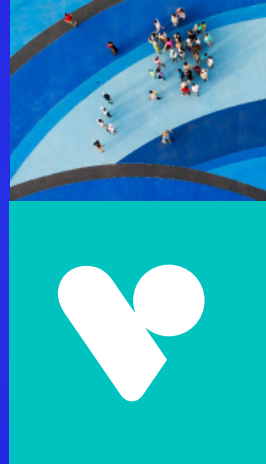


# Provide the best hiring experience with these tips!

Get connected to qualified ODs seeking work.



## TWO WEEKS

Keep candidates engaged by communicating with them at least every two weeks.

## PERCEPTION IS REALITY

Updated images of your practice and staff are encouraging to applicants. With your permission, we will use the photos to market your job posting.

## START WITH THE WHY

OD job seekers have options. Give them reasons why working at your practice is a fulfilling career, not just a job.

## TRAFFIC

Clearly define your expectations to increase applicant flow.

Contact your personal Talent Acquisition Specialist today at [vspproviderhub.com/odrecruitment](https://vspproviderhub.com/odrecruitment).

## COMMUNICATION IS KEY

Set some time to provide hiring updates and candidate reviews with your recruiter.

## BE FLEXIBLE

- Running a business is time-consuming. Try simplifying your hiring process.
- Take advantage of technology and conduct virtual interviews.
- Keep in constant communication with us to keep applicants engaged.

## OPTIMIZE YOUR JOB LISTING

Highlight your practice mission and work culture to hire an OD that matches your passion.



## DON'T BE SLOW AND STEADY

A sense of urgency and speed is needed! You may miss hiring the perfect OD.



## 3-2-1 ACTION

With a hiring strategy in place, you are ready to receive qualified candidates.

**vsp** od recruitment support

Visit [vspproviderhub.com/odrecruitment](https://vspproviderhub.com/odrecruitment).