

In an increasingly competitive market, your talent acquisition teams face significant challenges, especially when recruiting for critical roles, which can impact patient care.

These tasks are magnified if your recruiters must contend with complicated software or inefficient processes.

HealthcareSource Position Manager® is an Applicant Tracking System designed specifically to meet the challenges of healthcare recruiting, so you can provide a consistent, compliant, and streamlined recruiting process to hire the talent you need, quickly.

HealthcareSource Position Manager

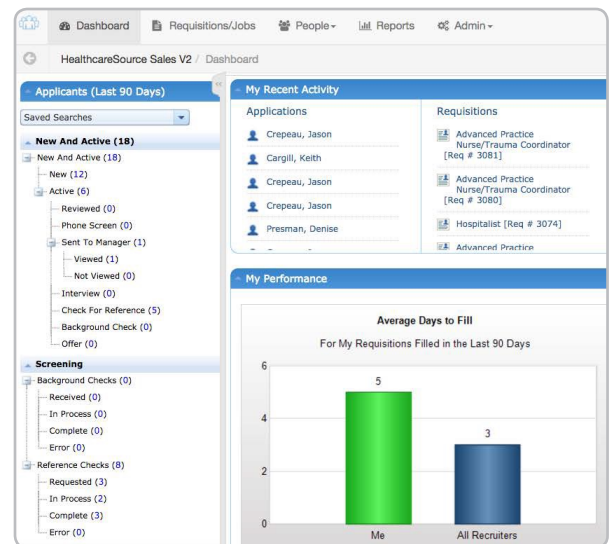
Recruiting Directly Impacts Costs and Patient Care

Your ability to quickly fill critical clinical positions with qualified candidates can mean the difference between delivering exceptional care and leaving patients dissatisfied, which can impact your organization's brand and patient satisfaction scores. Additionally, inadequate staff-to-patient ratios can lead to increased costs related to filling staffing gaps with overtime or per diem labor.

Improve the Recruiting Process with Streamlined Applicant Tracking

HealthcareSource Position Manager® enables you to streamline your applicant tracking process so you can fill open positions quickly and ensure your organization has the talent it needs to meet business and care objectives. Position Manager is designed to help:

- Increase efficiency by consolidating applicant tracking functions within one system
- Ensure a great candidate experience with mobile optimized job postings and application workflows
- Improve hiring decisions with integrated reference checking
- Automate onboarding for faster start times with new-hire documents and integrated background check capabilities
- Use reporting to track key recruiting metrics in order to identify areas for improvement



Centralize Applicant Tracking for Increased Productivity

Position Manager provides easy-to-use features so you can focus your energy on hiring activities instead of navigating complicated software.

- Designed with efficiency in mind, Position Manager's intuitive user interface lets you access any feature within the system in two clicks or less
- Automated workflows and interactive guides make it simple to track applicant status, send candidate updates, and send email alerts to notify recruiters and hiring managers when an item needs their attention
- The Position Manager Requisition Wizard makes requisition writing a breeze with step-by-step guides and savable templates, so you never need to recreate the same requisitions from scratch

The screenshot shows the 'Add Requisition' form with a sidebar containing 'Select Organization', 'Select Template', 'Enter Req Details', 'Submit for Approval', and 'Post Job'. The main form has fields for 'Job Code', 'Position Title', and 'Job Category' (set to 'All'). A 'Search' button is present. Below the form is a table of job templates:

Job Code	Position Title	Category	Organization
116	- Case Manager Nurse	Nursing	Clinic
456	Accident Emergency Security Guard	Support Services	Clinic
20900DIRACCT	Accounting Director	Management	Clinic



Recruitment Optimization from HealthcareSource® has earned the exclusive endorsement of the American Hospital Association



Once you have a complete understanding of your organization's current recruitment situation, we work with your team to begin the journey to recruitment excellence.

HealthcareSource Quality Talent SuiteSM

Position Manager, along with our other software and services, can help your recruiting team perform at an elite level:

- The Recruiter AcademySM
- RECRUITxSM
- Lean Human Capital Recruiting Benchmark SolutionSM
- HealthcareSource Recruitment MarketingSM

Our other talent management solutions include:

- HealthcareSource Leadership AssessmentSM
- HealthcareSource Staff AssessmentSM
- HealthcareSource Performance Manager[®]

Focus on Candidate Experience to Expand Your Applicant Pool

Candidates expect speed and efficiency from technology, and the last thing they want to do is wrestle with confusing or outdated interfaces when applying for jobs.

- Position Manager makes it easy for candidates to find and apply for your positions on any internet enabled device including laptops, smartphones, and tablets
- Candidates can create a Mobile Profile which tracks and saves their progress, so they can leave an application and return to finish it at any time
- By simplifying the application process, Position Manager helps you increase your candidate pool and reduce incomplete applications

Hire with Confidence Using Integrated Reference Checking

Resumes are a start, but they don't always tell you everything you need to know about an applicant.

- Reference Assessment, included with Position Manager, lets you automate the process of gathering references so you can easily collect and review information about candidates' work history, past performance, and behavior
- Position Manager also integrates with the HealthcareSource Staff AssessmentSM and HealthcareSource Leadership AssessmentSM, available as add-ons

Get New Hires Started Sooner with Automated Onboarding

For your recruiting efforts to have the greatest impact on your organization, you need to reduce the time it takes for employees to begin contributing value in their roles.

- Once a candidate has accepted an offer to join your organization, Position Manager's New Hire Wizard will prompt you to enter required information for the new position, ensuring nothing is overlooked
- The New Hire Wizard also stores email templates as well as other documents needed by HR for onboarding, and the HealthcareSource Client Services team will also work with you to build any custom forms or other templates that your organization needs, at no additional cost
- Additionally, Position Manager integrates with over 30 background check vendors to make the process of checking backgrounds as quick and easy as possible

Use Reports to Refine Your Processes for Ongoing Improvement

Understanding your recruiting data is essential for determining what your talent acquisition strengths are and how you can continue to improve your recruiting strategy.

- Position Manager's reporting functionality makes it easy to aggregate and analyze information on pipeline activity, applicant sources, job postings, filled positions, and more

Refine Your Recruiting Practices for More Success

To help your team achieve success with Position Manger, an engagement with Lean Human Capital will provide an analysis of your current recruiting process and a detailed baseline report against which to measure your future success. The solution also includes access to The Recruiter Academy, a certified recruiter program for healthcare recruiters and we also offer the Core Recruiting Benchmark Solution so that you can compare your organization's recruiting performance against healthcare industry benchmarks.