

Executive Summary

Zelle Human Resource Solutions is an Executive Search Recruiting company created to deliver outstanding full service in the area of Executive Recruiting. Our seamless and efficient process offers you a single point of contact, backed by an experienced team of recruiters who are each dedicated to your search.

Zelle is an independent search firm, not associated with any hospital systems, with the approach to attract the best talent and match that to the right organizational fit. Our goal is simple; deliver outstanding service, be unique in our approach, and deliver great results.

Our Approach

Initial Briefing and Research



Zelle and the recruiting team will meet to learn more about the company, its culture, and your ideal candidate. We feel on-site meetings and face to face interactions are important in understanding your culture and determining the right fit.



Placement of announcement

Zelle will utilize LinkedIn, ZipRecruiter, Indeed, Zelle HR Solutions Job Board, Facebook, Instagram, and others.



Prospect Inventory

Zelle and Prairie Health Ventures have a wide network we will proactively reach out to as we begin our search process.



Talent Mapping and Candidate Profiling

From local to national searches, we create a personalized search strategy to find you the absolute best talent. We are proactive in our approach and do not wait for candidates to come to us.



Position Status Updates

The hiring committee will receive weekly updates regarding the progress being made throughout the selection process.

Board Interview

Zelle will coordinate the entire process, including candidate arrangements, creation of interview questions, facilitation of the interview, etc. Members of the PHV board will have ability to be part of the initial screening process. PHV will have ability to assist in the screening process and content creation for interview questions by using their expertise and connections as resources.



Integration and Closure

When a final candidate is selected, we work closely with the hiring committee and the candidate to negotiate a package that is agreeable to both parties.

Navigating Board of Directors in the Recruiting Process

Zelle has extensive experience working with board of directors. Through various partnerships with hospitals, municipalities, and counties, we know the dynamics that exist when recruiting high profile positions. We know how to navigate diverse board conditions such as, political dynamics and the different private, public, and executive sessions in the recruiting process.

The Executive Recruiting Team

Each team member has lived in and spent multiple years growing a network from Chadron to Omaha. To attract and retain a talented Executives, it is critical to know the area in which the candidate is being recruited.

Zelle has conducted numerous executive level searches throughout Nebraska and feel very confident in our abilities to successfully find the right candidate who wants to come into the community they will service in Nebraska.



The Zelle Fee

We've been told countless times that our recruiting process is different than that of other firms. We have better detail information, client communication, candidate communication, and overall resources to guide a great process.

We have competitive rates. Our standard fee is 22% of first year salary with a \$5000 retainer, or the option to pay \$20,000 up front and \$20,000 at time of placement. You choose which option is best for you.



The Zelle Guarantee

A one-year placement guarantee is offered. We believe in backing up the search and candidate with a guarantee that signifies this is a partnership. In the unlikely event a candidate does not make it for one year for whatever reason, Zelle will conduct another search at no cost to the client.