



5 Tips to Convince A Talented Executive for Relocation: Healthcare Recruiter Jobs Issue

Convincing a top professional in healthcare to relocate for a job can be a tough cookie to crack for a healthcare recruiter. With the shortage of professionals already plaguing the industry, the pandemic work shifts highlighted existing problems within the traditional system and skill gap issues. Sometimes, healthcare organizations and medical institutions need the best staff that may require the relocation of a candidate. However, not necessarily every top talent will be willing to relocate in favor of the organization. Considering the amount of life one will be giving up, lifestyle changes, and other transactions while moving, it can be difficult for a recruiter to entice a strong candidate. This article shares some practical tips for [healthcare recruiter associations](#) and employers to overcome the challenges for a smooth relocation and hiring:

PLAN FINANCIAL INCENTIVES

This is probably one of the most obvious and most effective methods to entice promising candidates for relocation. Depending on their current salary structure, you can design monetary incentives to lure them to move. Significantly better pay and raise can go a long way in the future to reduce the downside of relocation.

OFFER ACCOMMODATION BENEFITS

As an employer, you can offer to cover accommodation costs initially or till your candidate settles down in the city with the right place. Relocation and moving can be highly stressful and arduous. Covering the initial accommodation cost will not only make it easier for your top hire but also reflect that your organization cares for its employees. You can provide two or three months of rental in a hotel, Airbnb, or other short-term rental property.

COVER LIVING COSTS

If your organization is hiring top talent in a city where the cost of living will be significantly higher than his/ her existing one, the paycheck is only going to get one so far. Other than

accommodation, you can also provide travel or commutation coverage, medical expenses, food and beverage, gym subscription, spa coupons, or anything else.

HIGHLIGHT GROWTH

Outline the career graph for your hire clearly so that you can set a vision for a candidate and the kind of opportunities your organization can provide to boost his/ her professional growth. Not all employees are in a job just for the money. Recognition and authority matter. If a candidate is riding the fence about whether or not to move, list out the value the collaboration can add to the candidate's career.

PUT YOURSELF IN THEIR SHOE

Ultimately, as an employer, try to put yourself into the candidate's shoes before onboarding and designing the pay structure. It will never be enough to convince top talent to shift locales just for the sake of a company or a job.

That said, if you are facing trouble in getting the right hire or skilled candidates, consider leveraging healthcare recruiter associations for better access to an untapped talent pool.

Author's bio: The article shares five tips for healthcare recruiter associations to convince a top talent for relocation.