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## Better Understand Your Open Positions

✖ When filling a new position, there are many different attributes to look for in potential candidates. You are evaluating each job seeker on their past experience, future goals, personality, how well they may fit in with your company culture, and the list goes on. While you're focused on the candidate, it's important to remember that they have the same task of evaluating you and your organization. To ensure the candidates receive the information they need to truly determine whether or not they are the right person for the job, you need to be as familiar with the open position as possible. You already know, generally speaking, the type of

candidate who will be ideal in your work environment. Plus, you've at least read the job posting (possibly even written it yourself). But you really know what it's like to be in that role?

Before you try to fill a position, you need to learn what that position is like from the people who work it everyday. Ask your other employees in that role what a typical day is like. Find out what they love and what they find challenging. If this is a brand new position, or a single position you are finding a replacement for, speak to the people who will be working with that professional. What will they expect from the next person in the role? What does success look like for this person? If it is a position that was previously held, what would they like to see done differently this time around?

Understanding the role from inside the organization, rather than depending solely on the job posting, will help you better identify the right candidates and allow you to see the greatest return on your investment.

South Florida Hospital News and Healthcare Report's number one goal is top quality healthcare journalism written and edited for the region's most successful, powerful healthcare business executives and professionals.



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