

About Us

Stark Lane, Inc. is one of the most influential Executive Search Firms within the American Healthcare market. With a search focus spanning from Private Equity to the top US News and World Report Health Systems, and a reach that touches all 50 states and American joint ventures abroad, Stark Lane is uniquely qualified to provide your company with the leaders who make quality healthcare possible.

Our Story

Founded in 2008 as Signature Healthcare Search, Stark Lane is an Executive Search Firm focused within the American Healthcare. From 2008 to 2014, Signature Healthcare Search climbed Modern Healthcare Magazine's list of largest Executive Search Firms in Healthcare from number 46 to number 24, then rebranded as Stark Lane in April 2015 to reflect increased capabilities, expansion of services, and to position for long-term growth.

Culture

MISSION

Provide socially responsible companies with the human capital necessary to fulfill their mission.

VISION

Reinvention of the recruitment industry through continuous advancements in quality and innovation while positively impacting the lives and careers of those we encounter along the way.

PHILOSOPHY

Our success is merely a byproduct of yours.



STARKLANE
COMPREHENSIVE PERSONNEL SERVICES

CORE VALUES

- Loyalty
- Courage
- Respect
- Honor
- Integrity
- Commitment



Track Record of Success

To date, Stark Lane has placed hundreds of leaders with more than 100 different organizations.

Primary markets include:

HEALTHCARE

- For-Profit & Not-For-Profit Acute Care
- Post-Acute Services
- Behavioral Health
- Medical Group & Practice Management
- Clinical & Non-Clinical Support Services
- Healthcare-Focused Private Equity

Primary Focus

- Operations
- Finance
- Human Resources
- Clinical Management
- Sales/Marketing
- Information Services
- Development/M&A



STARKLANE

COMPREHENSIVE PERSONNEL SERVICES



Permanent Placement

RETAINED EXECUTIVE SEARCH

We recommend a Retained Executive Search when a large or rapidly-growing company encounters a critical vacancy or discreet recruitment project at a high level, generally a salary level of \$250K+, or if they have continuous recruitment projects requiring the full engagement of a team. This arrangement is a true partnership, yielding our highest rate of success and client satisfaction. Retained searches are led by senior personnel and command primary attention of a team.

Our service charge for a single Retained Search is paid in three installments, beginning upon engagement. Due to the limited candidate availability at this level and the resources consumed, single Retained Searches command our highest service charge. The total service charge is, typically 33-40% of a successful candidate's first year base compensation.

Our service charge for ongoing Retained engagements are quite different. The arrangement is renewable every 6 to 12 months and can be highly cost-effective. Due to the ongoing engagement of resources and operating expenses, we charge a monthly retainer coupled with reduced rates for the completion of each search. In this instance, we limit our number of client organizations and the types of organizations with which we work to ensure the client has the largest candidate pool possible.

CONTINGENT RECRUITMENT

While Stark Lane is not classified as a Contingent Recruiting organization, Contingent Recruitment is one of the many services offered.

