



A Message From NAPR President Spencer Britt

Hello, valued NAPR Members!

As our NAPR community continues to grow, I wanted to take a moment and introduce myself, along with a few updates! For those of you I haven't yet met or communicated with, I'm Spencer Britt- a provider contingent search firm owner (Britt Medical Search) like many of you! The past few years have been undoubtedly challenging on a multitude of fronts—which is where I find so much benefit in being an NAPR member! The networking, resources and commitment to ethics are an invaluable part of my personal business and brand. Please see below for a few helpful updates and reminders:

Convention – a Huge Success!

The NAPR Annual Convention was held in Charlotte this past March and was a HUGE success! We received near record attendance and positive feedback on the learning sessions, networking opportunities and vendor participation. Next year's should be even better!!! Please keep an eye out [here](#) for future announcements regarding next year's Convention location and dates!

Have a Webinar Topic you would like to propose? [Let us know!](#)

The NAPR Board of Directors is hard at work recruiting speakers for upcoming webinars. We are dedicated to bringing you the most relevant and engaging content to enhance your professional development. To ensure our webinars meet your needs, we are seeking topic and speaker suggestions from our members. Your input is invaluable in helping us provide the best possible educational experiences. Share your ideas and help us continue to deliver top-notch programming that supports your growth and success in physician recruitment.

[Certified Ethical Recruiter \(CER\) Designation!](#)

Ethical recruitment of healthcare providers is vital for safeguarding patient safety, maintaining professional standards, complying with laws and regulations, fostering a positive work environment, and ensuring the well-being of both patients and the healthcare workforce. Obtaining NAPR's Certified Ethical Recruiter (CER) designation demonstrates to employers and clients that you have met NAPR's high ethical standards and are committed to ethical recruiting practices.

Lastly, Our Anchor: NAPR's Commitment to Ethics!

NAPR's 10 Commandments embody the recruiting best practices that distinguish its members from others in the industry.

1. NAPR members shall only refer a candidate to a client after receiving permission from both the candidate and client.

2. NAPR members shall accept placement fees only from clients with whom they have signed agreements.
3. NAPR members shall comply with all federal, state, and local laws.
4. NAPR members shall preserve all confidences of the candidate and client.
5. NAPR members must compete in a fair and honorable manner.
6. NAPR members must honor all contractual agreements.
7. NAPR members shall maintain regular contact with candidate and client for the purposes of updating and consummating the placement (Procuring Cause).
8. NAPR members shall withdraw a referred candidate's name immediately upon learning that another recruiter has previously and properly referred the candidate.
9. NAPR members shall present only thoroughly screened candidates to clients.
10. NAPR members, when clearing a candidate's name with a client, must immediately (by end of next business day) submit the candidate's Curriculum Vitae to the client.

We appreciate your membership and look forward to continuing to deliver the very best association experience for physician recruitment in the nation!

With warm regards,

Spencer Britt
NAPR President