



# WARBIRD HEALTHCARE



## TALENT ACQUISITION SOLUTIONS

### Tailored For Challenging Times

Leveraging Warbird's proven success can help reduce the cost of traditional talent acquisition operations. From total outsourcing, to the C-Suite, to targeted hard-to-fill positions, a strategic partnership with Warbird will rapidly provide exceptional healthcare talent.

#### WARBIRD'S TALENT ACQUISITION SOLUTIONS

Since 2003, Warbird has provided its multi-industry clients with a suite of Talent Acquisitions Solutions (TAS). Whether organizations require interim resourcing, direct placement or recruitment outsourcing options, Warbird is uniquely qualified to deliver comprehensive OnDemand™ talent.

#### INTERIM RESOURCING

**Warbird identifies and presents multiple qualified interim candidates to clients within 72-hours of being retained.**

- From C-Suite to manager, Warbird has been a national leader in interim resourcing since 2003
- Warbird's Interim Resourcing solutions provides clients with rapid access to highly-skilled interim professionals, minimizing the disruption to business operations and the potential adverse impact associated with sudden resource losses
- Engaging an Interim resource while identifying a FTE, provides the best opportunity to implement a well-defined transition plan that enables the new employee to identify immediate priorities and hit the ground running

#### EXECUTIVE RECRUITING & DIRECT PLACEMENT

**Warbird recruits C-Suite and executive level talent.**

- Warbird serves as the trusted recruiting partner to health systems, academic medical centers, and community and rural hospitals across more than 30 states, filling critical C-Suite and director-level talent needs
- Our dedicated team of professional recruiters manage an active talent network, skilled in matching client resource needs to a proprietary OnDemand(TM) talent pool
- Every Executive placed by Warbird receives one year of OnDemand coaching, mentoring, and leadership development support at no additional cost the Client or Executive

#### RECRUITMENT PROCESS OUTSOURCING

**Warbird provides comprehensive recruitment solutions that provides organizations with access to dedicated talent acquisition resources while delivering meaningful cost savings.**

- Warbird's Recruitment Process Outsourcing (RPO) solutions leverage almost 20-years of success in providing critical resource needs to clients across multiple industries automotive, financial services, governmental agencies, healthcare, and technology
- Our talent acquisition solutions scale to meet the needs of our clients, ranging from responsibility for an organization's entire recruiting function to specific department recruiting activities



# TALENT ACQUISITION SOLUTIONS

## Henry Seybold

CFO, ROCKFORD HEALTH SYSTEM

"I was very impressed by the quick responsiveness and identifying highly qualified individuals to help my interim VP of Finance role. They performed very well and have been flexible in providing the support I need. I highly recommend Warbird for interim work from an analyst position all the way up to CFO."

## Mike Easley

CEO, CENTEGRA HEALTH SYSTEM

"I was comforted and relieved to know we had an expert working with us. The CFO transition process was smooth because of the groundwork laid out by Warbird's interim CFO role. They made positive improvements and set us apart from where we started. I absolutely would work with Warbird again."

## Representative TAS Engagements:



Director of Medical Records  
Staff Accountant  
CFO



CIO  
IT Director  
IT Project Manager



CFO, Cash Posting Director, Budget Director,  
Director of Revenue Integrity, Director of  
Patient Access, Director of Coding



VP of Revenue Cycle, Director of Billing,  
Patient Access Director, Pre-Registration  
Managers, Project Managers



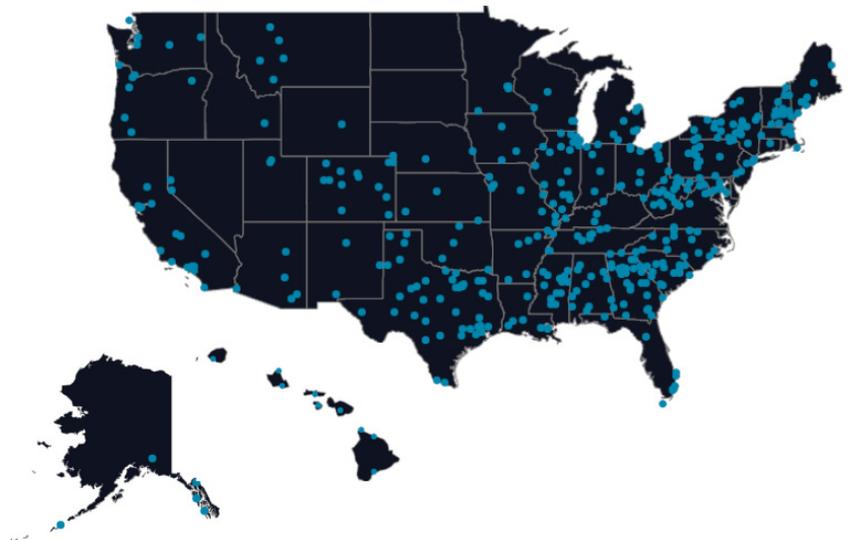
VP of Hospital Site Operations  
Senior Revenue Management Consultant  
Manager Billing & Follow Up  
Supervisor Billing & Follow Up



