

# Pediatric Insight

Brought to you by the Child Health Advisory Council

## Closing the Deal/ Tying the Know – What Don't I Know?

You have spent the better part of two years trying to recruit a Pediatric Nephrology Division Director. Today you will be meeting with your lead candidate a mid-career highly respected physician investigator from a small Midwest program. You are particularly excited that the past two visits have gone well and the faculty in the division and department that have interviewed this candidate uniformly report that *'this is the one'*. At the conclusion of your interview where you learn from the candidate *"this is my dream position"* and *"the package you outline will more than fit my and the division's needs – I am excited to get started"* you ask: Is there anything more I need to know or address to finalize your recruitment? The candidate looks relieved and thanks you for the question. You then learn they are concerned that the partner, a botanist by training just secured a new position with the botanical gardens in the current city in which they reside. The candidate lets you know – they are worried that in accepting this opportunity there would be a negative impact to the partner's career.

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The **Child Health Advisory Council** is a diverse group of academic executives (deans, department chairs, division chiefs and children's health system executives) and represents extensive pediatric leadership experience and wisdom. Council members share in a commitment to positively impact the breadth and depth of leadership in pediatrics. Their partnership with CareerPhysician and its child health clients nationally has yielded the gold standard in pediatric leadership recruitment and development.

**CareerPhysician** is the national leader in academic pediatric executive search and leadership development with 20 years of success in supporting the faculty leadership needs of child health organizations. No one understands the culture and the challenges of pediatric leadership development better. The firm is proud to be recognized as the gold standard in academic pediatric recruitment and leadership development and is committed to the continued development of current and future physician leaders.

For more information visit: <http://careerphysician.com/>

