Corporate Healthcare Recruiter

Consonus Healthcare (a Marquis company) is currently searching for the next difference maker for our team. We have been on a journey to bring best in class Talent Acquisition expertise to a Long-Term Care company that is well respected and has a reputation for excellence in the quality of our service and outcomes for our Seniors. Hiring exceptional talent is a cornerstone of this reputation and Consonus + Marquis has been building a recruitment platform and team that is designed to meet the challenges of a stubborn talent market. Bring your experience and ideas, but most of all your teamwork and passion for making a difference to our team!

As a Recruiter at Consonus Healthcare your responsibilities include:

* Managing full cycle recruitment across a variety of disciplines (Physical Therapist, Physical Therapist Assistant, Occupational Therapist, Occupational Therapy Assistant and Speech Language Pathologist) and locations.
* Plan and Forecast critical talent needed and develop recruitment plans in partnership with your broader Talent Acquisition team, Operations Leadership and Marketing.
* Develop and execute talent acquisition tactics to attract, screen and hire the best healthcare professionals.
* Implement sourcing strategies to attract passive candidates, including development of talent pools through lead identification, engagement and nurturing.
* Leverage recruitment and sourcing channels, tools and strategic partnerships to fill vacancies.
* Attend various recruitment fairs, trade shows and continuing education events.
* Utilize advanced screening and assessment skills to qualify and align talent to both current and future opportunities.
* Introduce, present and close qualified talent based on business need and an alignment of values, purpose, total rewards and career aspirations.
* Be disciplined and concise in your workflow to capture applicant data. Our business is a data-driven environment and you build credibility and support for your solutions bringing data to the conversation.
* Build trust and relationships internally with timely communication and thoughtful insight.
* Create a premium candidate experience that mirrors the experience of our valued customers.
* Become a brand ambassador for Consonus Healthcare + Marquis Companies externally with our candidates and community partnerships.
* Possess a deep understanding of our talent marketplace, know the business and what differentiates us from the competition.
* Rally your hiring managers and your team to select and retain the very best.
* Performs other duties as required or assigned.

To be qualified for this role:

* You possess a bachelor’s degree or have additional equivalent experience of 2 years in a similar role.
* 3 years of Recruiting experience, with a strong preference for healthcare related experience.
* Experience recruiting Physical Therapists, Occupational Therapists, Speech Language Pathologists, Physical Therapist Assistants and Occupational Therapist Assistants.
* Full life cycle recruiting experience (Sourcing, Selection, Hire) is preferred.
* Experience working with Applicant Tracking Systems (ATS) is required and Candidate Relationship Management (CRM) software is preferred.
* Experience partnering with multiple hiring leaders is required
* Excellent verbal and written skills are required.
* Successful track record of recruiting passive candidates utilizing a variety of sourcing techniques is preferred.
* Experience working in both a corporate and agency recruiting environment is preferred.
* Strong organizational skills and time management are required.
* Must be able to travel 25% of the year.