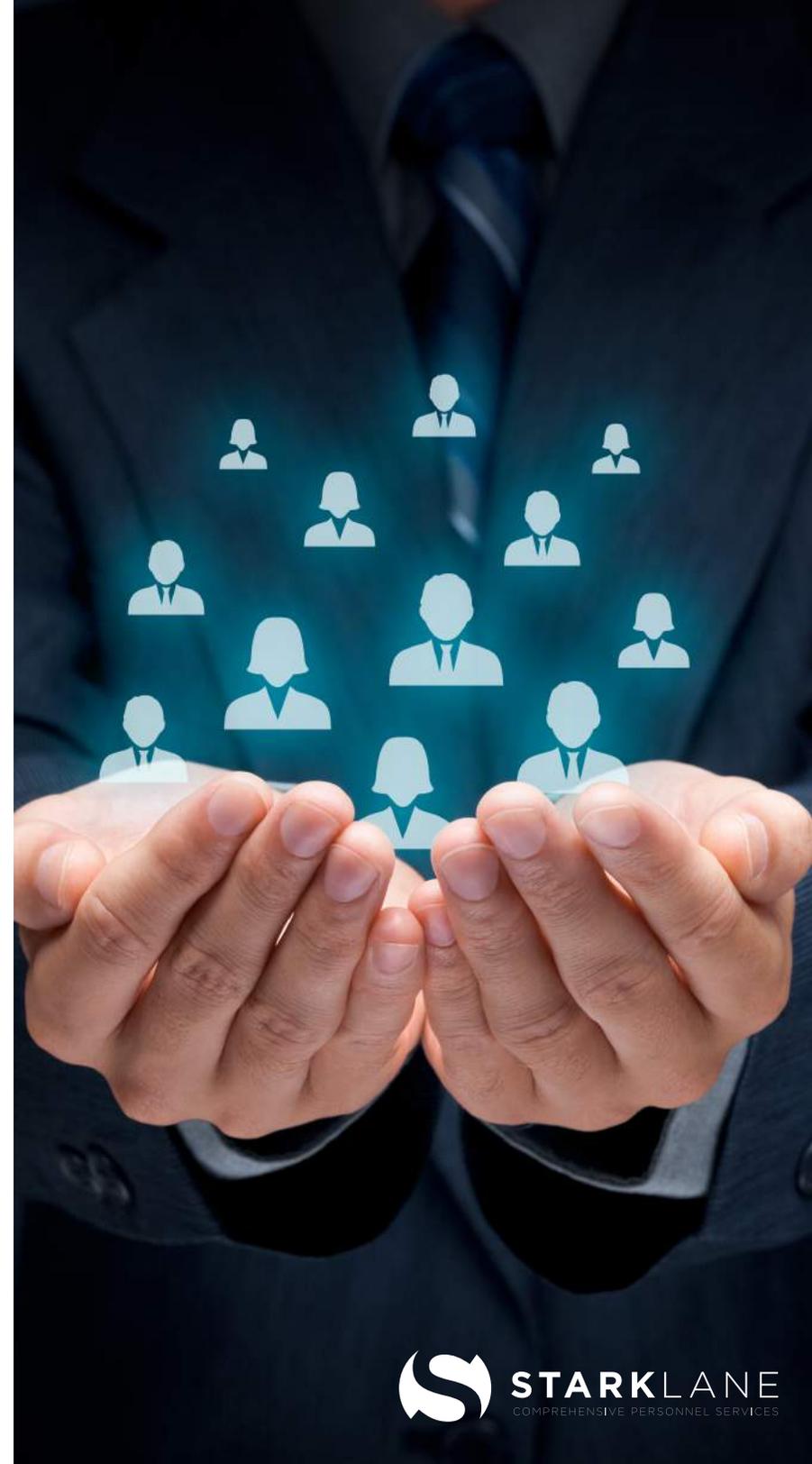
Contingency indicates a service charge is earned solely and wholly upon successful completion of a recruitment project. Contingent models are effective for the rapid engagement of our team for the procurement of mid-level leaders in market segments where our firm is most active.

Though the majority of our Contingent Recruitment projects are completed with the use of our most basic candidate procurement vehicles, we often exhaust significant resources in an effort to meet the Stark Lane goal of submitting 3 qualified candidates within 5 days of engagement for each Contingent Search.

DELIMITED SEARCH

Delimited Search is often represented as Retained Executive Search. While it is not technically a Retained engagement, it is a highly effective model offering Retainer-level service and effectiveness at Contingency speed. We recommend a Delimited Search for organizations with periodic recruitment projects requiring specific deliverables and flawless quality.

Similar to Retained Search, the service charge for a Delimited Search is split into multiple installments, engagement and completion. Dissimilar to a Retained Search, the completion fee is due only upon successful outcome. We provide additional economic incentives and financial protection for companies requesting a Delimited Search.



Interim Leadership & Temporary Placement

INTERIM LEADERSHIP

In today's business environment, every minute counts. When an organization is faced with the transition of a senior leader, the vacancy can place undue stress on the remaining team and may threaten the stability and economic viability of the organization as a whole. An interim leader provides immediate stability and can prove significant value to the organization by laying the groundwork and helping the organization set short and long-term objectives for the permanent leader.

TEMPORARY PLACEMENT Whether your organization experiences seasonal demand for an increased workforce, you do not have the resources to recruit, train, and provide employees of a particular function with costly full-time benefits, or you do not wish to expose your organization to the risk of consultants and contractors who could, potentially, take business away from you, temporary employees may be the solution.

When using Temporary Employees through Stark Lane, you manage the team and control the work; we do the rest.

A TEAM APPROACH

When an organization engages Stark Lane, they do not engage a "Recruiter." They engage a team with decades of experience, the best technology available, and the organization who sets the pace for 21st Century capabilities of the recruitment industry.



Contact us today
and let us put
our expertise to
work for you



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