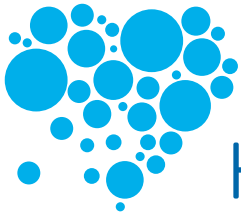




We know
the Doctors
you want to recruit

Head Medical



Head Medical

Introduction to Working with Head Medical

About Us

Head Medical were established in the UK in 2008 to provide medical recruitment services to Australian employers by recruiting international medical graduates (IMGs) from the UK and Ireland. We've since grown and expanded our services, successfully placing hundreds of international Doctors in permanent and long-term positions around the world.

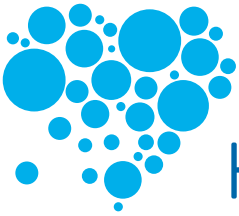
Our specialist recruiters are experts in their field, able to assist employers in the following ways:

- In-depth understanding of the Australian Healthcare system, from a local *and* international perspective
- Proven track record in helping Australian employers recruit the most highly skilled candidates
- Expertise in dealing with the registration and immigration process, which we manage from beginning to end on the candidate and employer's behalf
- In-depth understanding of the UK Healthcare sector, and how Australian employers can recruit the most highly-skilled and sought-after candidates
- Regular visits to clients and candidates in Australia



"We have had the pleasure of working with the team from Head Medical for the last four years, and have found them to be an extremely professional and effective medical recruitment agency. I would thoroughly recommend Head Medical as a recruitment agency of choice to any organisation wishing to recruit medical staff"

**Jenny Martelli, Lakes District Health Board
New Zealand**



Head Medical

Our Approach

We build client relationships by providing efficient and cost effective services, and are realistic about what we can achieve and the timescales involved. When we make a commitment we stand by it. These principles ensure we receive much repeat business from employers, and have been nominated as a preferred supplier by many organisations.

Our work is founded on quality and ethical recruitment, and have quality systems and professional memberships that attest to this:

We take the same relationship-driven approach to candidate attraction. Our professional networks are invaluable, and we believe it is testament to our service that many of our candidates come from referrals.



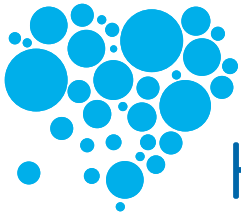
INVESTORS
IN PEOPLE

Gold



MEMBER





Head Medical

Registration & Immigration Services



Once a Doctor from overseas has accepted and signed an employment offer, they are assigned to a member of our experienced Registration and Immigration Team who will be their point of contact throughout the process of obtaining their medical license and work / residence visa. This person will be on hand to provide guidance and to answer any queries, as well as assist in the lodgement of each application. This expertise provides both employers and Doctors with the support that is required in what can be a complex and lengthy process.

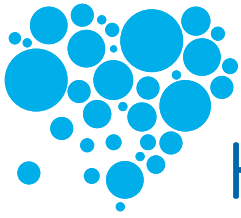
We keep employers informed every step of the way so they know the progress of the Doctor's registration and visa applications.

Here at Head Medical we understand that relocation overseas can be a daunting process, and are realistic in our advice regarding timeframes for registrations, visa approvals & start dates. Our team of registration and immigration experts have helped over 500 Doctors complete their moves with minimum fuss and maximum efficiency.

Client & Candidate Satisfaction

As part of our commitment to the continual improvement of both client and candidate care we employ a Client Experience Manager. After a Doctor has started in their new role she will contact them, and the client, to gain feedback on the performance of our team and the services we provide. 100% of the candidates placed last year said they would recommend us to other medical professionals interested in working overseas.

Client and Candidate satisfaction scores exceed 98%. Maintaining these high levels of service is a priority business objective for the team at Head Medical.



Head Medical

Client Case Studies

CareFlight Medical Services

CareFlight provides aero-medical services throughout the state of Queensland, and recruit doctors with ICU, Emergency Medicine and Anaesthetics skills. We have worked with Careflight since 2010, placing more than 40 Registrars and Consultants with them across eight locations. As of October 2014 we have successfully filled all intakes for 2015, and are currently recruiting staff for 2016.



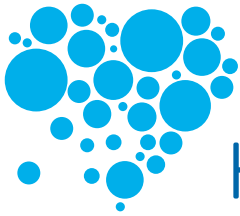
"I found Head Medical to be invaluable in helping me realise my dream. They streamlined everything, making the notoriously tricky Australian process a breeze, a task I would have struggled with alone. The service was efficient and personalised; I could ring and ask questions whenever I needed help or advice"

Dr Sarah Mason, CareFlight Aero-Medical Retrieval Registrar, Queensland

NSW Health Panel of Overseas Recruitment Agencies

NSW Health have implemented a Panel of Overseas Recruitment Agencies (PORA) for the recruitment of overseas health professionals. After a lengthy credentialing process, Head Medical have been appointed to the PORA, testament to our quality and value driven approach.





