

THE CLIENT:
READING HEALTH SYSTEM READING, PA

Reading Health Systems (RHS) includes Reading Hospital, a 730-bed acute care hospital, 7,300 team members and more than 1,000 physicians and providers across 46 locations. RHS nears completion of a \$350 million dollar building project that included a 475 thousand square-foot surgical tower that will be one of the most sophisticated in the region, trauma center, with an Advanced Certified Primary Stroke Center and world-class cardiac center, both among the top 100 in the nation.

The need: Chief Financial Officer

Clint Matthews is President and CEO of Reading Health Systems. He had worked with Keith Southerland previously on other searches and knew that his firm would be the best to contact to get the right candidate.

“Both Keith and Neill have a long history working in the industry. They understand the nuances relative to the system and the specific qualifications needed for the candidates. The process was made easier due to their ability to begin the search without a lot of explanation about how things work in our system.”

The personal touch made all the difference, Matthews said:

“Working with a boutique firm like Southerland Partners makes a big difference. Some of the large recruiting firms have multiple searches going on, which produces restrictive covenants for possible candidates. The restrictions cause a disadvantage since it diminishes the applicant pool. We did not experience this with Southerland Partners. Keith and Neill are the consummate professionals, expert in sourcing and matching an experienced and quality slate of candidates. Their ability to match candidates with necessary attributes and experiences and provide expertly prepared candidate profiles was critical for this search. Plus, when we visited with the candidates, we could tell that they felt like they were being managed appropriately and fully briefed on what the position entailed, process, and timing.”

Communication was right on target:

“We talked with Neill or Keith on a periodic basis to review candidates and to go over a timeline for interviews with board members and executives. We spoke as frequently as appropriate and necessary, throughout the whole process.”

Would you use Southerland Partners again? Absolutely, yes!

“We have been very happy with the end result. Our CFO is just what we needed. When we need to recruit senior level positions in the future, our first call our first call will be to Southerland Partners for any search.”

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