

Marshall Koll & Associates is a growing healthcare recruitment firm with a uniquely refined search model and a focus on middle management and director-level positions. Recently we performed a search for East Texas Medical Center, which needed a top-quality Director of Surgical Services. Troy Thibodeaux, Vice President of the Neuroscience Institute at ETMC, comments:

“We were searching for a Director of Surgical Services, and right now the market for any type of Surgical Services leadership is very difficult. Hospitals are fighting over these folks, especially the good ones.”

“There are very few search firms who do healthcare middle management well. That’s Marshall Koll’s niche, and they have the unique knowledge and resources to find and attract Director-level talent.”

When asked to assess the search process, Mr. Thibodeaux continued:

“Neill Marshall came to our site and interviewed me extensively. He also met with our CEO and the people in Surgery. He spent the time to find out exactly what we wanted, and identified candidates who really matched our needs.”

“Marshall Koll sorted through the candidates quickly and presented the best ones to us in a very timely manner. Our ongoing communication was excellent. The interview process and the on-site visits were very well-planned.”

Marshall Koll’s search produced excellent results for ETMC. Mr. Thibodeaux describes his sense of satisfaction:

“The quality of the candidates that were presented to us was just outstanding. It was genuinely difficult for us to make a choice between the two final candidates. Both of the candidates were also interviewing with our competition, and I think Marshall Koll’s support, professionalism, and personal service were a big factor in convincing our chosen candidate to join our team.”

“I would absolutely use Marshall Koll again. They met and exceeded all our expectations.”

“Our chosen candidate has been a huge success. Our new Director of Surgical Services has done a great job rebuilding the leadership team in Surgical Services, and brought the department to a whole new level.”

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