

Take Back Your Time: Working for a Pharmacy Staffing and Placement Firm



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June 30, 2008

Time. As a pharmacist you give this to your employer every day you work, and even some when you are not supposed to work. What if you could take some of your “time” back and gain full control over your time you work? What would it be worth to you?

As part of our screening interview process, I ask the same question each pharmacist who decides to explore career options with Hire Dynamics Rx, a pharmacy staffing and placement firm. Many of your pharmacy colleagues have common misconceptions about really what it is that pharmacy staffing and placement firms do. In many cases, the option of working full-time for our pharmacy placement firm is not what we start out talking about; but after listening to the challenges many pharmacists are facing it presents itself as the best possible solution. On the recruiting side, each day we help any number of pharmacists and pharmacy technicians who are looking for career growth either financially or environmentally. Staffing covers everything else from one-day a month to the aforementioned full-time assignment.

So how does it work? Well, let’s take a step back and see if that is going to be the best option for you. First, think about what issues you are facing now in your current position that are influencing your decision to consider other opportunities. For example, if schedule and flexibility are of paramount importance to you we would check the first box. If maintaining benefits and full- time hours are also important, we would check our second box. Also, if you are looking to stay in a retail setting and possibly branch out to other pharmacy settings, then we would check the third box. Lastly if you are flexible on the surrounding geography and your commute, we would check our last box. If you meet all four of these criteria, you are a great fit for coming on board with our pharmacy staffing and placement company.

Now, here is how it works: first, you go through our standard candidate due diligence process including a background check, reference, drug screen, etc. Next, we connect you with our scheduler for retail and he/she outlines the different training scenarios that are required prior to working and starting a schedule. Once you finish your training, you create a schedule on-line of the days YOU wish to work. Then, we start working for you i.e. we go out to our network of clients in and around the geographic area to secure the best opportunities for you. We never confirm anything without talking to you first and you have the final call for each shift. And you are off!

Sounds too good to be true? The only thing I consistently tell potential candidates is that our only true limitation is geography. Clearly, if you want to only work five (5) minutes from your home, we might have fewer choices in that area. Therefore, we encourage you to consider

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We can be reached at 1.866.489.8168 or visit www.hiredynamicsrx.com.

commutes between 30-45 minutes to give yourself the best possible chance of getting the schedule you want.

Are you concerned about not having the right amount of Tech support in each location? Our team works with you to make sure that each facility understands your requirements and the level of tech support for you to make each day a success. I know that some days are simply unpredictable, even with your regular employer. In the event something happens and you get stuck, you have a direct line of communication with our team, and we work for you to help resolve the situation. You are never "stranded" and expected to just "make do" when you work for Hire Dynamics Rx. We are on-call with you 24/7.

From a pay and benefits standpoint, it is rare that you would notice a major difference. The staffing and placement firms usually are up- to-date on what is competitive in the market and make sure you are within that range. Many firms even offer regular health benefits or access to benefits to its employees under their group plan.

So what is holding you back? Maybe you have doubts about this type of career path not being mainstream yet or widely accepted among your pharmacy peers? Maybe you have not known anyone who has worked for a pharmacy staffing and placement company before? That's all okay, we ask for your references so we expect you would ask for ours too. We are open and willing to connect you with any of our current employees to help you learn about their personal experiences working for Hire Dynamics Rx.

I will bet you this: there is a good chance that the last time you went on vacation your employer contracted a staffing agency pharmacist to fill for you while you were out.

Let's ask the question again, what is your time worth to you?

About the Author: Marc Cochran, CSP has been with Hire Dynamics Rx since 2006 and is the Market Manager for the Carolinas. He has 7 years of staffing and sales experience encompassing both healthcare and skilled practice settings. He is also a Certified Staffing Professional, CSP, a designation awarded by the American Staffing Association. He is a graduate of the University of North Carolina at Chapel Hill with a Bachelors Degree in Journalism and Mass Communication. Marc publishes the Hire Dynamics Rx email newsletter and blog on a regular basis.

As the Manager for the Carolinas, he is responsible for identifying opportunities within multiple practice settings and placing the highest quality pharmacists. In starting the territory from scratch in 2006 he has grown it to profitability in 12 months.

He has been a speaker most recently at the NCAP Annual Conference, Campbell University and the South Carolina Pharmacists Association. Topics have included: "CV and Interview Tips", "Topgrading - How to Hire and Retain "A" Players", "The 5 Dysfunctions of a Team", and "The Importance of Trust" (July 2008).