

# Are Your New Hires FQHC Ready?



At 330Talent, our proprietary **FQHC Readiness Assessment Tool™** scores every candidate we interview on a scale from 0 to 100.



Is your most recent hire a **65** or an **85**?

**When you work with 330Talent, you get the most comprehensive assessment of talent in the industry.**

## We Evaluate:

- ✓ Experience
- ✓ Education
- ✓ Technical Skills
- ✓ Collaboration
- ✓ Team Dynamics
- ✓ 330 Program Requirements
- ✓ Governance
- ✓ Clinical Integration
- ✓ Interpersonal Skills
- ✓ Compliance

**330 TALENT** Candidate Profile ID#: 01318

Functional Title: **Chief Medical Officer**

Total FQHC Experience: 7 years

Total Healthcare Experience: 23 Years

Educational Achievement: BA & MD (OB/Gyn Board Certified)

Relocation: Open to Relocation

Preferred Geography: East Coast

**FQHC Readiness Assessment Score: 85/100**

The FQHC Readiness Assessment is a proprietary tool we use to assess a candidate's level of knowledge and experience with various aspects of the FQHC business model. In addition, we evaluate if the essential qualities any one of us would have looked for in a candidate when hiring for our health center position the candidate is seeking.

To the extent we are able, we further examine level of competency in the areas of Section 330 Program Requirements, governance, compliance, UDS reporting, sliding-fee, integration of behavioral and oral health, specialty services, and other topic areas. The assessment produces a numerical value on a scale of 100 to establish a consistent comparative methodology between candidates.

**Candidate Summary:**  
This candidate has seven years of experience in an FQHC, serving as the Director of Women's Health, and seeks a return to the community health center industry. She has a history of being in a leadership role in all of her employment experiences and is ready to take on the top role of CMO. Equally important is her desire to establish roots within a community and make a difference. She is an engaging, personable individual who believes strongly in the value of teamwork.

**Key Endings:**

	Expert	Intermediate	Novice	Not Applicable
Clinical Leadership & Management Experience		✓		
Mentoring / Coaching Clinical Staff		✓		
Improvement on Clinical Measures	✓			
Experience with Patient Satisfaction Improvement	✓			
OSV Experience		✓		
Joint Commission/NCOA Experience		✓		
Clinical Support Tools (pop health, EHR systems)	✓			

**Highlights from our interviews:**

- 1) This candidate has a knack for getting provider buy-in to organizational goals including achievement of productivity and quality targets. She establishes trust with her peers, subordinates, and support staff by being transparent and relating all activity back to patient benefit.
- 2) She is passionate about working in an FQHC, indicating her seven years with the health center in Ohio was some of her most satisfying work. Is knowledgeable on all aspects of the FQHC model including site visits, UDS, and the need for reporting on clinical measures.
- 3) Very familiar with social determinants of health, utilizing the patient grievance process to advocate for positive change, and is a strong believer of the peer review process. Believes in using data to drive performance and to measure success. Motivating factor.
- 4) Has inherent leadership qualities, rises to the role no matter where she is. Has been subordinate leader of departments and programs and often the person others go to for support. Ready to step in to the official role of CMO—beyond ready for it. Excellent role model for others.
- 5) Experienced in all facets of public speaking, engagement in the community, and willing to do the work to grow the practice, improve community perceptions. Solid communicator, expressive, and comfortable with boards and interacting with people from all walks of life.

When I opened my firm, I wanted to create solutions from the perspective of someone in a health center leadership position – to develop tools and processes that I wish I had at my health center.

That's why I created the **FQHC Readiness Assessment Tool™**, a proprietary tool we use to assess a candidate's level of knowledge and experience with various aspects of the FQHC business model. The assessment is based on the position the candidate is seeking. In addition, we explore all the essential qualities any one of us would have looked for in a candidate when hiring for our health center.

All candidates are evaluated for hiring, education, interpersonal skills, collaboration, and team dynamics. To the extent we are able, we further examine level of competency in the areas of Section 330 Program Requirements.

The assessment produces a numerical value on a scale of 100 to establish a consistent comparative methodology between candidates. The higher the number, the greater the "readiness" we assess the candidate for working in a health center.

While the tool is helpful to assess candidates, we encourage our health center clients to recognize it's only a single data point that should be used in concert with all other available data to make the right hiring decision. To that end, we provide clients with comprehensive information about a candidate's ability to work in an FQHC environment. And we only put forward candidates we believe have a high likelihood of success.

Please do not hesitate to contact me with any questions you may have about the **FQHC Readiness Assessment Tool™**, or any of the services we provide.

With gratitude,

**Rob Rioux**  
**Founder & Chief Executive Officer**  
**330Talent**

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