

The client was UNT Health - the physician group of the University of North Texas Health Science Center, an entity recently doubled in size by a new acquisition. The challenge to Marshall Koll and Associates: find a Chief Financial Officer who met the Group's unique needs.

Randy Jones, the President and CEO for the UNT Health, says:

“Getting an experienced finance person for a medical group is always challenging, because you have to satisfy a number of constituents. In my particular case I have a physician board of directors, and we’re an academic center, and so we were looking for a unique skill set of people to come into this job.”

Jones went on to explain just what happened when he set out on his search for a new CFO:

“Because of the rather short-notice departure of my prior CFO, we started out behind the curve. I solicited proposals from three separate search firms. They each gave me their proposals. I then met or talked with all three groups, and in turn I made a best-value determination, I took it to my Board of Directors, and we proceeded with Neill Marshall and Marshall Koll.”

The search itself went smoothly, Jones recalls:

“Neill and I got our position description pretty well worked out and most of our business details worked out in May. He started to source candidates in June. In early July he presented me a preliminary list of candidates. We created an order of merit list and worked down that list of candidates. MKA did all the reference work for us, and I felt pretty comfortable with what we had.”

Jones also praises MKA for the way communication was handled, and for their careful pre-qualification of candidates:

“The lines of communication were always very good. Neill Marshall kept me informed every step of the way. The quality of the candidates was excellent. I wanted a good solid CFO, and that’s what I got, a good solid CFO.”

In summing up UNT Physicians Group’s experience with MKA, Jones says:

“I had worked with Neill Marshall before. I valued and trusted Neill’s professional opinion, and I knew he would find the kind of person I was looking for. Marshall Koll and Associates exceeded my expectations, actually. I believe that things were handled expeditiously, handled in a very professional manner. I would absolutely use them again.”

“I made a best-value determination, I took it to my Board of Directors, and we proceeded with Neill Marshall and Marshall Koll.”

“The lines of communication were always very good. Neill Marshall kept me informed every step of the way.”

“I valued and trusted Neill’s professional opinion, and I knew he would find the kind of person I was looking for. Marshall Koll and Associates exceeded my expectations.”

