Scouting, Selling & Succeeding
How Compliance Officer Should Approach Their Next Job Search

2020 HCCA Compliance Institute
Nashville, Tennessee

Let’s set the stage...

• Who?
• What?
• Why?
• How?
Before we begin...

Who are you?

Scouting: Broaden your horizons
Self-Assessments

8 Things to Know About StrengthsFinder Leadership Domains

Beyond Your Comfort Zone

INTROVERTS
- Like to be alone with their thoughts
- Think things through before they speak
- Get energized by being alone
- Like advance notice of changes
- Like to get feedback in private
- Work better alone
- Good writers

EXTROVERTS
- Like to talk things out with others
- Like to dive in immediately
- Get energized by being with others
- Like surprises
- Like public acknowledgement
- Teamworker
- Good speakers
Evaluate YOUR Situation

• Are you actually happy?
• Moving vs. Stagnant
• Stable company/entity?
• Cohesive Team/Supportive?

Ongoing & Periodic Inquiries

LinkedIn  
CareerBuilder  
Indeed  
Headhunter
What do I want?

- Know thyself
- Targeting the job you want
- Imagine the reality
You are not your job title

So… what are the Core Compliance Skills?

• Training
• Interviewing & Investigating
• Documenting
• Policy Writing
• Research
• Issue Spotting
• Problem Solving
• Translating
• Leading / Cajoling / Enlisting
• Other Duties as Assigned…
Who are they?

- Headhunter
- Human Resources
- Department
- Stakeholders

What do they want?

- What are their specific needs?
- How can my skills fill their needs?
Know your audience

Context Matters… a little

- Cover Letters
- Phone interviews
- In-person Interviews
- Panel Interviews
- Negotiations
Remember to Sell Yourself

But you are also buying…

• Finding a match

• Discussions not interrogations

• Interview them too
Flipping It

- Writing job descriptions
- Identifying and recruiting candidates
  - Who?
  - Where?

Working With HR

- Filters
- Who is doing the first pass review?
- Do they understand the role / team?

“That’s true. We did advertise for someone who ‘works well under pressure’...”
Succeeding:
Apply established practices to new terrain

Success = Additional Work
Promotions and Internal Transfers

Work Life Balance: Establish Your Definition
Professional Skills: External Application

- Board Service
- Charity Work
- Personal Life