



The MEDCELL Pulse

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Medical Recruitment

MEDCELL is Army's centralized provider of external civilian recruitment for designated Direct Hire and Delegated Examining occupations involved in providing direct patient care.

MEDIC User Notification of New Resumes

MEDIC now notifies you by email if a new, qualified candidate meets search criteria you have created and saved. Would you like to receive this notification? If you have already created and saved search criteria, the notification will automatically come to you once a new resume is received. If you have never saved a search criteria, simply go into MEDIC and create a search, specifying criteria such as occupational series, specialty, grade level, or geographic location; then save the search criteria. This feature notifies the creator of the search but does not automatically notify others who may have been provided the search result. If you prefer not to receive the email notification for any search you have saved, simply go into MEDIC Recent and Saved Searches and click the feature to turn notification off. Remember, an important key to successful recruitment is to quickly make contact with candidates.



Changes in MEDIC Specialties for Nurses and LPNs

Specialties for Registered Nurses and Licenses/Practical Nurses, occupational codes 0610 and 0620, have been updated in MEDIC to conform to titling practices and better reflect recruitment efforts. The former specialties will remain active in MEDIC for another 90 days so that existing resumes can be accessed. However, any new resumes received will be entered in MEDIC based on the new specialty titles. If you have saved a search based on the former specialties, please review your search and make any needed adjustments based on the new specialty titles so that you don't miss seeing any new resumes that are received. The new specialties are listed below. Please contact MEDCELL if you have any questions or concerns about these updates.

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Registered Nurse 0610

Admin/Case Manager	Educator	OB/GYN
Ambulatory	Emergency Room	Occupational Health
Anesthetist	Family Practice	Operating Room
Community Health	Hematology/Oncology	Pediatrics
Critical Care	Midwife	Perioperative
Dialysis	Med-Surg	Psychiatric

Practical/Vocational Nurse 0620

Critical Care	Operating Room
Emergency Room	Outpatient Specialty
Med-Surg	Pediatrics
OB/GYN	Psychiatric
Occupational Health	Stepdown/Telemetry



Innovative WRAMC Recruitment Technique

Recruitment for health care positions is highly competitive. Those of us attending job fairs recruiting as representatives of our fine medical facilities find ourselves in direct competition with numerous recruiters from the private sector to attract the interest of the best applicants in attendance. With so many potential employers, some applicants are not able to manage a visit to every booth. The Walter Reed Army Medical Center (WRAMC) Civilian Personnel Advisory Center (CPAC) came up with a new approach to better reach candidates: they made themselves the only game in town.

The CPAC and Walter Reed representatives participated as an “exhibitor” at the Army Ten-Miler Run for the Race Expo held in October 2008. While other exhibitors were touting energy drinks or running shoes, Walter Reed was marketing employment. Visitors were given information about job opportunities, encouraged to submit resumes, and invited to provide contact information for themselves or others who might be interested in a health care position. Ruth Barrow, CPAC Director, reported that the results were successful beyond expectations and that visibility at events such as this would be incorporated into future WRAMC strategic recruitment planning.



The Job Fair

Wondering how to maximize your presence if you attend a job fair? We offer the following recommendations:

- * Have a plan. There will be recruiters with fancy booths and incredible freebies. That’s nice, but you want to be certain that you have information about the numbers and types of positions you may be filling, ways to screen and record applicants’ qualifications, interests, contact information, etc. Provide effective information for subsequent application to those who are simply “looking”. Consider arranging for a more private opportunity to meet with recruiters for those who are seriously interested ... or interesting.

- * Establish effective communication with applicants. Take out-going, aggressive recruiters to the event. It’s also a good idea to have the presence of representatives from both HR and from the medical facility. The HR type will be able to address qualifications, pay, benefits, etc. while the facility representatives can provide persuasive information on the facility culture, care philosophy, or specializations that may be very meaningful to the savvy applicant. If selecting officials are present, tentative selections can be on the spot, pending credentialing or other required verifications.

- * Follow up. You’ll be well served by a note thanking all applicants. However, make certain to contact those you are seriously interested in selecting as soon as possible, certainly within a couple of days. Capitalize on the applications received and consider scheduling interviews for known or projected vacancies with hiring officials who were not in attendance. You’ve worked hard to find applicants; don’t let them lose interest!

MEDIC—The Year in Review

During Calendar Year 2008, MEDIC usage hit an all-time high. 659 registered users queried MEDIC a total of 5379 times, producing an average of 15 resumes per search. 837 MEDIC applicants were hired during the year. Thanks to all of you who have supported the program through use and suggested improvements. With the 23 Dec 08 MEDCOM delegation of direct hire authority, MEDIC is back in business and we’re anticipating an even more successful 2009!

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