Head Medical

Candidate Sourcing Strategies

Website: Our website allows Doctors to register with us, update their preferences, sign up for job alerts and track applications. Traffic to the website has doubled over the last year and grows month-on-month. Candidates can search jobs online, browse location profiles and also visit Featured Employer pages.



Database: There are over 9,000 medical professionals registered on our database, which we actively search for suitable candidates (as well as advertising positions). During the past 6 years we have placed over 500 Doctors into new roles overseas, and through innovative sourcing methods obtain over 250 new registrations per month.

Networking & Events: We have an excellent network of contacts, giving us access to a pool of new talent that our competitors cannot easily match. In fact, many of our candidates now come from referrals. Attending conferences and events is another method we use to raise our profile and reach out to potential candidates.

Online Advertising & Social Media: Although networking, referrals and our own website are our most effective channels, we also make use of online advertising. Our recruiters have all had training in the most efficient use of social media.

Dual-branded advertising campaigns: We can help arrange and manage a UK / International dual-branded advertising campaign, offering benefits such as higher response rates, improved conversion numbers, candidate exclusivity, and significantly reduced advertising costs.

Marketing Team: We have a dedicated Marketing Team whose main focus is discovering new methods of candidate attraction.

Meet our Australian recruitment professionals

Our growing professional team is currently around twenty-five strong. The following members make up Team Australia:



Anna Payne, Managing Director and Founder of Head Medical

Anna has many years experience of recruiting Doctors internationally. She spent several years in Australia working in medical recruitment and is a great advocate for life down-under. She works at both strategic and operational levels, with overall accountability for ensuring successful delivery, quality and relationship management.

Contact Anna on +44 (0)131 240 5250 and anna@headmedical.com



Jim Godsal, Business Development Director

Jim has a global remit and is focused on building and strengthening client relationships in the locations we recruit to. He has many years of professional recruitment experience, and is always seeking to take the lead on business development, grow our international client base, and drive our expansion into new territories.

Contact Jim on +44 (0)131 240 5284 and jim@headmedical.com



Nicky Gregory, Head of GP Team

Nicky has worked at Head Medical since 2009 and manages our GP Team, who recruit international Doctors for positions all across Australia. Having worked in medical recruitment for over a decade, Nicky has a vast wealth of experience to draw upon when sourcing candidates for new opportunities.

Contact Nicky on +44 (0)131 240 5264 and nicky@headmedical.com



Caroline O'Hagan, Senior Recruitment Consultant

Resident Kiwi Caroline has recruited many Specialists to the Asia-Pacific region. Previous to Head Medical, she worked in HR in the UK NHS for 9 years, so has an excellent understanding of the health sector in both hemispheres. This experience means our candidates and clients can feel confident that they are in safe hands.

Contact Caroline on +44 (0)131 240 5252 and caroline@headmedical.com



Alasdair Spinner, Senior Recruitment Consultant

An Australian, Alasdair has 14 years' experience recruiting on behalf of employers in regional and metropolitan Australia. Alasdair has an excellent and deep understanding of the country's health care systems, its quality of education, housing costs, lifestyle benefits, economics and the practical realities of relocating to and living in Australia.

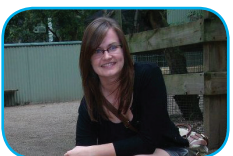
Contact Alasdair on +44 (0)131 240 5276 and al@headmedical.com



Eunan O'Brien, Senior Recruitment Consultant

Eunan is Irish but has been living and working in Edinburgh for the last 15 years. He fell in love with Australia while travelling after gaining his PhD. He has been in international recruitment for 10 years and believes in building candidate and client relationships via an honest, consultative, partnership approach.

Contact Eunan on +44 (0)131 240 5271 and eunan@headmedical.com



Claire Garrahan, Registration Team Manager

Claire has been with Head Medical since 2011 and manages our vital Registration Team, supporting Candidates through the often lengthy process of applying for and obtaining medical registration and visas, and helping them to prepare for their new jobs and new lives in Australia.

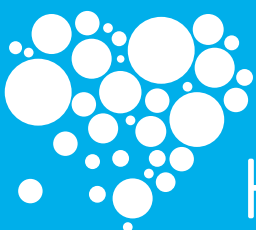
Contact Claire on +44 (0)131 240 5255 and claire@headmedical.com

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