

**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 Health Central in Ocoee, Florida, which needed a new Controller, quickly. *Alan Crowell, Chief Financial Officer at Health Central, comments:*

**“This was a difficult placement, a little more complicated than most. We needed to find someone who could not only fill the existing position of Controller, but who could move up to the CFO position in a undetermined period of time. We tried the search on our own, but quickly realized that we couldn’t manage the project with the limited time we had available. MKA was recommended to us as a firm with a strong reputation for fine placements in this sort of department-director position.”**

*Mr. Crowell felt the search process unfolded smoothly and professionally:*

**“The development of the search process was the best, excellent. Neill Marshall personally stayed on top of it. We made promises to each other, and Neill fulfilled every promise he made. He came personally to our site and got a good idea of what the job entails. We had an aggressive timetable and he got responses back quickly.”**

**“I wanted a weekly progress report. Neill did that very well, and when there was anything further to discuss he called me. He made some suggestions to move the search along, and that was very helpful. He told me things that I did not think about in advance, and had some suggestions for things that I had no opinion on. His suggestions were right on target.”**

*MKA’s search produced a candidate that fulfilled all Health Central’s requirements. Mr. Crowell remarks on his satisfaction:*

**“The quality of the candidates was very good. MKA screened them carefully, and that was a big help because we did not have time to narrow the search ourselves. Our CEO, our VP of Human Resources, and I talked to each of the four, narrowed the field to two, and interviewed again in greater depth before making our selection.”**

**“One of our candidates was unavailable within our time frame, and this delayed the process by a week or so. We did want to consider this particular candidate, however, and MKA was very helpful in coping with the delay and arranging the eventual interview.”**

**“MKA met and exceeded our expectations. Without a doubt we would use them again.”**

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