

A Quality Solution to Mid-Level Executive Search

WK Advisors is a division of Witt/Kieffer that specializes in recruiting talented mid-level executives for healthcare, higher education and not-for-profit organizations. The division is led by David Boggs, who ran the health system group of Dalton Boggs & Associates — a highly-regarded boutique search firm. *WK Advisors* is based in Louisville, KY.

The right leaders at the right level

Recruiting highly qualified departmental and support function leaders — where managerial experience and interpersonal skills are as critical to success as technical expertise — is particularly challenging in an era of relentless pressure to reduce costs and increase efficiencies.

Our deep experience placing mid-level administrative and clinical area executives in healthcare and not-for-profit organizations — combined with extensive research and technology resources — form the foundation of this highly specialized practice.

WK Advisors clients include leading hospitals and health systems, academic medical centers and medical schools, managed care plans and foundations. We identify directors and assistant vice presidents in human resources, supply chain/materials management, quality/case management, finance, marketing/business development, pastoral care, managed care, engineering/facilities and clinical informatics, among other departments.

We also recruit talented mid-level leaders in cardiovascular services, surgery, laboratory, rehab/PT, radiology, oncology, women's & children's, pharmacy and other specialty areas.

Expedited recruitment process

For those familiar with traditional executive search for C-suite and vice president positions, the *WK Advisors* mid-level search process shares some similarities. Those include an on-site start-up meeting, development of detailed position specifications, in-depth candidate references and education/employment verification.

At the same time, the mid-level search model is streamlined through broader, more aggressive use of email and social media; expedited candidate phone interviews and videoconference meetings, where appropriate.

Our goal is to match organization needs as rapidly as possible with talent currently available in the labor marketplace.

The same high quality standards/guarantee

WK Advisors' searches are held to the highest quality standards, as measured by client satisfaction reports about our work. Like our Witt/Kieffer colleagues, we also guarantee our placements for one year. If the placement leaves before that time, we will conduct a search for a replacement at no charge to our client (excluding expenses).

Areas of expertise

- *Controller/Finance/Accounting/Revenue Cycle*
- *Human Resources*
- *Physician Practice Management Leaders*
- *Operations/Support/Ancillary Services*
- *Decision Support/Business Intelligence/Strategic Planning*
- *Managed Care/Accountable Care/Clinically Integrated PHO*
- *Marketing/Public Relations/Communications/Business Development*
- *Clinical Service Line: Cardiovascular/Orthopedic/Neurosciences/Oncology*
- *Foundation/Fundraising*
- *Information Technology/Clinical Informatics*
- *Quality/Performance Improvement/Outcomes Management*
- *Case Management/Care Management/Patient Resource Management*
- *Facilities/Plant Operations/Engineering*
- *Supply Chain/Materials Management*
- *Pharmacy/Laboratory/Radiology/Imaging*

Representative clients

- *All Children's Hospital, St. Petersburg, FL*
- *Centura Health, Englewood, CO*
- *Eisenhower Medical Center, Rancho Mirage, CA*
- *Kootenai Health, Coeur d'Alene, ID*
- *Medical College of Georgia, Augusta, GA*
- *Memorial Health System of East Texas, Lufkin, TX*
- *Memorial Hospital of Union County, Marysville, OH*
- *Meritus Health, Hagerstown, MD*
- *Southern Illinois Healthcare, Carbondale, IL*
- *St. Joseph/Candler Health System, Savannah, GA*
- *St. Mary's Medical Center, Apple Valley, CA*
- *Sutter Health, San Francisco, CA*
- *UF & Shands Healthcare, Gainesville, FL*
- *Virtua Health, Marlton, NJ*
- *Washington Hospital, Washington, PA*

About Witt/Kieffer

Witt/Kieffer is the nation's largest and most experienced executive search firm specializing in healthcare, higher education, life sciences and not-for-profit organizations. Our mission is to identify outstanding talent management solutions for organizations that improve the quality of life.

WK Advisors is a division of Witt/Kieffer created exclusively to support mid-level departmental and administrative leader recruitment.

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