

CAREER POSTING

POSITION:	Recruitment Consultant, Physicians (1-year)
DEPARTMENT:	HEABC Recruitment Solutions
STATUS:	Full-time
CLOSING DATE:	Until filled

The Health Employers Association of British Columbia (HEABC) takes a provincial leadership role in human resources and labour relations issues management for BC's publicly funded health care employers. HEABC is home to several provincial services and programs related to health human resources, including Health Match BC – BC's provincial health care recruitment program.

Health Match BC is growing and expanding the recruitment services it provides for in-demand and priority occupations. This includes new recruitment services and supports for registered nurses. We are currently in need of new team members who have a passion for recruitment and customer service and a keen interest in making an impact across communities in BC.

The successful candidate may be permitted to work in a hybrid model (combination of in-office and flexible work location) and will live within commuting distance of our Vancouver office. The successful candidate must be fully vaccinated against COVID-19; proof of Vaccination is required.

For more information, visit www.heabc.bc.ca and www.healthmatchbc.org.

OPPORTUNITY:

Health Match BC has an opportunity for a one-year Recruitment Consultant, Physicians. Reporting to the Senior Consultant, Physicians, the Recruitment Consultant plays an integral role in the sourcing and recruiting of health care professionals, and provides expertise and advice on medical registration, licensure, and immigration policy.

The ideal candidate will have recruitment experience with physicians. Health Match BC will consider applicants with solid recruitment experience in any industry who have a thorough understanding of the recruitment life cycle and possess other transferrable skills, such as recruitment in any vendor, 3rd party relationship management and experience in sourcing candidates for difficult to fill roles.

The Recruitment Consultant supports candidates through a fast-paced, full cycle recruiting process – from sourcing to onboarding, and works directly with our stakeholders to find the most appropriate talent. You will screen candidates for licensure, support and track candidates throughout the screening, referral, and selection process, and prepare all related documentation and correspondence for required for the candidate journey

You will be detail-oriented and a strong communicator with demonstrated ability to think critically, solve complex problems, keep diligent records and collect and report statistical data.

Required Knowledge and Experience

- University degree, preferable related to Human Resources, Business Administration, or Social Services or another relevant degree

- Five (5) to seven (7) years recent related experience in the healthcare sector providing expertise in recruitment, HR strategies, analysis and problem solving, immigration expertise or an equivalent combination of education, training, and experience.
- Demonstrated customer service skills a must, along with the ability to provide strategic consultative advice, problem solve and facilitate resolutions within unclear guidelines and established frameworks
- You must be able to research and present issues, effectively prioritize work, make formal presentations, communicate verbally and in writing and possess good computer software/hardware related skills.
- The ability to handle stressful situations and communicate in a professional manner with challenging clients or candidates.
- Extensive travel may be required, nationally and internationally.

This position is well-suited to an individual interested in pursuing a career in an interesting segment of the public sector, and who values the opportunity to make a positive public contribution through their work.

HOW TO APPLY:

If you're looking for a fulfilling and challenging career within a dynamic organization, please submit a cover letter and resume outlining your experience at:

<https://healthemployersassociationofbc.bamboohr.com/jobs/>

HEABC is committed to creating a diverse work environment that represents a variety of perspectives and skills, where all staff are treated fairly and equitably. We encourage qualified candidates from all races and ethnicities, all genders and sexual orientations, and persons with all abilities to apply. We take seriously our duty to create and sustain a culture that is healthy, accessible and rewarding for all staff, and recognize that the more inclusive we are, the better our work will be.

We wish to thank all applications for their interest and effort in applying; however, only those candidates selected for an interview will be contacted.