

MBS®

FOR DSOS & DENTAL GROUPS

Dental Recruiting Solutions

Dentist, specialist and hygienist recruiting.

ABOUT THIS GUIDE

MBS helps DSOs and dental groups recruit dentists, specialists and hygienists for priority practices and recurring hiring needs.

We engage and screen clinicians against agreed requirements, then prepare both sides for a useful introduction.

Use this guide to compare service options, qualification standards and account responsibilities. Your agreement defines the roles, deliverables, fees and commitments.

WHAT'S INSIDE

03 The contribution

04 Service fit

05 Direct search & specialty

06 PaaS & Embedded

07 Qualification

08 Prepared introductions

09 Partnership standards

10 Business value

11 A practical starting point

12 Discuss your hiring needs



RECRUITING SUPPORT FOR PRIORITY HIRING NEEDS

Qualified clinician conversations.
Prepared introductions. Clear accountability.

MBS identifies and engages clinicians for priority practices and recurring hiring needs. We screen against agreed requirements and prepare both sides for a productive introduction.

Choose focused search, a recurring pipeline or integrated recruiting capacity to match your team's priorities.



WHY MBS

01

Viable hiring options

Useful clinician conversations beyond your active pipeline.

02

Defined recruiting work

Agreed outreach, screening and preparation owned by MBS.

03

Visible progress

Next actions, unresolved items and accountable owners.

Evaluate the contribution to your team.

CHOOSE THE RIGHT SUPPORT

01	DEFINED OPENING **Direct Search**	A selected role or group of priority searches.
02	SPECIALIST NEED **Specialty Recruiting**	An agreed clinical opportunity and specialist requirement.
03	RECURRING DEMAND **Pipeline-as-a-Service**	Sustained external outreach and qualification.
04	TEAM INTEGRATION **Embedded Recruiting**	Defined recruiting work within your team's workflow.

Choose support around the hiring need. A focused search is a valid choice. There is no required progression from Direct Search to PaaS or Embedded recruiting.

Assess Your Dental Workforce Readiness

WHERE DENTAL WORKFORCE INFRASTRUCTURE FITS

DWI

The broader workforce framework

Provider needs
What the practices require

Recruiting capacity
Who owns the work

Clinician pipelines
Access and engagement

Hiring visibility
Progress and decisions

Supports the services. Distinct from PaaS.

FOCUSED DENTAL RECRUITING

DIRECT SEARCH

- Priority role or group of searches
- Practice research and outreach
- Clinician screening
- Prepared introductions

ENGAGEMENT TERMS

- Retained, engaged or contingent
- Defined work and deliverables
- Fees and payment milestones
- Account-specific proposal

SPECIALTY PROVIDER RECRUITING

For oral surgery, endodontics, orthodontics, periodontics and other agreed specialties.

Research and outreach reflect the clinical opportunity: case mix, referral context, equipment, team support, schedule and market.

Support can serve a defined search or recurring specialty demand.



THE OPPORTUNITY BRIEF

Define the role before outreach.

- Clinical scope
- Required experience
- Schedule
- Location
- Compensation
- Practice support

Align expectations early. Surface open questions.



PIPELINE-AS-A-SERVICE (PAAS)



For sustained outreach and qualification across approved roles.

An agreed monthly service covers qualified introductions and reporting. The agreement defines coverage, delivery commitments, qualification, fees and term.

It does not guarantee a number of hires.

1. **Outreach**
2. **Qualification**
3. **Reporting**

EMBEDDED DENTAL RECRUITING

For recruiting support integrated into your workflow.

Dedicated capacity performs an agreed set of tasks alongside your team.

Define system access, decision authority, candidate follow-up and reporting responsibilities before work begins.

1. **Defined work**
2. **System access**
3. **Clear owners**



DWI connects provider needs, recruiting capacity, clinician pipelines and hiring visibility.

It supports these service models and is distinct from PaaS.

MORE THAN A NAME OR A RESUME

A useful introduction connects a clinician to a specific opportunity.

