



Part II: How to Select a Travel Nursing Company

If you have taken advantage of Part I of this series of articles, you have completed a thorough self-assessment, defined your goals, set some time frames, and feel great about exactly what you want from your career. Congratulations on taking that important step. You now have a sense of clarity that will make the road a bit more enjoyable and productive.

Now it is time to find the small group of firms that can be your guide in achieving your dreams. In Part II, we give you the tools to make great choices, along with advice for making the most of your recruiter relationship.

As a traveling and local contract rehabilitation therapist, you will not only work in various locations, but you will undoubtedly work with numerous staffing firms throughout your career. It is rare that any single firm will have everything you are looking for at every moment. Therefore, it is critical to identify what is most important to you when working with recruiters and their companies, and to make deliberate choices that are best for you.

We have taken our many years of experience working with nursing professionals just like you, and have organized it into several categories of information we believe will help you in making the best choices.

What to Look For:

Plenty of Jobs

First, make sure the company you are talking to has plenty of jobs in the right areas and settings. Not all companies will have exactly what you are looking for, but if they have a large number of opportunities that change frequently, they can probably find the assignment you are seeking.

Recruiters You 'Click' With

A great recruiter can make the most difference between achieving your career goals and letting them slip away as distant memories. While working on contract can be one of the most fulfilling career choices, it can also be difficult. You may not be treated the same as full-time staff. You may be expected to do more, and you may be excluded from decisions.

This is where your recruiter comes in. A great recruiter can make a good assignment great, and can even help turn a boring one into something much more enjoyable for you. Great recruiters will learn about your goals, motivations, preferences, and decision-making style. Ideally, your recruiter will be able to anticipate which jobs you will be interested in before they even talk with you about them. A great recruiter will know about market conditions, hot markets, and compensation, and will not hesitate to share this information.

It is also important that you enjoy your recruiter. If you do not, work with someone else, even if it is another recruiter in the same company. This person is your lifeline; you need to enjoy talking with them.

It's not that hard to make decisions when you know what your values are. - Roy Disney

Responsive & Friendly Staff

Is your recruiter listening or selling? Are they responsive to your questions and requests? What about after hours numbers in case of emergencies? Will the recruiters and housing coordinators give you their cell numbers in case you need them on the weekend?

It is also important that you are working with a friendly staff. Call the main number and ask for credentialing or housing. How friendly is the receptionist, benefits coordinator, or payroll department? If their employees are happy, you will likely be treated very well.



Perks

In today's market, nearly every Travel Nursing company pays a competitive rate. One way the best companies stand out is in the perks or loyalty programs they offer. Look for:

- *Paid time off (PTO) programs*
- *Student loan reimbursement*
- *Sign-on bonuses*
- *Cell phone reimbursements*
- *Premium housing packages*
- *Tax-free advantage programs*
- *Licensure assistance*
- *Direct deposit*
- *Company paid insurance*
- *401K with match*

Every company has a different offering, and it can be difficult to make apples to apples comparisons, but decide what is most important to you, and find a company that offers these extras.

A Support System

Overall, you should be looking for a company that offers the best combination of as many of these things as you can find. You may be an independent specialist, but you do need a team behind you. In addition, you may love your recruiter, but if the company offers substandard pay, housing, or benefits, it is time to move on. Will the company hunt for a position you want if it does not currently have it available? Does it live up to its promises?

In many cases, you can get this information by talking with other travel or local contract nurses who have experience with the firm. However, if that type of inside information is not available, you will need to be armed with the right questions that will help you make the right assessment before moving forward.

What to Avoid

While the folks you speak with may not sound great, there are always telltale signs that you may not have found the best company. Avoid companies that are too small. In most cases, very small staffing companies have limited opportunities and even fewer resources. Look for companies that employ housing and credentialing specialists. You do NOT want your recruiter to do this. You may also consider avoiding companies that generate most of their business from areas other than nursing. You might feel left out if 95 of 100 workers the company has on staff are allied health professionals. On the other hand, you do not want to be treated like a number.

Above all, seek out honest, ethical companies that value you as a professional and that uphold contractual agreements.

About Cirrus Medical Staffing

Cirrus Medical Staffing is an award-winning Travel Nurse Company and provider of medical professionals to healthcare facilities across the nation. With offices in Charlotte, Atlanta and Houston, our firm specializes in placing [Nurses](#), [Nurse Practitioners](#), [Physician Assistants](#) and [Allied Health](#) professionals into travel, contract and permanent employment. Cirrus is ranked as one of the top 10 Travel Nurse Companies in the US. For our clients, our focus is providing a one-stop solution to their staffing and HR needs. Cirrus Medical Staffing is Joint Commission Certified.

Cirrus Medical Staffing is a member of the Cirrus Healthcare Group, an international healthcare group specializing in providing US healthcare companies with customized domestic and international staffing and HR solutions. The Group consists of [Cirrus Medical Staffing](#), [Cirrus Allied](#), and [Medtivia](#). Cirrus Allied is one of the nation's leading rehabilitation therapy staffing firms and specializes in placing rehabilitation therapists and assistants into travel, contract, and permanent employment. In addition, the Cirrus companies provide international Therapist and Nurse staffing augmentation through our recruitment organization, Medtivia, located in the Philippines. Medtivia is continuously ranked as one of the most outstanding international nurse and therapist recruitment organizations. The companies are all [A. Soriano Corporation](#) (ANSCOR) companies.



Cirrus Medical Staffing has earned the Joint Commission's Gold Seal of Approval™