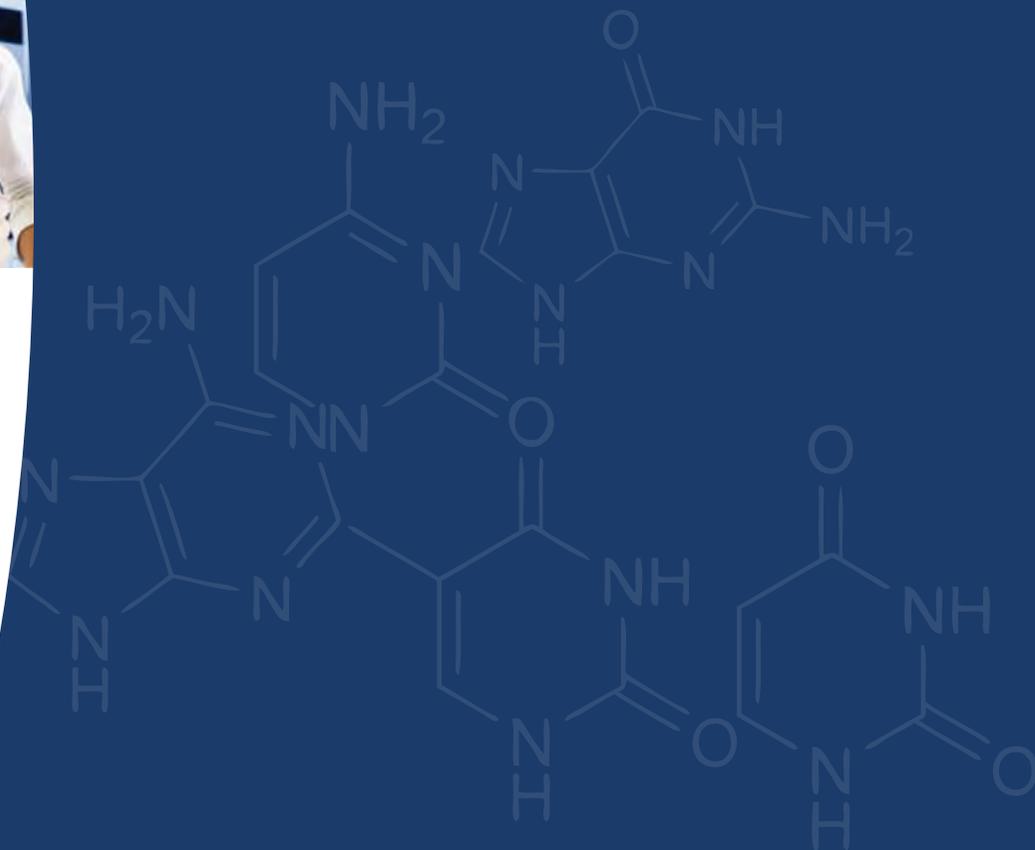




www.idealhealthcare.biz





INTRODUCTION

Ideal Healthcare believes that a recruitment company should be a specialist in their field; an expert in a niche market, able to provide a tailored, professional service to clients and candidates. Ideal Healthcare was formed with that philosophy as it's core, and since then we have dedicated ourselves to the healthcare industry by offering a streamlined and effective service that delivers results.

We have differentiated ourselves in three distinct ways:

By taking our time to hire the most relevant consultants for the areas in which we recruit and by developing an implicit understand of that market, this has enabled us to develop powerful recruitment solutions that meet clients needs.

By applying sound business and recruitment methodology we have built a sustainable international company that offers you something we believe is critical in your relationship with a supplier, longevity and continuity. Our people work in an environment where they are trained, developed, supported, rewarded and made to feel welcome. As a result they stay, we boast almost unheard of attrition levels in our industry, the benefit to you? A specialist that understands your business and acts a mouth piece for your group to the candidate community.

We are able to offer clients and candidates a truly global approach to our industry. We see trends in one continent before they appear in another, hence we can utilize this advantage to drive talent around the world by linking our global network.

In short we are the world's truly global, dedicated supplier to the healthcare industry.





MARKETS & PLACEMENTS

The healthcare industry is extremely broad, our group was formed to be a one stop shop supplier with teams specialising in specific niches. Over the years we have worked with a market intelligence function, carefully listening, learning and accumulating knowledge of the trends, cultures and cross overs within the sector. Today we believe our approach to market delineation serves a number of purposes :

- 1 To enable us to be true specialists.
- 2 To facilitate maximum cross over with clients and candidates thus offering you more choice and faster, more effective delivery.

