



9540 Garland Road, Suite 381-128
Dallas, TX 75218
Phone 214-458-1157

Healthcare Staffing – Client Centric Recruitment

Physicians, Ancillary Professionals, Nursing Professionals and Hospital Management/Executive Professionals

Ironsides is a national search firm that works with large and small hospitals alike. We place certified prosthetists, registered nurses, physical therapists, occupational therapists, physician assistants, nurse practitioners, speech therapists, laboratory technicians and radiology technicians and physicians across all specialties. We work with each client based on what their needs are by profiling and consulting with them on current trends, compensation and other factors that play into recruiting. Our focus is finding the right candidate for the opportunity using our industry knowledge and expertise. Ironsides HR also has a strong focus on Rural and Frontier Healthcare.

Credentials

- PHR certified and belong SHRM and Dallas HR
- Active member of American Staffing Association
- Won Best of Staffing, Client 2017 net promoter score of 98%
- Goldman Sachs 10,000 Small Businesses Alumni
- Active Member of National Association of Physician Recruiters
- Entrepreneur360 List 2017, recognized Entrepreneur Magazine

Relationships

We are a small boutique firm with over 35 years of staffing and human resources experience. Building long lasting client relationships and getting results for our clients and candidates is our focus.



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References

**John Lowe – Director of Rehabilitation
University Medical Center – Lubbock, TX
806-241-5328**

**Kimberly Myers – VP of HR
Guthrie County Hospital – Guthrie Center, IA
641-332-2201**

**Jaye Marcus-Ledford – Quality Director
Yukon Kuskokwim Health – Bethel, AK
907-543-6000**

**Joe Abrutz – Chief Executive Officer
Cameron Regional Medical – Cameron, MO
816-632-2101**

**Linda Satchwell – Physician Recruiter
Eastern Plumas District Hospital – Portola, CA
530-832-6500**

**Stacy Kirk – Human Resources Director
Hendrick Medical Center, Abilene, TX
325-670-2000**



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**Ancillary Staff • Management and Executive Levels •
Physician Extenders • Pharmacists • Therapists • Physicians**

Ironsides Human Resources is the effective solution to quickly find and the best candidate for your opportunity. Through our proven process and results-based model, our commitment to the success of your search is guaranteed: we succeed only when you succeed.

- Ironsides Human Resources is focused solely on finding the right candidate for your opportunity**
- Customized marketing strategy with proven success**
- In-depth screening & evaluations narrow the scope to find the right candidate**
- Dedicated team that is accountable to you to deliver results**



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Doug Carter **Executive Profile**

Summary

Doug Carter has over 20 years of recruiting experience, working with clients to find new, executable ways to source and secure candidates for hard to fill vacancies in both rural and metropolitan areas. Doug is an expert consultant with human resource professionals, CEO's, nursing executives and ancillary executives on employment trends within healthcare.

A graduate of Rhode Island College, Doug began his career with Honeywell as a finance recruiter and consultant before transferring to the healthcare staffing vertical. Doug then held a senior marketing role at Martin | Fletcher before accepting a position as the Director of Marketing with The Delta Companies.

During his tenure at Delta, Doug was often a primary contributor to The Physician Recruiting Standard, providing expert insight on a quarterly basis regarding healthcare recruitment market trends, offering market feedback to hospital decision-makers, organizations such as Medical Group Management Association and national healthcare publications such as Medical Economics and Modern Healthcare. Recognized throughout the healthcare staffing industry as an authority on how to combat the national shortage of providers, Doug supplies facilities across the country with the necessary consultation to be successful in their searches. Doug held a senior leadership position with Delta Physician Placement and played a key role in launching Delta Healthcare Placement, as the company expanded to offering direct hire and travel nursing, allied, therapy, and physician extender solutions to the market. He led a team of 14 sales representatives.

Kara Carter, PHR **Executive Profile**

Summary

Kara Carter has over 15 years as a Human Resources Professional. Kara began her career in human resources after graduating from Schreiner University with Sheraton. She then moved to HKS and was the backbone of the human resources department. She was responsible for new hire orientation, training and development and employee relations. Kara helped to increase the staff at HKS from 400 employees to 1,200 in a period of four years. Kara was recognized by the CEO as to go to person for most human resource issues. Kara became PHR certified and was promoted to associate by the owners of HKS.

Kara joined Ironside Human Resources in May 2012. Kara has played a key role in developing a unique recruiting structure for our clients and has been key in placing several providers for our clients. Kara is also responsible for the day to day operations at Ironside Human Resources.