VP of Finance  
VP of Revenue Cycle

## National Presence, Local Impact:

Warbird's professionals have advised and served clients on over **800 engagements** across **46 states**.



### Richard Woods



404.641.9698  
rwoods@warbirdcp.com

#### **CAO, EVP Talent Acquisition Solutions**

Richard has spent the past 30 years of his career serving as a Human Resources, Talent Acquisition and Operations management leader. In this capacity, he has always endeavored to leverage these functions as a strategic partner with a mandate to enhance organizational effectiveness and drive business success.

Now serving as the EVP of Warbird's Talent Acquisition Solution offerings, as a practitioner consultant, Richard advises Warbird's Healthcare clients on their TA needs. Together with the TA team, tailored and scalable solutions are implemented to help clients acquire the needed resources in a cost effective and timely manner.

[Click here](#) to read Richard's full profile.

### Sharon Giles



404.909.2048  
sgiles@warbirdcp.com

#### **Manager, Healthcare Talent Acquisition**

For the past 20 years, Sharon has been a demonstrated leader in various aspects of recruiting, business development and team leadership. She is a nimble and tenacious problem solver, able to successfully juggle multiple priorities and projects simultaneously with outstanding execution.

Now serving as Senior Talent Acquisition Business Partner for Warbird Talent Acquisition Solutions, Sharon partners with Warbird's Healthcare clients to develop and execute strategies to successfully identify and recruit key mid- and senior-level resources, even for hard-to-fill priorities.

### Agnes Hayfron Barnor, PHR



404.496.5273  
abarnor@warbirdcp.com

#### **Manager, Healthcare Talent Acquisition**

Agnes is a resourceful and efficient recruiter with over 15 years' combined experience in Healthcare and Big Pharma Talent Acquisition. She's adept at identifying the right resources to bridge the talent gap for employers. As Manager of Warbird's interim healthcare consulting practice, Agnes is passionate about placing and managing top-notch consultants to leverage their diverse expertise in solving complex Revenue Cycle Management and Finance problems for hospitals and physician practices across the US.

## Rebecca Umberger, MAOL, SHRM-CP



470.572.3005  
rumberger@warbirdcp.com

**Senior Talent Acquisition Business Partner**

Rebecca is a Certified Human Resource Professional (SHRM-CP) who has an expansive knowledge in the field of healthcare and human resources spanning over 30 years. Serving in various leadership roles in both clinical and administrative areas, she specializes in Human Resources, Operations Management, Planning and Development, Merger and Acquisitions, Consulting, Strategic Leadership, Change Management, Project Management, and Compliance in both small and large healthcare systems. Rebecca has also served as an Adjunct Instructor at Stark State College in her local community for over a decade and continues to be active on local Advisory Boards and is a published writer on professional Medical Assisting. In service as a Senior Talent Acquisition Business Partner for Warbird Talent Acquisition Solutions, Rebecca works alongside as a partner with healthcare clients, applying her expertise and vast knowledge, executing organizational effectiveness and resources resulting in a competitive advantage.

## Jacob Knisely



678.559.1177  
jknisely@warbirdcp.com

**Talent Acquisition Business Partner**

Jacob has worked in Human Resources for over two years. He has worked in various backgrounds of recruiting and has shown great success within his career. He is a diligent and motivated partner that thrives on collaboration with his partners to complete projects. Now serving as a Talent Acquisition Business Partner for Warbird Talent Acquisition Solutions, Jacob partners with his team to source and recruit potential candidates for various clients.

