

Valera Health Expands Talent Pool of Qualified Candidates to Prepare for Future Growth



EMPLOYER



WEBSITE

www.ValeraHealth.com

INDUSTRY

Mental Health

HEADQUARTERS

Brooklyn, New York

iHIRE SOLUTIONS

- iHireMentalHealth Talent Community
- Job Slots
- Resume Search

RESULTS

- Expanded talent pool with qualified candidates
- Hired a Mental Health Therapist
- Pipelined talent for future roles
- Increased brand exposure to potential applicants



Background

Valera Health is a telemental health service company that uses digital technology to deliver high-quality and culturally appropriate behavioral healthcare. Founded in 2016 by a team of clinicians and psychiatrists, Valera offers comprehensive, inclusive, and custom-tailored therapy and psychiatry services for adults, children, adolescents, and teens with a key focus: prioritizing a patient's overall mental health. Based in Brooklyn, New York, Valera serves patients in nine states and counting.

Challenges

Valera recruits for various remote clinical roles, including therapists and nurse practitioners, and most are contract or part-time positions. However, a **nationwide shortage** of mental health professionals and the intrinsic difficulty of filling contractor roles made attracting qualified applicants challenging.

Oftentimes, recruiting through today's general job boards yielded irrelevant candidates for Valera; some did not possess the right certifications, and others came from completely different industries. Valera sought a solution that would generate high-quality candidates and serve as a resource to grow its talent pipeline as the organization continues to evolve.

Solutions

In search of a job board dedicated to reaching mental health professionals, Valera discovered **iHire**, an industry-specific recruitment platform with 57 talent communities, including iHireMentalHealth.

For posting its job openings, Valera chose iHire's flexible and interchangeable Job Slots. With a 10-Slot subscription, Valera can swap jobs in and out as positions are filled, target candidates in the specific geographic areas in which it operates, and reach relevant talent through branded job alert emails. At the same time, Valera promotes its employer brand to prospective employees through its **company profile**, comprising its mission, benefits, company video,

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- **Cassie Elliott**
Manager, Clinical Recruitment
Valera Health

and designation as an iHire Choice Employer (an organization that promises fair hiring, fast application processes, and communication with all applicants).

Valera also opted for a Resume Search subscription, allowing the company to proactively source candidates from iHire's database of over 40,000 mental health resumes. With Resume Search, Valera can set up filters to search for talent by skill, location, education level, last activity, and more. Valera can even create saved searches with email alerts and message candidates right through iHire's platform.

When reviewing candidates, Valera especially likes how recruiters can look at each professional's iScore, which compares the applicant's resume to the job requirements, to gauge if they are a fit quickly. Additionally, iHire's multi-user tools and features enable Valera's recruiting team to collaborate easily. Each recruiter can manage their own Job Slots and the Resume Search access can be reassigned to a different user as hiring needs change.

Results

Valera has been impressed by the quality of candidates it is finding on iHire – not only those who are actively applying for jobs, but also those Valera is discovering through Resume Search. Most recently, Valera filled a Mental Health Therapist role with a candidate found through iHire's Resume Search.

In some cases, Valera is bringing qualified candidates from iHire into its talent pipeline. As Valera grows and expands into new states, it will be able to consider those candidates to fill future roles most efficiently. The company also sees iHire as a channel for raising brand awareness among mental health professionals who may one day make excellent hires.

“From the very beginning, my experience with iHire has been phenomenal,” said Cassie Elliott, Manager, Clinical Recruitment, Valera. “I've enjoyed the interactions with the iHire team – they are prompt and supportive. Working with iHire is allowing Valera to reach more quality candidates and get our brand out in front of passive job seekers who may be interested in applying later down the line.”



www.iHire.com



iHire is a leading career-oriented platform that powers a family of 57 industry-focused talent networks, including WorkInSports, iHireVeterinary, iHireDental, iHireConstruction, and iHireChefs. For more than 20 years, iHire has combined advanced job matching technology with our expertise in the talent acquisition space to connect job seekers with employers in their desired sector. With an industry-specific, candidate-centric, and data-driven approach to recruitment, iHire helps candidates find meaningful work and employers find unique, high-quality talent – faster, easier, and more effectively than a general job board. Visit www.iHire.com for more information.