



Case Study:

Pediatric Subspecialists

For leading Houston-Area Children's Hospital



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Challenge

Dr. Jeff Shilt, Chief of Surgical Services for the new Houston-area location of one of the nation's leading children's hospitals, needed a Pediatric Urology Chief. That wasn't an easy task given that this pediatric subspecialty, like many other pediatric subspecialties, "is an extra challenging field to fill," says Dr. Shilt. "The potential candidates out there aren't necessarily responding to ads or going through the traditional channels." Further, he adds, physicians who may be considering a change may not be volunteering that information with anyone, so as not to compromise their current jobs. "It's an uncomfortable position to be in." Dr. Shilt didn't have time to wait. So he turned to Glenda Smith, Principal at Pediatric Search Partners, for help.

Dr. Shilt already was familiar with Pediatric Search Partners, having worked with Glenda several years before when she was recruiting a pediatric orthopedic surgeon to join the team at Valley Children's Hospital in Madera, California. At the time, he was considering relocation and responded to one of PSP's recruitment efforts. The two discovered they had a mutual friend in common during their initial conversation and immediately connected. Over the next few months, Glenda worked with Dr. Shilt to find the right fit, referring him to several opportunities and negotiating offers to find the best fit for him and his family. Ultimately, Dr. Shilt chose not to relocate, but Glenda promised to keep in touch periodically as additional opportunities became available. In 2016, after Dr. Shilt accepted a position as Chief of Surgical Services at the new outreach location for a well-respected Houston-area children's hospital, he had searches to fill, and so he reached out to Glenda once again for assistance. She quickly went to work to present candidates for all of his open searches.

Coincidentally, Dr. Ming-Hsien Wang, a Board Certified Pediatric Urologist, Fellowship Director and Associate Professor of Pediatric Urology at Johns Hopkins Hospital, was seeking a change from her current position when she came across Glenda. She'd never worked with a recruiter before, but needed help finding a new position that would enable her to achieve a better work/life balance after spending eight years at Johns Hopkins. Dr. Wang and her husband, an adult urologist, are the parents of four children ages 12 and under. In her next opportunity, Dr. Wang wanted to be able to focus on patient care, teaching and research, and with the ability to see her children off to school each day. She was open to trying a new geographic location, provided her husband could also find an attractive position in the area.



Solution

"I was immediately impressed with Glenda's experience and knowledge with pediatric subspecialties," Dr. Wang says. "She immediately identified several positions where I could have a successful surgical career, while being a mother of four young children. She gets it – she's easy to talk to about all of the human stuff. She's very personable and was always available."

Glenda immediately arranged a call within hours of presenting her CV then within 48 hours had coordinated a three-day trip to Houston for Dr. Wang to meet with Dr. Shilt and hospital administration. "When I met Dr. Shilt, it felt like the perfect team," she says. While Glenda presented multiple candidates to Dr. Shilt, Dr. Wang quickly became his first choice. "She's a seasoned candidate with tremendous experience and an excellent reputation, and she also fit the needs of our position, serving in both community and academic medicine," he says. Ultimately, Dr. Wang accepted the position as Urology Chief and began her new role in August 2017.

The offer was just the beginning. "Glenda helped me with strategies for transitioning out of my current position, and she helped my husband negotiate his contract with various adult urology practices around the region. I would recommend her without any reservation."

During the search process, Dr. Shilt would hire another candidate presented by PSP: Dr. Sonal Saraiya, a Board Certified Pediatric Otolaryngologist and another traditionally challenging role to fill.

"Glenda was amazing – she facilitated the process in a wonderful manner," Dr. Shilt adds. "She wasn't interested in just filling any position with any person; she was looking for the best fit for the institution. And she did it on a tight timeline, juggling multiple candidates."



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About Pediatric Search Partners

At Pediatric Search Partners, we've spent our careers listening to professionals just like these. We know the traits that matter to both candidate and hospital: a recruiter who communicates effectively and works tirelessly on your behalf. That means constantly facilitating and negotiating for optimal outcomes and truly taking the time to pair the right people with the right opportunities.

Pediatric Search Partners is a boutique search consultancy focused solely on pediatric and pediatric subspecialty search and leaders within children's healthcare. Founder Glenda Smith has more than 25 years of recruiting experience and previously served as Director of Physician Recruitment at one of the nation's leading children's hospitals. With a true commitment to personalized service and a passion for changing the lives of physicians and the families they serve, Pediatric Search Partners strives to be your trusted partner throughout your career.