



Dilkon Medical Center

Job Vacancy Announcement #DDH-24-14

Closing Date: 04/11/2024

POSITION TITLE: Recruitment Coordinator

DEPARTMENT: Human Resources

Position Summary:

Under general supervision of the Human Resources Manager, the Recruitment Coordinator plays a pivotal role in our support of Winslow Indian Health Center, Inc. ("WIHCC") and Dilkon Medical Center ("DMC") hiring needs by spearheading the recruitment efforts for clinical positions and closely collaborating with the medical and nursing division. This position entails coordinating the recruitment process for healthcare professionals, such as physicians, nurses, and allied health staff, while fostering strong partnerships with the medical team. The Recruitment Coordinator will work closely with hiring managers, medical staff, and HR team members to ensure the acquisition of top talent to deliver exceptional patient care.

Coordinates the flow of candidates through the recruitment process, from receiving application packets, screening applications, conducting interviews to bringing new employees on board in accordance with the Navajo Preference and Employment Act (NPEA) and other related employment laws and regulations. Interacts closely with department heads, and other managers and staff to coordinate the recruitment and hiring of new employees. Uphold the principles of WIHCC's Vision, Mission, and Value Statements. Maintains confidentiality of all privileged information at all times.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Maintains regular attendance and punctuality.
- Lead the recruitment process for clinical positions, including physicians, nurses, therapists, and other allied health professionals.
- Collaborates closely with the medical and nursing divisions to understand staffing needs, develop job descriptions, and establish selection criteria.
- Assist in the development and implementation of recruitment initiatives to enhance diversity and inclusion within the medical division.
- Maintain accurate records of recruitment activities, including applicant tracking and reporting on key metrics.
- Collaborate with HR team members to streamline the onboarding process for clinical staff, ensuring a smooth transition for new hires.
- Stay abreast of industry trends and best practices in healthcare recruitment, making recommendations for process improvements and innovative strategies.
- Represents and promotes organization to potential applicants by providing information, responding to questions by email or phone calls and collecting applicant data.
- Collaborates with HR team to support specific recruiting efforts, including coordination with external employment resources such as IHS, Navajo Nation and its entities.
- Coordinates recruiting, selection and employment process in line with established procedures.
- Works closely with hiring managers and internal/external Recruiters to support recruitment process for individual positions both as Full-Time Employees (FTE) and Part-Time Employees (PTE).
- Maintains and manages applicant management system.
- Processes applications and performs applicant screening while complying with NPEA and other established human resources guidelines.
- Refers qualified applicants to hiring managers and making hiring recommendations when appropriate.
- Coordinates and schedules interviews with potential candidates.
- Works closely with hiring managers in creating interview questions.
- Conducts interviews and assists with selection of potential candidate.
- Conducts preliminary employment verification and reference checks for potential candidates.
- Composes and distributes routine written correspondence such as non-select letters and other appropriate HR communications.
- Creates Personal Action Form (PAF) for new hires.
- Makes job offers to candidates for WIHCC and DMC employment.
- Assists potential candidate with coordination of relocation, when needed.

- Assists with the overall process of new hire orientation including required paperwork.
- Assists by working closely with Indian Health Service Area regarding Commission Corp staff with transfers, including all necessary paperwork.
- Maintains recruitment files, recruitment calendar, records of interviews and new hires.
- Assists in representing WIHCC and DMC at career/job fairs and recruiting events.
- Coordinates onboarding process for students, residents and contractors for WIHCC and DMC.
- Manages student, residents and contractor calendars.
- Communicates and coordinates with schools, contracting agencies and General Services.
- Assists with developing a wide variety of written materials in both manual and electronic formats (e.g. HR reports, forms, procedures, brochures, pamphlets, etc.) for the purpose of documenting activities, providing written reference, and/or conveying information.
- Attends related training and development to continue personal and professional growth.
- Participates in HR department meetings that may also include representing HR at other organizational wide meetings.
- Assists in preparing monthly HR recruiting reports for submission to Director of Human Resources and Human Resources Manager.
- Supports Human Resources team with the assignment of special projects.
- Requires completion of tasks or duties assigned by the supervisor.
- Upholds all principles of confidentiality and patient care to the fullest extent.
- Adheres to all professional and ethical behavior standards of the healthcare industry.
- Adheres to WIHCCs Personnel Policies and Procedures, departmental policies, rules, and regulations.
- Interacts in an honest, trustworthy and dependable manner with patients, employees, visitors, and vendors.
- Possesses cultural awareness and sensitivity.
- Maintains compliance with all Human Resources requirements.
- Performs other duties as assigned.

Minimum Qualifications:

High School Diploma or GED. Associate degree in Business Administration, or a related field or equivalent combination of education and experience. At least two years of human resource experience and one year or greater proven experience in recruitment coordination or related HR roles. Knowledge of recruitment and selection techniques, including sourcing methods and interview processes. Strong organizational skills with the ability to manage multiple tasks and priorities simultaneously. Familiarity with healthcare regulations and compliance requirements related to recruitment, Navajo Preference in Employment Act (NPEA) including employment laws and regulations are preferred. HRIS software experience, preferred. Bilingual skills in English and Navajo language preferred. Must maintain a valid unrestricted and insurable driver's license. Must successfully pass a background investigation and maintain suitable requirements for a Child Care position. This position is considered as a Child Care position, which requires a satisfactory background check investigation and is subject to the requirements of the Indian Child Protection and Family Violence Prevention Act, as amended (henceforth referred as the ICPFVP Act).

Knowledge, Skills, Ability:

- Knowledge of applicable federal, state, tribal laws (NPEA), regulations and requirements.
- Knowledge of various employment laws and practices including the Navajo Preference in Employment Act.
- Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, and personnel information systems.
- Knowledge of strong work ethics in the workplace.
- Knowledge of basic application of confidentiality.
- Knowledge of basic computer skills, e.g. Outlook, Word, Excel, PowerPoint and HRIS Systems.
- Skills in proven candidate sourcing and building relationships.
- Skills in database management and record keeping.
- Ability to multitask and be detail orientated in a fast pace environment
- Ability to work independently or as part of the team on diverse assignments in a fast paced environment.
- Ability to plan and manage special human resources projects.
- Ability to interpret and explain human resources policies, procedures, laws, standards, or regulations.
- Ability to maintain the highly confidential nature of human resources work.
- Ability to travel for recruitment meetings, college visits, and career fairs and maintain a flexible work schedule.
- Ability to gather and analyze information skillfully.
- Ability to meet attendance, overtime (if necessary), and other reliability requirements of the job.
- Ability to accept and learn from feedback.
- Ability to communicate effectively both verbally and in writing.
- Ability to provide exemplary customer service at all times.

- Ability to interact positively with others and possess great interpersonal skills.
- Ability to multitask and perform well under pressure.
- Ability to have self-confidence.
- Ability to be a great team player.
- Ability to accept and learn from supervisor/peer critique.
- Ability to be flexible and adaptable to the changing needs of the organization.

Physical Demands:

While performing the duties of this job, the employee regularly is required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to taste or smell. The employee must occasionally lift and/or move up to 25 pounds.

Work Environment:

Work is performed in an office setting or outdoor work environment with a moderate noise level. Work environment may involve exposure to physical risks, such as blood borne pathogens and operating dangerous equipment or working with chemicals. Evening and/or weekend work may be required. Extended hours and irregular shifts may be required.

As required by P.L. 93-638, absolute preference will be given to qualified Navajo applicants. If there is no qualified Navajo applicant, preference will be given to qualified American Indian applicants.