01 Role alignment

Screen against agreed experience, clinical scope and other requirements. Identify exceptions and questions for your clinical team.

02 Practical alignment

Confirm location, schedule, timing and compensation expectations. Clarify commute or relocation needs.

03 Opportunity-specific interest

Confirm the clinician has considered the actual practice and role, beyond general interest in hearing about jobs.

04 Consent, information & availability

Confirm consent to present, the agreed information handoff and availability under the account's counting rule.

ONE HANDOFF. TWO PREPARED SIDES.

Your recruiter and the clinician need context for the same next conversation.

FOR YOUR TEAM

Candidate context

Background, motivations, practical expectations, screening, open questions and availability. Supporting materials may include a résumé, screening summary and appropriate license information within scope.

FOR THE CLINICIAN

Opportunity context

Approved company and practice information, preparation and an informed next conversation. Both sides know the receiving owner, next action and availability to meet.

A clear owner. A clear next step.

Clearance is separate from qualification.

Where required, MBS records client clearance under agreed ownership and prior-contact rules. Clearance alone is not a qualified submission.

REPORTED / VERIFIED / PENDING

Keep candidate-reported information, completed verification and open questions distinct. Deeper clinical or credential checks must be in scope. The client retains clinical evaluation and credentialing.

"Net-new" follows the account's definition. The signed agreement governs when a submission counts. It does not imply exclusivity or that a clinician has never appeared in an ATS.

Prepared on both sides.

Context before the conversation.



THE MBS PARTNERSHIP EXPERIENCE

01 **Partnership alignment**

Agreed work, qualification rules, response commitments, owners and success measures.

02 **Decision-ready introductions**

Organized candidate information, practical context and a clear next step.

03 **Communication & follow-through**

Prepared handoffs and visible unresolved actions, each with a named owner.

04 **Transparent results & executive reviews**

Delivery, progression, obstacles and decisions requiring attention.

05 **Value & continuous improvement**

Review usefulness, correct shortcomings and adjust support when justified.

Included activities and review cadence follow the agreement. Group-text introductions require agreement and consent.



BUILDING A CLINICIAN BENCH FOR GROWTH

DELIVERY AGAINST THE AGREEMENT

101

qualified introductions delivered

The agreement called for 96 qualified introductions to interested clinicians and specialists.

12
multi-specialty roles

6
states

The client engaged MBS to help build a clinician bench supporting its growth plans.

These introductions brought access to qualified passive clinicians and specialists who were net-new to the client's recruiting pipeline—not already in its ATS or active recruiting pipeline at the time of introduction.

During screening, the clinicians confirmed interest in the specific opportunity and in moving forward with the client's hiring process.

Five introductions above the agreed target.

105.2% of the delivery target achieved.



START WITH A PRIORITY. DEFINE THE WORK.

01

Confirm the hiring need

Define the approved role, practice or recurring need. Identify whether the constraint is candidate access, recruiting capacity, opportunity fit or candidate movement.

02

Agree work & responsibilities

Define MBS's work, candidate requirements, clearance and counting rules, handoff information, contacts, response expectations and reporting.

Estimate Dentist Vacancy Impact

MBS owns the agreed research, outreach, screening, preparation, introductions and reporting within scope.

SCOPE, INVESTMENT & THE REVIEW POINT

03

Scope & investment

Covered roles, concurrent openings, delivery commitments, fees, placement charges, payment milestones, term and renewal belong in the account-specific agreement.

04

Decision & review

Name decision-makers, required approval information, the next action and date. Agree how delivery and usefulness will be reviewed.

Your team retains clinical evaluation, interviews, offers, credentialing and onboarding, with shared feedback and follow-through.



DISCUSS YOUR PRIORITY

Which hiring need matters most?

What would addressing it allow your organization to do?

Start with an existing role description and your current priorities. No new presentation or financial model is needed to begin the discussion.

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Schedule a Recruiting Partnership Discussion