

Reach the practitioners job boards can't.

We believe physician recruitment is a market problem before it's a recruiting problem.

Many of Canada's most sought-after physicians are already working — not actively applying. Every successful search starts with understanding the market, then executing disciplined outreach. MDSearch gives healthcare employers a dedicated national search team, direct access to practitioners beyond the active applicant market, and fees aligned with how the practitioner works. Every search is worked by at least two MDSearch recruiters, with bilingual English–French capability where required.

Since 1999 PHYSICIAN RECRUITMENT Physician recruitment experience across Canada.	500+ PRACTITIONER PLACEMENTS Completed across specialties and provinces.	50,000+ PRACTITIONER NETWORK Direct reach — established relationships, referrals and passive candidate outreach. No purchased lists.	20+ SPECIALTIES Physician and healthcare fields, national market reach.
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WHO WE WORK WITH Hospitals and health systems · Family health teams and community clinics · Municipal and regional physician recruitment programs · Private and specialty practices · International clinical programs

HOW WE WORK

01 · DIRECT SEARCH

Beyond the active applicant market.

Our practitioner network and mapped market enable targeted outreach by specialty, geography, and fit. Candidates confirm interest and availability before introduction.

03 · INITIAL CANDIDATE SCREENING

Relevant, interested, and ready to talk.

We confirm interest, availability, schedule expectations, and compensation alignment, and review public registration and licensing through the applicable colleges. Employers retain control of final references and compliance checks.

02 · PROTECTED REPRESENTATION

Protected representation within the agreed market.

For each search we define the specialty, geography and opportunity type, and for the first year we do not represent a directly competing employer for that practitioner profile in that market. Beyond the first year, protection continues while the search is active and progressing; a stalled search is discussed openly rather than held indefinitely. We only accept searches where we see a credible path to placement.

04 · LIVE REPORTING

Sync-shared. Never guess.

Every search runs on The Sync — a live shared workspace. Outreach activity, candidate responses, and pipeline progress are visible as the search moves — no waiting for a status call.

Hard searches rarely fail for one reason. We identify whether the constraint is compensation, schedule, geography, candidate scarcity or positioning — then give you the market evidence to act on it.

YOUR SEARCH TEAM · A LIVE PERSON ON EVERY INQUIRY

Your MDSearch recruiters

NAMED TO YOU AT LAUNCH

At least two MDSearch recruiters work every retained search and are named to you when it launches — with direct email and phone, and a shared view of the work on The Sync. Every inquiry, assessment and question is answered by a member of the team, not a ticketing system.

RECRUITMENT EXPERIENCE · SELECTED SPECIALTIES

Family Medicine · Emergency Medicine · Internal Medicine · OB/GYN · Plastic Surgery · Dermatology · Pediatrics · Psychiatry · Psychology · Radiology · Pain Medicine · Occupational Health · Nurse Practitioners · Allied Health · Clinic Leadership

Two retained fee models, matched to the role.

Every search begins with a one-time engagement fee that activates the team. From there, fees align with the role's working model: an activity-aligned structure for flexible, part-time and locum assignments, or a defined fixed fee for a confirmed permanent hire. Either way, fees follow the practitioner's committed schedule and working model — and your outcome.

FLEXIBLE • PART-TIME • LOCUM

Activity-aligned retained search.

- Ongoing retained fee aligned to the practitioner's actual working schedule — rather than a single lump-sum placement fee
- Scales with reality — one day a week to five; capped by role and day commitment — the maximum fee for the agreed working schedule is defined before launch
- Variable fees stop if the practitioner stops working — active pipeline supports replacement per agreed terms

PERMANENT • COMMITTED SCHEDULE

Fixed-fee retained search.

- Single defined fee, sized to the committed schedule — payable when the practitioner signs the employment or contractor agreement, refundable if the practitioner does not start under the agreed terms
- Priced below the activity-aligned cap in recognition of the committed schedule
- Extended prorated retention guarantee — one clean transaction, no collection cycles

Fees are quoted per search after the assessment and confirmed in writing. Final fees, guarantees, refund and replacement provisions are governed by the engagement agreement for each search.

WHAT TO EXPECT

DAY 1

Launch details received; team activated and outreach live within one business day.

WEEKS 1-4

Early market signals shared on The Sync as they emerge; a meaningful read on the market by week 3-4.

WEEK 4 ONWARD

Qualified candidates introduced as identified — never held for a batch shortlist. Scarce specialties run longer; we tell you what to expect before launch.

OFFER → YEAR 1

Offer, licensing and start supported; retention followed through the first year.

WHAT WE NEED FROM YOU

A decision-maker we can reach.

Sought-after physicians weigh several options; a search moves at the speed of your answers.

Clear compensation and schedule parameters.

We test them against the market and tell you what the evidence says.

Interview turnaround within about a week.

Introduced candidates are interested and available now — momentum matters.

FROM ASSESSMENT TO AGREEMENT

STEP 1 • SEARCH ASSESSMENT

Tell us about the role. We'll tell you whether there is a credible path to placement.

A short confidential assessment: practitioner profile, schedule, geography and compensation. We respond within one business day — candidly, with our reasons if we don't see a path. Your assessment is confidential and used only to evaluate and structure the search.

mdsearch.ca/assess



STEP 2 • READY TO PARTNER

Sent by MDSearch once we've agreed there's a search worth running.

The Ready to Partner form collects the legal, role and practice details we need to draft your recruitment agreement. Submitting it does not start a search — the search activates once the agreement is reviewed and signed by both parties.