

5 Things to Look for in a Program Integrity Recruitment Team

Recruiting specialized talent for Program Integrity roles can be costly — losing time, energy and money — when the hiring process fails.

Traditional hiring channels aren't equipped with the right knowledge, qualified candidates and experienced recruiters for filling niche roles.

Specialized hiring firms find the right fit for your needs in an efficient and cost-effective manner.

Here are 5 things to look for in a Program Integrity recruitment team.

Established network of qualified candidates.

Having a network of prescreened applicants at their disposal means a specialized recruitment team doesn't waste time, money or energy screening a deluge of unqualified resumes. They can immediately connect clients with the best fits for the role. No more lost time and lost talent to the competition in this fast-moving, candidate-driven market.

Recruiters have extensive knowledge of the unique Program Integrity roles they are filling.

Recruiters need to know what they're looking for—in both hard and soft skills. They must be knowledgeable and have a deep industry understanding to perform proper assessments of the candidates as they are screened. Having the right recruitment team means having less chance of hiring a poor fit.

Don't use a one-size-fits-all approach to candidate screening.

Specialized Program Integrity roles don't always fit the same mold. It's important that agencies know what is most important for the hiring team and the unique position they are working to fill. Some roles need a candidate who can jump in immediately. Others may require a series of interviews. Many facilities require specific competencies or additional training. The process should be a collaborative effort that meets the specific needs of the client and ultimately results in hiring the best candidate.





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Interview structures are tailored to ensure a good fit.

If tailored resume screening is important, a tailored interview structure is indispensable. A good Program Integrity recruiter will know how to ask the right questions and get to what matters most. They know that finding the right hire means choosing a true fit for the company's culture. Their industry experience will help determine a candidate's qualification in both hard and soft skills.

Evaluate specific needs to align with assessments.

A specialized Program Integrity recruiter knows the industry and what it means to be proficient in each unique role. They dive into the needs of the client and analyze what abilities or knowledge is needed to perform the specific functions for the job. They can tell at a glance which candidates align with certain roles.

Intara Talent Solutions has all of this and more. We have proven experience working in federal, state, and commercial markets and serve as hiring manager, recruitment coordinator and subject matter expert for businesses in need of healthcare payment integrity professionals such as medical review nurses, investigations, data analysts, and auditors.

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