

The Epic Journey of match recruitment's Toughest Hospital Placement

The Client

A private Hospital in North Jakarta. Renowned for its excellent patient care, the Hospital has been delivering exceptional service and earned the trust for over 30 years in the community.

The Pain Points Identification

Hospital. We have had success filling many roles for the Hospital, as well for its Group of companies.

In mid-2016, we received a project, which turned out to be our most challenging. The Hospital needed a new Hospital Director, a doctor with MM or MARS certification, to replace its soon-to-retire incumbent. This task was especially tough not just because of the role, but also because the owners had certain high standards & expectations, its culture and working dynamics. Please note that this orthopedic hospital was already well-run, and consistently achieved Paripurna accreditation. So it's a matter of finding somebody who can take the hospital to the next level of service.

The Recruitment Process & Result

Ibu Shinta, our Partner & Principal Recruiter, is the PIC for this project. Despite searching extensively, finding the right candidate proved difficult - for we are tasked to not only find someone with the right skills & qualifications, but also someone who would fit in with the hospital's unique culture and the owners' working style. Many candidates were interviewed and deemed not fit to the frustrations of both the client and ours.

Eventually Ibu Shinta found a candidate who she believed would be a **perfect fit**. **"I've never been so sure of anything in my life"**, she said at the time. The catch was that, at the time, he was working at a bigger hospital (and very well compensated - far exceeding the client's initial budget). It took every ounce of negotiating skills to convince both parties, the client, represented by the CEO, and the candidate, to agree for an introductory meeting.

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- **Recruitment Service**
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**"Right Person,
Right Job,
Right Partner."**



Ibu Shinta's gut feeling proved to be spot-on! "Courtesy" introductory meeting turned into a full blown hours of discussion session, in which soon after the meeting both parties contacted us to express high-mutual interest to one another.

A few more interview sessions ensued, where the candidate did presentation his visions, did case study, and met the Group BODs. He aced them all, the job is his. However, there were still challenges to overcome, such as negotiating the candidate's joining date to the Hospital and compensation.

Navigating these sensitive matters, through tactful discussions, over dinners and coffees, with respect to both parties' interests, we managed to bridge the gap regarding compensation and have the candidate join the hospital by December 2016.

The Conclusion

This placement marks a significant milestone for match recruitment. As per this case study published, the candidate is still working there, performing exceptionally well and making a big contribution to the hospital's achievements. Despite the initial difficulties, this case highlights how **personal relationships, trust & mindful approach** can overcome even the toughest placement challenges.

Facing recruitment challenges? Let us help you.

Let's partner with match recruitment®, a recruitment (headhunter) and executive search firm based in Jakarta, Indonesia.

Since 2012, we have successfully assisted hundreds of clients fulfilling their immediate manpower needs, while improving careers of many leadership-level professionals. **All in the pursuit of matching the right person to the right job.**

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