

# Finding the Best and Brightest To Tackle the Toughest Problems in Healthcare

HMS provides payment accuracy and population health solutions to states, health plans and employers looking to contain costs and improve the quality of healthcare. When the talent acquisition group at HMS needs to fill crucial roles, they turn to Gibson Consultants for its network, industry acumen and straight talk.



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- Maria Perrin, Chief Marketing and Strategy Officer, HMS



The operating leverage of its business model and strong demand for its solutions are driving healthy growth rates at HMS.

The technology, analytics and engagement solutions provider is helping consumers live healthier lives and saving billions annually for the 40+ State Medicaid agencies, 350+ health plans and 160+ employers it serves.

But achieving year over year growth for decades simply wouldn’t be possible without a highly-engaged topnotch workforce ready to tackle strategic priorities.

As chief marketing and strategy officer at HMS, it’s Maria Perrin’s job to enable new growth. Creativity

and innovation drive new solutions, but it all starts with people.

“Great people make great companies,” Perrin said. “For me, it’s incredibly important to find people that are a not only a good cultural fit but are also hungry to explore, grow and achieve. They’re hard to find, but the extra effort in the search is worth it.”

Perrin has come to expect that extra effort when she works with Gibson Consultants to find and place key executives on her team in strategy and marketing.

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## A Focus on Healthcare – And Fit

Talent acquisition is a large (and growing) responsibility at HMS, which now has more than 2,500 employees in 25+ offices across the country. Executive and other key staff placements are managed by Daniel Bennett, director of talent acquisition at HMS.

“The team at Gibson Consultants knows healthcare very well and that credibility goes a long way with our executive team,” Bennett said. “They tend to provide higher quality candidates which hiring managers respect and appreciate. Placement projects go smoother and faster as well.”

Bennett says Gibson Consultants adds value to the relationship beyond simply screening candidates for experience and skills. They provide advice and opinions that give context to candidate recommendations and fit.

“They can read candidates better and interpret their answers more accurately, they take it to a whole other level,” Bennett said. “That’s why we use Gibson Consultants and consider them a key partner in our most important executive search projects.”

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Talent Acquisition, HMS



## Streamlining Talent Recruitment

### **Ambition:**

HMS, a leader in payment integrity and population health solutions with 2500+ employees in 25+ offices around the country, is growing quickly and regularly adding mid- to senior-level executives in strategy, marketing and sales.

### **Action:**

Gibson Consultants is using its 20+ years of knowledge in healthcare technology, vast network, and persistent attention to detail to attract candidates that fit the HMS culture and position requirements.

### **Outcome:**

Gibson Consultants has delivered on key hiring projects in strategy, sales, marketing, product, operations, data science, and state and federal relationship management at the manager, director and vice president level.