



SOLUTIONS

For free initial consultation, please contact us:

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Medical Manufacturing and Healthcare IT Placements

Revolution Consulting, Inc. is a leading IT Placement Company that focuses on the Medical Manufacturing and Healthcare industries. Revolution and our staff has had the opportunity to work with several Minnesota based medical manufacturing and healthcare companies including:

- Medtronic
- Guidant
- St. Jude Medical
- 3M
- United Health Group
- ACS State Healthcare
- Minnesota Department of Health and Human Services

There are a several IT Placement companies providing service in Minnesota. Revolution differentiates itself from our competition in two ways: industry focus and placement process. **Our focus** on the medical manufacturing and healthcare industries, has enabled Revolution to:

- Direct our resources toward learning and understand the needs and issues faced by the medical manufacturing and healthcare industries.
- Concentrate on building relationships with IT professionals with experience in meeting those needs and resolving the issues related to those industries

Our process is an involved and effective one outlined below:

- 1) **Client Profile Development** – Phase one is to develop a client profile. This steps requires the client to educate us on the needs, issues and culture of the organization. Revolution's effectiveness in finding ideal IT professionals for your organization is directly related to our understanding of your company. If you have not already done so please complete the [customer profile questionnaire](#).
- 2) **Position Profile** – Phase two begins once our client has a sourcing need. Revolution will work with you to complete the position profile and schedule a short conversation with the key executive or manager that is responsible for the candidate's performance. The position profile outlines the working relationships and responsibilities, required education, experience and salary / rate information. Following review and approval, this position profile becomes the basic tool for the search.
- 3) **Custom Search and Sourcing** – With the approved position profile, Revolution begins phase three, custom search and sourcing. During this phase Revolution prepares a list of target organizations from which the ideal candidate may exist. This list is screened with the client to ensure the client's business relationships are protected. This list is then used to identify potential candidates or sources. In addition to the target organization candidate search, we bring to bear the extensive network contained in our proprietary REVTRAK database. This process continues throughout the engagement.
- 4) **Revolution Interviews** - We carefully review each candidate's background assessing strengths, weaknesses, motivations and style. We then meet with the mutually selected candidates for an interview, identifying critical factors for continued interest and issues such as compensation, relocation, and personal expectations. Initial references are

also conducted at this time. Background checks as well as drug test screenings are offered if requested to offer peace of mind in your hiring process.

- 5) **Progress Reports/Meeting** - Communication is extremely important to a successful search experience. Clients can reach us at anytime throughout the search process for immediate updates and feedback. We also set up meetings in order to report our progress and findings, which include discussions on those potential candidates who are interested in the position and are qualified for an interview.
- 6) **Client Interviews** - We will coordinate all arrangements, including assisting with the candidates' travel arrangements, helping our client develop questions and an appropriate interview format, and compiling of interview results.
- 7) **Reference Checking/Credential Verification** - Throughout our interviews we conduct in-depth reference checks on the most promising candidates. We focus on the issues cited in the Profile, along with any which may have surfaced throughout the interview process. In addition to checking candidates' references, we will verify academic credentials and conduct other specialized background checks.
- 8) **Offer/Transition** - We are prepared to offer insights and assist our client in the selection of a final candidate, but the final decision is our client's. Most often, we will help in the development and negotiation of the offer.
- 9) **HR Outsourcing**- We also can offer a complete outsourcing of your hiring practice should this be a service that you cannot currently provide for your own company where human resources are concerned. This can be accomplished by either a retainer or an hourly time and materials agreement.