



bkt
Executive Careers

bkv worldwide matching of people and organisation

“Somewhere in the world, the right person is looking to work for you. Our job is to make sure you find each other.”

At BKV, we work on a very special mission; “the recruitment and selection of doctors and healthcare managers”. Our goal is the same as our clients, to find professional candidates who have all the unique qualities, ambitions and specialisations to elevate your organisation to a higher level. It’s a journey many may consider complicated. Thanks to our professional proven methods, our huge database and our complete knowledge of the healthcare sector, we will find the person you’re looking for. And more!

At BKV, we do more than just successfully find medical talent. We are also exceptionally interested in the medical sector and in recruitment and selection of personnel in general. Our team of consultants strive to understand what’s important to you and your business, we follow industry developments closely and are able to advise you about current developments in the medical profession. With their extensive background knowledge, our consultants are happy to answer your questions at any time. An ever-increasing number of organisations require this service and are contacting BKV as a result. It’s no accident that in ten years BKV has grown to become the biggest intermediary for permanent jobs, interim posts and locum tenancies for doctors and managers.

“A unique market calls for a unique approach.”

Our mode of operation is derived directly from our vision. At BKV, we offer more than just tailor-made new staff brokering. We provide more than just a database of 37,000 specialists. We have developed a solid understanding of the medical system and network that enables us to locate truly motivated people, professionals with a high-quality work ethic and reliable doctors or managers. An understanding based on our use of tested business procedures, that we are happy to explain in person. It is also an understanding that extends beyond the borders of the Netherlands. We operate internationally and work with clients and candidates of all nationalities.

At the start of every new search we listen attentively, to you as the client, but also to the candidate. We listen to what is said, but more importantly to what may not be said, the wishes and requirements of both parties being central to our search. Fully understanding the motivation of both client and candidate enables BKV to make a reliable recommendation to you. By developing a systematic approach in which we combine experienced recruitment best practice with tactful questioning and communication we have attained a leading position in our specialist area. Your contact at BKV will provide you with all the information you need.

“There are many ways of conducting a recruitment & selection campaign. At BKV we recommend a precise yet energetic approach.”

Our services:

Recruitment & selection of doctors and specialists

Every organisation we work with is slightly different and has differing wishes. Before we commence any recruitment project on your behalf we discuss the way we are going to collaborate with you in advance, on a no-cure-no-pay basis or according to prior agreements such as a recruitment order or a joint venture agreement. Because your corporate culture, vision and objectives are also unique, they are the main topic of our first meeting, which is, of course, entirely free of obligation.

Supplying the right temporary capacity

Our doctors and specialists also provide a solution to temporary capacity problems. You can bring them in on the basis that the candidate is employed by us or is self-employed. Agreements about the period and form of employment are set down in a contract. In consultation with the candidate, this contract can be extended or you may opt to employ the candidate directly.

Management, policy and administration posts

BKV can supply temporary or permanent support staff in the fields of management, policy, or administration. Working in partnership with our clients we deliver the answers to your needs, as we have done so for many other businesses in the past. Our logical, professional approach is a guarantee of success in this respect.

BKV respects your unique wishes and requirements.

Forms of collaboration for recruitment and selection

No-cure, no-pay

At BKV we work with various clients on a no-cure, no-pay basis. We put you in touch with potential candidates for your vacancy, and you only pay when you employ an applicant proposed by BKV. This means you can cooperate with us entirely free of obligation.

Specific recruitment assignment

Some vacancies require a specific recruitment assignment. We expand the standard recruitment and selection procedure with a focussed step-by-step plan that leads directly to the right candidate. We devote a extra time to the job profile and company profile and on the basis of the vacancy we decide which media is most appropriate for advertising.

Collaboration agreement

Many clients choose a joint venture agreement with BKV. This is particularly suitable when you want to task BKV with the recruitment and selection of applicants for a fixed period determined in advance. Together we determine the conditions of employment and then we draw up a project description. Under a joint venture agreement, the costs for each applicant are degressive in nature. For this we present a made-to-measure offer.

All forms of employment are possible

No matter in what way you task BKV there are always many possible forms of employment. Even temporary employment can be solved in different ways: Applicants can be employees of BKV, or they can work directly for you. After some weeks we hold an evaluation meeting to decide whether the match is successful for all concerned.

Even if you prefer to take control of the recruitment, selection and supervision of an applicant yourself, BKV can still support you.

“We understand people.”

The team at BKV

In a specialist market you can only operate effectively if you can rely on first class staff members. All of our people are highly motivated and have a desire to fulfil your requirements in a correct and professional manner with a strong commercial flair. Together we form BKV, a transparent, professional, innovative and flexible intermediary that can respond rapidly to new requirements and maintain a flexible approach. We communicate effectively with you and one another, we are results oriented and always keep our eye on the ball. We ensure we are always available and strive to achieve high quality and prompt mediation between personnel and organisations, which is entirely for your benefit.

Quality assurance

Working with BKV you can be assured of an excellent quality policy with respect to clients, personnel and organisation. We employ well-trained and qualified personnel using the latest technology in modern well-equipped offices. We are continually striving to make quality the common goal of the whole organisation, a policy supported actively by the management.

Our quality policy guarantees that:

- The interests of the candidates and the clients are promoted at all times.
- The knowledge and skills of employees are supported and improved.
- Quality is not affected by turnover of personnel.
- We use standard, tested and proven documentation.
- The mode of operation is uniform
- Our candidates and clients are treated professionally and can rely on consistent quality.
- BKV strives to ensure constant improvement as far as quality is concerned.

The facts

Our organisation has a sound financial structure, good solvency and looks forward to healthy expansion. From a dynamic point of view our strong financial position guarantees our continued existence.

BKV Executive Careers is a subsidiary of BKV Beheer B.V., which also includes BKV Groep BV, BKV Artsen Intermedair, BKV Overheid & Onderwijs and Superbaan BV.