



A CASE STUDY

The Candidate's Perspective

Senior Vice President, Consulting Services

The Need:

RT Cotter and Associates (RTCA), a healthcare accreditation and environmental health and safety consulting firm, was exploding with work and looking for a Vice President of Consulting Services. Extremely busy and pressed for time, RTCA President Rick Cotter, turned to Gosselin Associates to help him fill the position.

According to Paul Armas, who would eventually take the post, "I had known Jack Gosselin for a long time and had engaged his search consulting services before. So when Jack approached me about an opportunity for myself, even though I was not looking, I knew I should listen to what he had to say."

Our Solution:

The Gosselin Associates search process is in depth. It begins with a great deal of listening to fully understand what the client needs, in order to develop a profile of the perfect candidate. There are many factors to consider, including skills, abilities, experience, strategic organizational goals, cultural fit and of course the professional and lifestyle goals and objectives of the candidates. In Paul Armas' words, "Jack takes the time to really explore every aspect of a potential match, including the goals, needs and cultures on both sides. His experience in this field is unique. As a candidate, it was clear to me that I was talking with someone who really understood the position and possessed valuable insight on whether my unique skill set and background would meet the need and be a good fit with my own goals and objectives."

The Result:

"I have been in my new position with RTCA for over a year, I am thoroughly enjoying it, and I believe Rick would agree that I am making valuable contributions to the firm. Because of the due diligence work that Jack conducted up front, I was so familiar with RTCA and its needs by the time I started, that my learning curve was limited. That meant that I could hit the ground running without taking much of Rick's time for direction and assimilation. I have first-hand experience with why Jack is a recognized leader in this field."

CLIENT PROFILE

Facility Type: Healthcare accreditation and environmental health and safety consulting firm.

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--Paul Armas
Senior Vice President

