	7	6	5	4	3	2	1	Administratively focused
Early career	7	6	5	4	3	2	1	Late career
Extrovert	7	6	5	4	3	2	1	Introvert
Entrepreneurial	7	6	5	4	3	2	1	Altruistic
Employer-oriented	7	6	5	4	3	2	1	Worker-oriented
Incentive driven	7	6	5	4	3	2	1	Security driven
Physically active	7	6	5	4	3	2	1	Laid back/sedate
Aggressive	7	6	5	4	3	2	1	Passive
Prefer to be in clinic	7	6	5	4	3	2	1	Prefer to be at the worksite
Academic	7	6	5	4	3	2	1	Real world
Tenacious	7	6	5	4	3	2	1	Patient
Unilateral decision-maker	7	6	5	4	3	2	1	Decisions by consensus
Short term oriented	7	6	5	4	3	2	1	Long term oriented
Strong voiced	7	6	5	4	3	2	1	Soft spoken
Independent worker	7	6	5	4	3	2	1	Likes group dynamics

Those seeking Physicians, Nurse Practitioners, and/or Physician Assistants, please email your Position Profile to Roy Gerber, at rgerber@naohp.com

Those seeking Program Directors, Sales Professionals, or any others, please email your Position Profile to Megan Montana, at mmontana@naohp.com.

Mail: Professional Placement Service
 RYAN Associates
 226 East Canon Perdido, Suite M
 Santa Barbara, CA 93101

Fax: (805) 512-9534

THANK YOU!!!