## Sam Knox



404-276-9568  
sknox@warbirdcp.com

**Talent Acquisition Business Partner**

Sam is a four-year sourcing and recruitment consultant who plied his trade at the Cleveland Clinic for three years as well as Warbird over the past year. He has recruited or sourced for just about every role in a healthcare system and has done both front-line and c-suite medical, financial, and environmental recruitment work. Before he entered the Talent Acquisition profession, he was a two-year veteran social studies, government, and economics educator in Arizona where he attained his Master's Degree in Secondary Education. It is through these experiences that he developed the abilities to market, communicate, empathize with management and candidates, and use a system that he integrates to move quickly and intelligently through healthcare job markets.

## Nataussia Robinson



### **Talent Acquisition Business Partner**

Nataussia is an energetic professional with nine successful years of Talent Acquisition experience. She is an entrepreneurial leader with a talent for establishing and implementing plans and programs aligned with organizational needs. Extensive experience sourcing passive candidates via LinkedIn, Indeed, CareerBuilder, and ZipRecruiter, etc. Nataussia is recognized as a hands-on leader who is adept in all facets of benefits, compensation, staff recruiting, hiring, training, and performance evaluation. She is a strong project manager who thinks “outside the box” and effectively manages change.

 470.834.4787  
 nrobinson@warbirdcp.com

## Kerri Cufaro



### **Senior Healthcare Recruiter / RPO Project Manager / Interim TA Director**

Kerri has almost 20 years' experience in the Talent Acquisition space as an integral team member with several staffing agencies and consulting firms as well as leading recruiting teams for many large corporations. For Warbird Kerri has recruited executive level finance and accounting professionals for client projects; has lead a team of recruiters; and now recruits for interim project work in the nationwide Healthcare practice which includes CFO/financial, revenue cycle and IT service lines. Kerri has a keen knowledge of managing high performing teams, strategizing with executive leaders, consulting with hiring managers and human resource partners, and sourcing and recruiting stellar candidates. She has successfully managed relationships at all levels between client/hiring manager and the job seeker throughout the interview process to ensure timely and effective placements.

 404.455.1601  
 kcufaro@warbirdcp.com

## Dennis Bloom



### **Senior Healthcare Recruiter**

Dennis began his career in the recruiting and staffing industry over 20 years ago. Along with his dedication and commitment to excellence, he quickly understands the needs of his clients and candidates. With a consultative approach, he attracts top medical professionals and mid-level professionals for both permanent and temporary positions. He prides himself on his in-depth interview process which enables him to specialize in all fields and specialties, providing the appropriate candidate to fill the clients' requirements. Bringing extensive knowledge of the industry based on 20 years of experience, he genuinely enjoys working one-on-one with his clients and candidates.

 470.451.1437  
 dbloom@warbirdcp.com

## Mica Livingston



### Senior Healthcare Recruiter

Mica is an experienced Sr. Executive Recruiter with a demonstrated history of working in the staffing and recruiting industry. She is skilled in nursing, medical device, healthcare, sales, as well as high level corporate recruiting. She is a strong human resource professional with over 13 proven years of recruiting success. Mica has been very successful at relationship building with candidates as well as clients and hiring managers.

 470.451.1188  
 [mlivingston@warbirdcp.com](mailto:mlivingston@warbirdcp.com)

## Elizabeth Pope



### Senior Healthcare Recruiter

For over 20 years, Liz has been a talent recruitment professional with experience developing and executing recruiting plans within both agency and in-house settings. She has managed all phases of full-cycle recruiting, from initial sourcing and screening through offer negotiations, placements and on-boarding, as well as creatively sourcing high-caliber candidates by leveraging recruiting software, social media, cold calling and referrals. She is a great asset to Warbird's TAS Team.

 470.451.1648  
 [epope@warbirdcp.com](mailto:epope@warbirdcp.com)

## Asher Waldfogel



### Senior Healthcare Recruiter

Asher has spent the last four years in the Talent Acquisition sphere and has specialized in healthcare recruitment for the last two. A dedicated recruiter who is not afraid to use out-of-the-box solutions. He has used quick thinking and persistence to be able to find talent for the most critical of jobs. Now serving as a Senior Healthcare Recruiter for Warbird's Talent Acquisition Solutions, Asher partners with Warbird's Healthcare clients to help craft and develop strategies to bring in top healthcare talent. Together with the TAS team, he helps full-fill any client need.

 678.260.1470  
 [awaldfogel@warbirdcp.com](mailto:awaldfogel@warbirdcp.com)

[Click to learn more about  
Warbird's Talent Acquisition Solutions](#)