PRODUCTS AND SERVICES

This broad area covers an array of specialisations that are sold into or support the wider healthcare industry. Key Areas of trade for us are : Pharmaceuticals, Medical Devices, Aged Care, Marcomms, Technology, Consulting, Training Development & Accreditation, Public Sector, Academia & Insurance.

Within this our teams are divided to focus on different categories of placements as follows :

- Commercial (Sales, Marketing & Management)
- Research & Development
- Business Support (Finance, HR, Legal, Marketing, FM)
- Supply Chain & Manufacturing
- Leadership (MD, CEO, Country & Regional Heads, Functional Heads, Product Heads etc)





HOSPITALS & HEALTHCARE PRACTICES

Targeting the very core of healthcare we have built a team of specialist consultants who boast significant industry experience both as recruiters and practitioners. We have always respected the complexity of this area, we have taken time to understand it and have built strong layers of knowledge and contacts thus enabling efficient, prompt and professional delivery. Our Clients are independent hospitals groups as well as large corporate Chains right the way down to specialist practices and consultancies. Within these vast fields we realized that further specialization was necessary and aiming to be one stop resourcing partner for clients our portfolio of niches is as follows :

- Nursing
- Allied Health
- Practitioners
- Business Support : Finance, Facilities Management, Technology, HR, Marketing
- Leadership : FD's, CEO's, MD's

We ensure as much crossover within our contact base as possible, our teams are encouraged (and do) share roles and candidates, and at all times we make use of the multi-sector approach by cross pollinating candidates thus offering a unique delivery model in candidate tight areas. This occurs notably in sales and marketing, business support and leadership where specific sector experience is less relevant.



IDEAL-SECTOR LANDSCAPE

MASTER SECTOR 1

PRODUCTS & SERVICES

- Pharmaceuticals
- Medical Devices
- Aged Care
- Insurance
- Technology
- Marcomms
- Training & Development
- Consulting
- Public Sector & Academia

PLACEMENTS

- Research & Development
- Manufacturing & Supply Chain
- Commercial - Sales & Marketing
- Business Support
- Leadership

MASTER SECTOR 2

HOSPITALS & PRACTICES

- Hospitals
- Clinics
- Practices
- Consulting

PLACEMENTS

- Physicians
- Allied Health
- Nursing
- Leadership
- Business Support



- Leadership - Mid to Senior Manager
- Business Support Functions
(Finance / HR / IT / Operations / Legal)
- Sales & Marketing



OUR SERVICES

WHAT WE DO

The HR industry has come a long way in the past decade, we recognise that and our Global Positioning allows us access to trends from all the world. We have harnessed that knowledge and implemented a suite of HR solutions that meets the demands of our audience. Over the years we have listened to our clients and candidates and tweaked these services thus creating a powerful, robust solution that is akin to our market.

HEALTHCARE STAFFING

Headed up within our group by an Industry Veteran we have developed a resourcing solution that allows bulk placements on a campaign basis. Through mobilizing a global network we offer clients local sourcing of hard to find profiles, we adopt your HR and recruitment teams, co ordinate all interviews, discuss mobilization issues and offer post placement support. We have the infrastructure and proven track record to place up to 100 individuals in one campaign.



OUR SERVICES



RECRUITMENT AND SEARCH

The most common form of resourcing products, we can help identify individuals on a locum or permanent basis at all levels of the hierarchy. Our methodology is tried and proven with the creases being ironed out over 15 years in business. Our multi-tiered research function can identify key talent through a thorough existing market map and a tightly held yet extensive database. Our consultants are chosen for their suitability to the healthcare sector as well of course for their professionalism and experience which averages 10.6 years within our group. Continuous training and strong systems ensures that you will receive only the very best service and delivery of options.

OUTSOURCED RECRUITMENT

Taking recruitment and staffing to another level we are able to utilise the power of our sister brands to deliver an outsourced model to your group offering continuity of delivery and a much more streamlined and cost effective model. A full suite of technology and systems are available and can be rolled out and scaled up as desired with access to best of breed talent acquisition specialists.

METHODOLOGY

HOW WE DO IT



Recruitment is a simple business often made complicated. After taking time to listen to our clients we have engineered a customer focused proposition that is shaped to the industry and geared to deliver results.

On the front end we have taken time to hire people whose styles suit the market in which they recruit. An interest and ideally a background in the industry is a pre requisite for our people, who are professional, intelligent, experienced and well educated. They are taught by us to consult not sell, yet equally they have the commercial acumen to obtain quality results and build businesses through talent acquisition.

On the back end, we are highly research driven. It is our aim to thoroughly understand your target audience of potential hires by market mapping and profiling. We are highly proactive when it comes to candidate attraction, and operate a dynamic, scaled, research hub in South-East Asia which keeps us up to date with the global talent pool.



GLOBAL POSITIONING



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