

VERONICA MORRISON

SENIOR HEALTHCARE RECRUITER | PHYSICIAN AND APP TALENT ACQUISITION

Dallas, Texas | 281-507-0477 | veronicanm12@gmail.com

PROFESSIONAL SUMMARY

Healthcare recruiter with 7+ years of clinical recruiting experience and 10+ years supporting recruitment and HR operations. Specializes in physician, advanced practice provider, nursing, and allied healthcare searches, with a 70% submission-to-interview rate in physician and APP recruiting. Experienced in passive sourcing, candidate screening, compensation alignment, client communication, and ATS/CRM management.

RECRUITING EXPERTISE

Physician and APP Recruitment | Emergency Medicine | Hospitalist and Nocturnist | Family Nurse Practitioner | Primary Care | Nursing and Allied Health | Full-Cycle Recruiting | Passive Sourcing | Candidate Screening | Interview Coordination | Compensation Alignment

PROFESSIONAL EXPERIENCE

Executive Recruiter | VNM Recruiting

January 2022 - Present | Dallas, Texas

- Lead full-cycle searches nationwide, averaging eight physician and APP placements and six to eight allied health placements annually.
- Maintain a 70% submission-to-interview rate by aligning candidate experience, licensure, compensation expectations, schedule preferences, and geographic requirements before presentation.
- Build passive candidate pipelines through Doximity, LinkedIn Recruiter, specialty physician platforms, job boards, database sourcing, email, SMS, and direct phone outreach.
- Advise clients on search strategy, market conditions, candidate availability, job-ad positioning, and workflow improvements for difficult-to-fill clinical roles.

Healthcare Recruiter | Confidential National Healthcare Staffing Firm

January 2019 - January 2022 | Remote

- Managed full-cycle nursing and allied healthcare recruitment, from initial sourcing and qualification through submission, interview coordination, offer acceptance, and onboarding support.
- Completed 129 placements during tenure, including a high of 50 placements in 2020, while maintaining a 75% submission-to-interview rate.
- Developed high-volume pipelines through direct outreach, referrals, job boards, ATS searches, and consistent follow-up with active and passive clinicians.
- Screened candidates for clinical experience, licenses, certifications, availability, compensation, location preferences, and assignment requirements before submission.

Human Resources Administrator | Confidential Skilled Trades Employer

January 2016 - January 2019

- Supported recruiting and onboarding for skilled-trades employees and subcontractors by posting jobs, screening applicants, coordinating interviews, collecting documentation, and maintaining personnel records.
- Processed payroll documentation, timesheets, invoices, accounts receivable, and data entry while managing calendars, meetings, email, reception, and filing.

TECHNOLOGY

LinkedIn Recruiter | Doximity | Indeed | ZipRecruiter | Workday | Crelate | RecruiterFlow | Zoho Recruit | Nursys | FCVS | Verisys | Modio | Email and SMS Campaigns | Microsoft Office

EDUCATION

Bachelor of Business Administration in Healthcare Administration | University of North Texas at Dallas

Expected May 2029