

POSITION DESCRIPTION

Senior Healthcare Recruitment Consultant

Reports to:	Director of Health Services
Employment:	Full-Time, Remote/Hybrid
Remuneration:	\$100,000 base salary exc. Super + compensation plan

BACKGROUND

Sotero, part of the Respond Global group, is an emerging force within the health services sector, focussed on addressing the healthcare gap in rural and remote settings. We provide practical patient-centric healthcare solutions, that are scalable, adaptable, and fit for the unique challenges presented by rural and remote healthcare. Our outcome focussed services and solutions target the critical issues facing rural and remote communities, that is, providing clinical workforce to address shortages in addressing community healthcare demand, providing clinical facilities, logistics and infrastructure to deliver critical health services and facilitating specialist outreach services to communities via telehealth.

The Senior Healthcare Recruitment Consultant will lead a dynamic team to drive innovation in sourcing and placing healthcare specialists, including doctors, nurses, and allied health professionals. You will collaborate closely with the Manager, Client Acquisition & Management (Healthcare) to create and implement tailored recruitment strategies, ensuring we meet the critical staffing needs of healthcare organisations.

KEY RESPONSIBILITIES

Team Leadership & Innovation

Lead and inspire a recruitment team to drive innovative strategies for attracting healthcare specialists. Foster a collaborative environment while continuously improving recruitment processes.

Candidate Sourcing & Placement

Use your expertise to source, screen, and place top healthcare professionals in critical roles.

Collaboration with Leadership

Work closely with the **Manager, Client Acquisition & Management (Healthcare)** to design and implement tailored recruitment plans. Manage staff relationships to ensure a smooth, efficient recruitment process.

Market Research & Strategy Development

Stay ahead of healthcare staffing trends and develop strategies to attract top talent to meet client needs.

Database Management & Reporting

Maintain up-to-date candidate records and track key recruitment metrics to improve service delivery.

Autonomy & Flexibility

Demonstrate the ability to work with minimal supervision and remain flexible and agile to attain recruitment targets.

Work effectively and harmoniously within a team environment, while ensuring individual and team success.

Attention to Detail & Industry Knowledge

Bring a keen attention to detail and a deep understanding of healthcare industry requirements, ensuring that all placements meet regulatory standards and client expectations.

KEY COMPETENCIES

- Strong leadership, communication, and interpersonal skills.
- Exceptional organisation and time management.
- Problem-solving skills and adaptability to evolving recruitment needs.
- Ability to work independently and as part of a collaborative team, demonstrating flexibility and agility to meet targets.
- A high level of attention to detail and a deep understanding of healthcare industry requirements to ensure accurate and compliant placements.

QUALIFICATIONS

Education:

- Bachelor's degree in Human Resources, Healthcare Management, Business Administration, or a related field.

Experience:

- Minimum 2 years in recruitment, preferably in healthcare.
- Proven leadership experience, including managing teams and driving recruitment initiatives.
- Strong knowledge of healthcare roles, industry demands, and staffing trends.

Skills:

- Proficiency in Microsoft Office Suite, CRM systems, and recruitment software.
- Familiarity with healthcare regulations and credentialing requirements.