



Case Study #1

Professor & Director of Neurosciences – Eastern Health & Monash University

Successful Appointment: Professor Helen Dewey

BACKGROUND

The Director of the Neurosciences Department at Eastern Health had led the service from inception and stepped down after nominating three potential successors. Unfortunately, none were appointed, and the position was deemed critical to service delivery, particularly the pre-eminent stroke service, and was put out to tender for executive search.

APPROACH

We met with key members of the team on-site including the previous incumbent to take a detailed job brief and create a candidate profile. Senior figures in the international Neurology community were identified as targets as well as a list of acclaimed services to source prospective candidates.

A basic branding and advertising campaign was launched concurrently with an extensive international market map and headhunting approach.

OUTCOME

- > A shortlist of 7 senior candidates was presented
- > 3 candidates were selected for interview, and a successful candidate was appointed
- > The successful candidate had been identified at the outset as a potential prospect and was discreetly approached from her position as Deputy Director of Neurology at The Austin

"I have now used Wavelength on three occasions to recruit to senior director positions at our organisation. I have no hesitation in saying that the Wavelength team has provided an exceptional and highly professional service. Not only are they courteous and thoughtful about the processes, but they also go that extra mile to ensure that the candidates match the requirements of the organisation.

I would be very happy to receive telephone calls should anyone want any further information. In short, I am extremely satisfied with the service provided by Wavelength."

REFEREE

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Case Study #2

Divisional & Medical Director of Critical Care – Children’s Health Queensland

Successful appointment: Dr Sophie Skellett

BACKGROUND

The Director of Critical Care was identified as a crucial role for CHQ, essential to the ongoing provision of clinical services which are often under the scrutiny of public and political circles. A contemporary clinical leader who could quickly establish credibility amongst a premier group of clinicians and health executives was essential to the success of the role.

APPROACH

Our search team met with key stakeholders on-site to determine the candidate profile and search strategy. As a new role it was agreed to launch an advertising campaign alongside the headhunting activity to showcase this highly attractive position. The search and advertising process ran for 6 weeks and prospective candidates were supplied with a detailed information pack highlighting the role, health service and location.

OUTCOME

- > A shortlist of 5 senior candidates was presented
- > 4 candidates were selected for interview and a successful candidate was appointed
- > The successful candidate was headhunted from her position as Associate Medical Director at Great Ormond Street Hospital, London, which was identified in the initial briefing as a key place to target prospects
- > Also identified, approached and shortlisted was the Co-Chair Charles West Division and Divisional Director Critical Care from Great Ormond Street

REFEREE

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