Stop Hunting Unicorns. Start Hiring NPs.

Anatomy of a unicorn

Confirmed sightings to date:

0

WHILE YOU WAIT FOR THE UNICORN

Revenue walks

Unseen patients don't wait. They find another clinic.

Your team pays

Coverage lands on everyone else. Burnout compounds

The pool shrinks

Great NPs get hired in weeks. Waiting filters them out.

The unicorn isn't coming.
A strong match is interviewing elsewhere this week.

The job post: keep it, teach it, or cut it

Non-negotiables

- Active licensure
- Credentialing complete
- Specialty fit
- Patient population fit

Goes in the post.

Trainable in 90 days

- Your EMR
- Your workflows
- Documentation style
- Pace and patient mix

Teach it after the hire.

Wish list in disguise

- "5+ years" as a proxy
- Expert in everything
- Perfect from day one
- Undefined "passion"

Cut it before you post.

The interview: screen for the job, not the myth

SKIP "Why should we hire you?"

ASK **"Walk me through a patient case that stretched you."**

SKIP "Where do you see yourself in five years?"

ASK **"What does a strong first 90 days look like to you?"**

SKIP Rapid-fire resume trivia

ASK **"Here's a real Tuesday in this clinic. How would you run it?"**

Passion, made visible

You can't measure it on paper. You can watch for it in the room.

Curiosity → Asks real questions about your patient population

Adaptability → Talks through change without blaming anyone.

Ownership → Tells "I" stories with real specifics.

Unicorns are for storybooks.

32,000+ credentialed NPs are real.
See a better way to hire.

nphire.com

NP HIRE