



# 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.

### New

### MEDIC Enhancements

"If only they'd fix that pothole!" "If only they'd time these stop lights!" Do you ever find yourself muttering an observation that is really a suggested improvement if only someone was listening? We're listening!

"If only I knew which of these resumes are new to the system!" MEDIC search results now show you those resumes that have been in MEDIC for less than thirty days. These resumes appear at the top of your search list and are marked "new". You will still be able to view all of the resumes that match your search criteria, but you'll also be able to quickly determine which of the resumes have been most recently received and added to the database. This feature is in addition to the capability you have when searching MEDIC to limit your search to those resumes that have been received within a time period that you specify.



Another new feature of MEDIC is the ability to see previous searches you have conducted and choose to apply the same search criteria again. This feature eliminates the need for you to work your way through the search criteria screens yet again. It gets you to your results quicker. Using this feature is simple: once you log into MEDIC, simply click "recent and saved searches" from the menu options. Select the search you want to try again and the results appear immediately.

"If only I knew when a new resume hit MEDIC!" Soon, you will be able to! While we encourage you to review MEDIC frequently, we know you're busy. We also know that well qualified candidates can lose interest if they aren't contacted soon after applying. A new feature of MEDIC that should be deployed by the end of the calendar year will enable you to be notified when a new, qualified candidate meets search criteria that you have created and saved.

Please keep your recommendations coming! With your help, we are striving to continually improve MEDIC to make it your most effective tool for filling health care positions.

### Direct Hire and DEU

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Until the Direct Hire Authority (DHA) granted to Department of Defense (DOD) as part of the National Defense Appropriation Act is delegated through Army and command channels, we can use Direct Hire only for those occupations covered by the Office of Personnel Management (OPM) government-wide Direct Hire Authority: Medical Officer, Registered Nurse, Licensed Practical or Vocational Nurse, Pharmacist, and Diagnostic Radiologic Technologist. MEDCELL will continue to assist you in recruitment for permanent positions in the remaining health care occupations by using Delegated Examining, a competitive process that results in referral of candidates in scored order, adjusted based on veteran's preference. If you have recruitment needs, be sure to contact your servicing CPAC or the MEDCELL for advice on the most effective recruitment option available during the Direct Hire lapse.

## MEDCOM Recruitment and Retention Branch

Last April, MEDCOM established the Recruitment and Retention Branch. The new Branch is dedicated to the recruitment and retention of civilian healthcare personnel. Now that the team is running at full strength, we want to acknowledge their efforts and our partnership in the recruitment of medical positions.

The team is headed up by Dr. Joseph Harrison, with team members Joe Weary and DJ Martin (pictured left to right). Cumulatively, the trio brings more than 55 years of recruiting experience to the MEDCOM community. The team's assistance is in the form of strategic and tactical guidance in recruiting and retaining civilian employees. In addition, they are available to participate in job fairs, medical conventions, and seminars. Take advantage of their expertise the next time you need to develop outreach or marketing techniques for hard-to-fill positions. You may reach Dr. Harrison at [Joseph.Harrison2@us.army.mil](mailto:Joseph.Harrison2@us.army.mil)



### Closing the Loop on Applicant Contacts

MEDIC is a valuable, readily accessible recruitment tool. With a few clicks, management can obtain lists of available applicants, thereby significantly reducing recruitment lag time. However, it can be very frustrating to discover that MEDIC applicants are no longer available or have already been selected for another MEDCOM position. Although resumes are active in MEDIC for only 120 days, unless specifically extended based on the applicant's request, we all know how quickly plans and availability can change. You can help us ensure that applicant availability is continually updated in MEDIC. MEDIC includes a feature that provides an option for users to automatically email MEDCELL the results of contacts with applicants or reviews of resumes. Simply click the link at the top of the search results screen and an email is automatically created. You can then add any comments you'd like to provide to MEDCELL. We are especially interested in knowing about applicants who have declined consideration so that we can keep the MEDIC inventory up-to-date. Your efforts to keep us informed may save valuable time for another MEDCOM selecting official.

### MEDCELL Referral Lists

As you are finalizing selections, please remember to return a copy of the annotated referral list to MEDCELL. This will enable us to close out recruitment packages in a timely manner and update applicant status. It also gives us important insight as to the effectiveness of our recruitment and candidate evaluation procedures. Finally, if the referral did not include acceptable candidates, it will enable us to quickly re-initiate recruitment and provide additional candidates for consideration.



### On a Personal Note

We bid a fond farewell to Ms. Shelley Spurgetis, a key MEDCELL team member. Many of you have worked with Shelley, who for the past three years provided external recruitment for Registered Nurses. Shelley accepted a position with the Walter Reed Army Medical Center Civilian Personnel Advisory Center located in Rock Island, Illinois. Although ready for new challenges, she just couldn't get "medical" out of her blood! We'll miss Shelley's expertise and cooperative spirit, and we wish her success and much happiness in her new assignment.

#### MEDCELL Staff

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