



Why Choose HARTZ Search?

HARTZ Search continues to rank among the nation's leading healthcare executive recruitment firms, recently growing to the 13th largest by Modern Healthcare, from 15th in 2024. With a dynamic and growing candidate database surpassing 50,000 healthcare professionals, our team delivers highly specialized interim and permanent leaders with unmatched speed and precision.

From the CEO of a large academic medical center to the Nurse Manager in a rural community hospital, HARTZ meets the moment with deep industry knowledge and concierge-level service. We are based in Charlotte, NC, and offer 24/7 availability, a team with over a century of combined experience, and a laser focus on what we do best: executive and interim leadership placements in acute, academic medical centers, and ambulatory health systems.

What Are Interim Leaders?

HARTZ interims are seasoned executives, directors, and managers who bring battle-tested experience in acute and ambulatory care settings. These professionals are full-time, short-term partners who immediately engage with your organization's most pressing needs - providing clarity, leadership continuity, and strategic focus during times of transition.

While many view Interims as a premium-priced solution, HARTZ Interims offer extraordinary value by accelerating outcomes and reducing long-term onboarding and benefit costs. The Interim Leader is an investment in your organization, strategic initiatives, and, many times, a turnaround effort:

1. Strategic and Tactical Execution - Interims can lead difficult initiatives, such as restructuring departments, addressing underperformance, or implementing new systems - allowing permanent staff to maintain focus and morale.
2. Low-Risk Cultural Fit Assessment - Temporary assignments can double as trial periods to assess alignment with your team and culture before a permanent hire.
3. Independent, Cost-Efficient Contracts - HARTZ Interims are 1099 contractors typically on 3-6 month engagements - eliminating traditional payroll taxes, benefits, and HR onboarding costs.



4. The HARTZ Interim allows for the next permanent leader to begin with many of the most difficult change-management issues resolved or addressed, so that the permanent leader can focus on improving the culture and team dynamics and leading major initiatives.

What is Our Target Market?

We serve acute care hospitals, academic health systems, integrated delivery networks, and medical groups across the country. We do not operate in non-acute sectors like pharmaceutical or biotechnology.

In 2025, the U.S. healthcare system continues to experience rapid transformation:

- Spending is forecasted to exceed \$5.1 trillion, driven by aging populations, chronic disease burden, and AI/technology investments.
- The consolidation trend continues with large systems acquiring smaller hospitals, amplifying demand for interim operational and financial leadership during mergers and integrations.
- The shift toward value-based care and digital health integration has increased the need for interim leaders with expertise in care redesign, patient experience, and quality outcomes.

Our singular focus on acute and ambulatory executive search enables us to meet these evolving demands with exceptional speed and precision.

Why Do You Need a HARTZ Search Interim?

Your health system or medical group may need interim support in the following situations:

1. Leadership Vacancies Due to Turnover or Leave - Hospital CEO turnover remains steady at 16%, according to the most recent data from the American College of Healthcare Executives. Across all management levels, post-pandemic burnout, workforce shortages, and demographic retirements continue to leave critical gaps.
2. Planned Transitions or Strategic Realignment - Boards increasingly seek fresh leadership perspectives during restructuring or pre-merger phases. Interims provide a bridge while permanent searches are underway.
3. Financial Turnarounds & Operational Stabilization - As hospitals manage tighter margins and rising labor costs, interim CFOs and COOs are leading agile cost containment strategies and operational overhauls.



4. Workforce Crisis & Strategic Consulting - A projected shortage of 110,000 healthcare workers by 2028, particularly Nurse Assistants and Allied Health professionals, is already impacting patient access and staffing models. Interims offer rapid deployment of strategic planning talent, including workforce optimization and digital workflow transformation.

Next Steps

To discuss how HARTZ Search can support your leadership transition or strategic initiative, please contact:

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