



# Exclusively Focused on Sourcing Senior Management for the Healthcare Services Industry.

## About Us

We bring an unmatched massive network of professionals, superior quality, industry specialization, and an extremely responsive team of Executive recruiters dedicated to give you the highest level of customer service committed to client satisfaction.

## Our Team



**Makenzie Marino**  
Senior Associate,  
SCALE Talent Search

The search for leadership is complex, confidential, and time-sensitive, so we've created a collaborative process to ensure that we are consistently a step ahead of your hiring needs and timeline. Since no company's hiring needs are the same, your experience is curated for your business needs, growth vision, and company culture.

## The SCALE Difference



### Best In Class Outreach Capabilities

We gather a robust universe of potential candidates using the industry's top search and assessment tools



### Exclusive Healthcare Services Focus

We are exclusively focused on filling senior management positions across the broader healthcare services landscape. We live and breathe practical talent management, recruitment, and development solutions for healthcare services clients.



### Domain Expertise for Enhanced Candidate Vetting

SCALE's network of over 70 domain experts lead the crafting of thoughtfully defined candidate profiles & evaluations. We perform technical assessments of candidates' experience, performance and domain expertise to match our clients with candidates that will yield the greatest impact.



### End-To-End Program and Leadership Development

We work as an extension of your team. We are also positioned to help your organization develop stable operational programs pre- and post-hire to maximize opportunities for successful onboarding and long-term department performance.

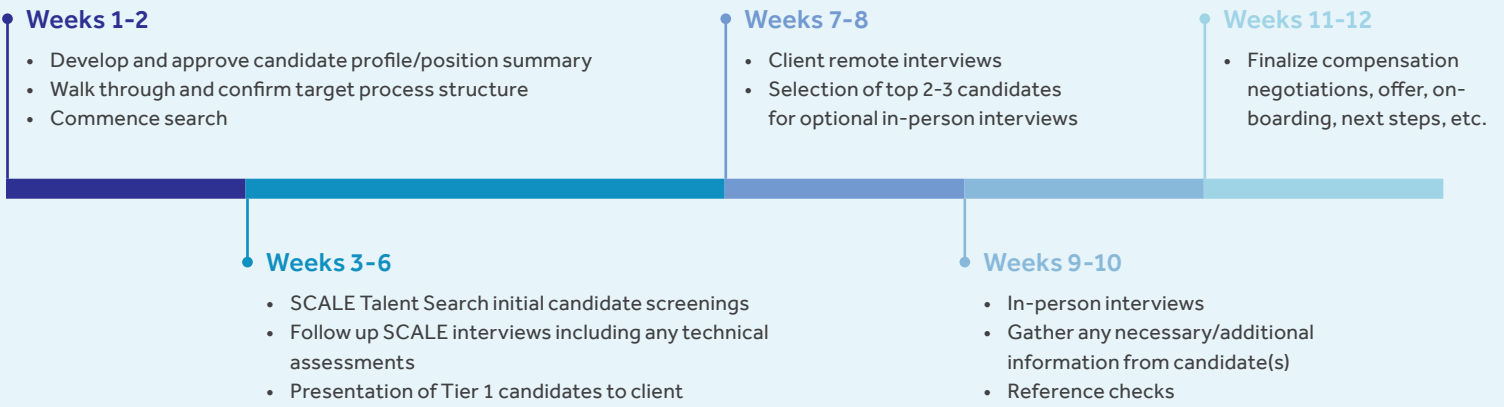
# SCALE

/skāl/ · noun

A graduated series of steps or order.

*Our singular focus is to help healthcare providers achieve success with a systematic approach.*

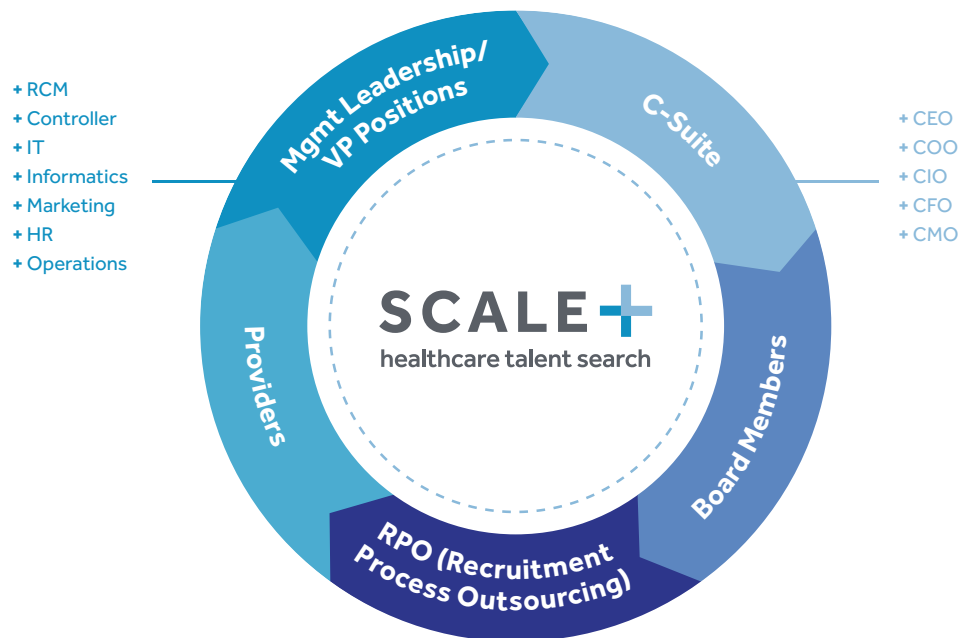
# Our Process



SCALE has been a true partner to us as we scale our physician-centric MSO. They not only helped define and implement a successful billing integration program across our business units, they also sourced permanent in-house leadership to continue the work they started. We feel confident that we have a best-practice system in place now, and with dedicated leadership at the helm.

**Bobby Rouse Jr.**  
CPA, CFO, One GI LLC

## Talent Search Areas of Focus



## Featured Clients



SCALE prides itself in developing customized solutions for its clients and helping healthcare organizations grow and thrive in a challenging marketplace. Now, we are ready to help you. We look forward to sharing examples of how we have helped our clients and invite you to schedule a 1-on-1 complimentary practice management consultation with us.

**Contact Makenzie Marino at [mmarino@scale-healthcare.com](mailto:mmarino@scale-healthcare.com) to continue the conversation.**