Building Healthcare Technology Teams That Win – One Executive at a Time

SCIO Health Analytics®, one of the fastest-growing companies in the healthcare industry, has over 80 clients and 900 employees worldwide. When SCIO executives need to fill crucial roles, they count on Gibson Consultants to deliver the best process, performance and people to create a winning team.

> "When we work with Enterprise Recruiters (now Gibson Consultants) we get speed and efficiency. They focus only on healthcare, they listen to our goals, and then they select the best few potential candidates for us to interview. We don't waste time, and we get the best people for us and our culture."
>
> - Siva Namasivayam, CEO & Founder, SCIO Health Analytics

Siva Namasivayam likes to understand things. He also likes to explain things. And he does them both quickly.

Siva is the CEO and founder of SCIO Health Analytics, which supports payers, providers, and other healthcare stakeholders in the pursuit of care delivery excellence and continuous improvement.

He has a bias for action because minutes are money, and investors, clients, and markets demand fast results. Speed is a competitive advantage.

That's the primary reason he uses Gibson Consultants to find and place his senior executives in sales, marketing, and product/technical roles.

Once Siva and his team provide recruiting guidance, an ideal candidate profile is created within a week and screening begins. Only the best make it through to Siva and his team.

"The team at Enterprise Recruiters (now Gibson Consultants) is persistent, yet always professional, no matter how difficult the assignment," says Siva. "They are a pleasure to work with, and most importantly, they keep their promises and do what they say they'll do. That is hard to find in business today."

More Than Talent – Insuring Against Costly Mistakes

Over the past four years, over a dozen senior executive, mid-level executive, and team lead searches have been performed for SCIO by Gibson Consultants in sales, marketing, and professional services.

SCIO searches are managed by Lisa Crawford, recruitment lead at SCIO. Crawford has been recruiting for tech companies since the famous dotcom bubble of the early 2000's and she knows good work when she sees it. "The team at Enterprise Recruiters (now Gibson Consultants) covers the details meticulously. They understand our executive team, their personalities, and what's important to them," says Crawford.

Gibson Consultants also helps SCIO avoid the lost time and productivity of expensive hires that don't work out. Ill-fitting team members slow progress and sap energy. "They know how to represent our interests because they take the time to understand and care about our business," says Crawford. "They're diligent, hands-on, and very well connected in healthcare. We use them as often as we can, and we recommend them to anyone we can."

The Pains and Gains In Brief

SCIO Health Analytics must attract and hire senior to mid-level executives in the highly competitive field of healthcare technology and data analytics.

Gibson Consultants gets results fast by first understanding the ideal candidate characteristics, and then by hitting the target with only the best-qualified candidates.

The partnership between SCIO and Gibson Consultants has thrived. SCIO made key hires at all levels of sales, marketing and product/technical, securing the talent needed to sustain growth and drive innovation.

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The Gibson Consultants Team

Kerri Yanes

Client Facing Roles

Kerri focuses on sales, sales management and select operational management positions in healthcare technology. She accepts and places professionals on a national basis.

"I started working with Kerri five years ago on a search I was doing for a payer sales person. I was referred to her after a long and frustrating search yielded only poor results. Kerri listened, provided candidates that only met my specifications, and communicated with me in a professional manner (she didn't hound me or try twisting my arm or throw resume's over the wall). I highly recommend Kerri; she is a complement to her profession and a pleasure to work with."

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Marc Salois, Vice President, Enterprise Sales, Omada Health

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913-636-5037

Lisa Raunig

Client Facing Roles

Lisa has 20 years of experience in sales and business development in the healthcare industry. Her specialty is finding top sales and executive talent for healthcare technology companies.

"Lisa, is among the very best in her field. Lisa is responsive, persistent, extremely knowledgeable about the marketplace and is wholly committed to the best interests of her clients. She works as if she is part of our organization and consistently provides us with highly qualified candidates. Just as importantly, she is unfailingly ethical and professional. She is a key part of our hiring efforts and I would recommend her to candidates or employers without hesitation."

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Jamie Oakes, Chief Growth Officer, Recondo Technology

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